WATERFORD
EXECUTIVE

NORTH AMERICA'S LEADING RECRUITMENT FIRM

905-564-0558 | 7111 Syntex Drive, Mississauga, ON | waterfordexecutive.com

Waterford Executive is a leading permanent search firm with a focus on Executives, Engineering, IT, Finance, and Sales & Marketing roles. Our capability to recruit for your company's roles includes, but is not limited to, the list below.

EXECUTIVES

- CFO
- CEO
- COO
- CTO
- President
- Vice President
- Director

MANUFACTURING

- General Manager
- Plant Management
- Production Management
- Maintenance Management
- Facilities Management
- Operations Management
- Material Management and Procurement
- Health, Safety & Environmental

INFORMATION TECHNOLOGY

- Mobile Developer
- IT Manager
- Solution Architect
- Senior Developer
- Quality Assurance Analyst
- Program Analyst
- Software Designer
- Full-Stack Developer

FINANCE

- Controller
- Financial Analyst
- Cost Accountant
- Business Analyst
- Finance VP/ Manager
- Internal Auditor

SALES & MARKETING

- Inside Sales
- Business Development
- Marketing Manager
- Brand Manager
- Corporate Communications
- Product Manager

LIFE SCIENCES & HEALTHCARE

- General Manager
- Technical Sales
- Quality Control
- Processing Technicians
- Product Development
- Engineers
- Operations Manager
- Customer Service

ENGINEERING & TECHNICAL

- Engineering Management
- Program Management
- Senior Project Management
- Process Engineering
- Design Engineering
- Electrical Engineering
- Mechanical Engineering
- Mechatronics Engineering
- Quality Assurance Specialists
- Systems & Test Engineers
- Senior Engineers
- Software/Hardware Engineering

WHO WE ARE

Waterford Executive's founding Directors have a deep understanding of what is required to be an effective recruiting resource for our clients. Our Directors have extensive experience in corporate recruitment after years of managing the recruiting efforts of Magna International, a Fortune 500 company with revenues in excess of $18 billion.

This vast experience using outside agencies revealed glaring gaps in quality, speed, and ethics. Armed with this knowledge, Waterford Executive developed recruiting strategies that continue to distinguish us as leaders in the permanent recruiting industry.

> "After several months of time, costs and frustration searching for the right candidates, we engaged the services of Waterford Executive with immediate successful results."
>
> Jay Summers, Mitutoyo Canada

WHAT MAKES US DIFFERENT

Since 2002, we've provided thousands of permanent search solutions. We perform quality recruitment work quickly and cost-effectively. Our efforts are focused on building lasting relationships with clients and candidates.

WE FIND HIGHLY SKILLED CANDIDATES

- ✓ We present only the top-flight candidates for your consideration. Our goal is to improve your business, one hire at a time.

WE REPRESENT YOUR BRAND

- ✓ We act as an extension of your brand and strive to understand your needs and culture. This enables us to present candidates with a complete profile of your organization.

WE ARE RECRUITMENT EXPERTS

- ✓ For over 2 decades, we have been the preferred recruitment source for many of North America's leading companies.

WE ONLY HIRE THE BEST

- ✓ We hire only senior, experienced professionals who can quickly identify and source top talent using our processes.

WE USE PROVEN METHODOLOGIES & TOOLS

- We will source, assess, and screen candidates for knowledge, skills, fit, and ability using our proven methodologies and tools.

WE USE THE LATEST TECHNOLOGY

- We use the most advanced technology available to find the best candidates. This includes our state-of-the-art Applicant Tracking Systems and external databases.

WE DIG DEEP IN A TIMELY FASHION

- The depth of our recruiting process, and our exemplary level of client service, are the backbone of our success.

WE ARE CONNECTED

- Our geographic area of business is primarily North America. Our candidate pool and network are global.

SEARCH METHODOLOGY

We have developed industry-leading search methodologies and tools that enable us to source and identify the best candidates for even the most challenging positions.

The Waterford Executive team will:

- ✓ Conduct an innovative client needs assessment
- ✓ Use our proprietary recruiting technology
- ✓ Access our database of over 1 million qualified candidates
- ✓ Search external databases
- ✓ Aggressively recruit within key companies to find the most qualified individuals
- ✓ Use our networking capabilities and candidate relationships to access ideal, passive candidates who are not actively looking
- ✓ Advertise on job boards and related professional association websites

We have seen many changes over the last 20 years in recruitment sourcing tools, methods, technology, and client demands, however, one thing remains the same – great talent builds great companies.

OUR PROCESS

Terms of Engagement

In this first phase, we ask relevant questions to ensure no detail is overlooked in our assessment of what you are looking for in your ideal candidate.

Candidate Evaluation

Unique to Waterford Executive, our Candidate Evaluation form provides a summary of the candidate's details, including availability for both interviews, notice required, salary expectations, work history including reasons for leaving, recruiter's impressions of the candidate, WHY we feel they are qualified, and candidate's resume and photo.

Video/Audio Recording

Every candidate submitted for consideration is vetted through video interviews. Video or audio recordings can be provided by arrangement.

Interviews

We coordinate interviews with all parties involved. Following the interview, we debrief the candidate and provide feedback to our client.

References

Thoroughly documented references are conducted using our Reference Check Form. Background checks will be provided, where required, through a third-party company.

Offers

We are there every step of the way representing our client and negotiating a win-win outcome upon presentation of an offer.

Warranty Period

Throughout the warranty period, we check in with our clients and candidates to ensure any concerns are immediately addressed.

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Management Engineering
Manufacturing Automotive

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WATERFORD CANDIDATE EVALUATION

Candidate Name: John Doe **Date:** Friday, October 24, 2022

Geographical Availability: Sudbury **Currently Resides:** St. Catharine's

Position(s) of Interest: Automation Engineer **Availability:** Two weeks

Previous Compensation: $100k/yr **Desired Compensation:** $110-120k/yr

Availability for travel: As required **Availability for Interview:** Any time with notice

Work History: (Chronological Order)

Current Employer: Innio **Previous Title:** Electrical Engineer
Description: Manufacturer of Heavy-Duty Engines
# of employees: 350 **# of years there:** 1 year
Motivation to Leave: Looking for opportunity to grow

Company Name: S-Team Automation Technology **Position Title:** Controls Engineer
Description: General Motors (St. Catharine's) **# of employees:** 3000
Reason for Leaving: Contract role, wants full time **# of years there:** 2 years

Company Name: Bharat Heavy Electricals LTD **Position Title:** Electrical Controls Engineer
Description: Turnkey Automation Solutions for thermal power stations **# of employees:** 10,000
Reason for Leaving: Moved to Canada **# of years there:** 7 years

Company Name: S.Q. I. Diagnostics **Position Title:** Electrical Controls Engineer
Description: Laboratory Automation Equipment **# of employees:** 75
Reason for Leaving: Better Opportunity **# of years there:** 9 years

Education, Licenses, Certifications and Training:

Please list:
1. Bachelor's in Electronics and Communication – Visveswaraiah Technological University
2. P. Eng. Ontario; Certified Fanuc Robot Handler

Communication: Excellent **Languages**: N/A **Work Status**: Permanent Resident

- (10 Years) Design and programming for common industrial PLC platforms (Rockwell /
- Schneider / Siemens, DCS etc.)
- (10 Years) Design using AutoCAD Electrical, Microstation, AutoCAD etc.
- (10 Years) Programming or Design of automated and robotic systems
- (10 Years) Programming or Design of machinery in mining or other heavy industry
- (Very Familiar) Machine Safety standards familiarity
- (6 Years) Electrical power distribution design experience
- (10 Years) Experience with hydraulic and pneumatic systems
- (2 Years) Startup and commissioning experience is a requirement
- (3 Years) Post-installation troubleshooting and customer support

John Doe

Talented, Dedicated, self-motivated Engineer with over 9 years of extensive experience in Automotive and Power sector. Having dealt with all technical aspects of delivering engineering solutions tocustomers from concept to realization of systems and equipment have helped me to gain a holistic experience. Determined to continuously work towards widening my area of expertise and building stronger skill set .

Work Experience

Electrical Engineer
Innio - Welland, ON March 2020 to Present

- Provided support on Controls and Automation to Engine performance testing facility.
- Solved production test issues on the data acquisition system and test cell PLC's, defining both short-term and long-term corrective actions
- Programmed Engine Hot Test procedures using Morphee application.
- Programmed PLCs, HMIs and data acquisition systems
- Performed Integration of controls between different systems ensuring proper handshaking.
- Configured communication between devices using various protocols
- Maintained all test cell hardware and software and provided automation solutions as per new requirements.
- Developed automation and control philosophies, Functional description, operational sequence considering process and production requirements
- Lead efforts to Improve control logic and systems for increased productivity, more safety and less downtime
- Collected and analyzed data in support of failure analysis, root cause, and corrective action

Controls Engineer
S-Team Automation Technology (GM Contractor), General Motors St. Catharines Propulsion Plant 2017 to 2020

- Supported and upgraded existing plant electrical and control systems consisting of PLCs, HMIs, VFD drives, Servo Drives & motors, Pneumatics, Safety systems, Panels.
- Designed, Implemented, Supervised Installation, Testing and Commissioning of Electrical and Control systems.
- Programmed, Simulated, and tested PLCs, HMIs, Robots
- Developed safety logic using safety controller, safety gates, safety relays, light curtains, Emergency PBs.
- Programmed cameras to identify unique part features, read codes and perform error proofing.
- Configured Servo Drives and set up parameters.
- Performed Integration of controls between different systems ensuring proper handshaking.
- Configured communication between devices using various protocols
- Diagnosed, Troubleshooted, Fixed control system problems and ensured continuous operation of the plant.
- Lead maintenance team in troubleshooting equipment breakdown.
- Collected and analyzed data in support of failure analysis, root cause, and corrective action
- Developed automation and control philosophies, Functional description, operational sequence considering process and production requirements
- Lead efforts to identify new sensor and control technologies, validated performance, technical specifications and application potential.
- Lead efforts to Improve control logic and systems for increased productivity, more safety and less downtime
- Evaluated technical specifications of electrical and control equipment against the requirements.
- Designed wiring, schematic and panel drawings
- Prepared technical documents, training documents, Installation and Commissioning procedures, repair/ recovery procedures.
- Identified training opportunities and provided training to Maintenance electrician
- Participated in project review meetings

Engineer (Electricals, Controls & Instrumentation)
Bharat Heavy Electricals Ltd. (BHEL) 2010 to 2017

- Performed conceptual to detailed Engineering/Designing of MV/LV power & distribution systems, Power transformers, switchgears, MCC, distribution boards, VFDs, motors, cables, trays, Batteries, Illumination system, Pressure, temperature, level, flow sensors/transmitters, DCS, PLC, control panels, communication networks, Instrumentation and Electrical equipment
- Performed equipment design/sizing calculations and load calculations.
- Designed Power System Protection & Controls, Relay Settings and Breaker Logic Controls
- Prepared specifications and selection ensuring strict compliance to client requirements, international codes/standards, procedures and sound engineering practice
- Prepared Engineering Deliverables such as Piping and instrumentation diagrams, Electrical load lists, Instrument lists, Input/Output lists, Cable schedules, Drive lists, Single Line Diagrams, Wiring drawings, Schematic drawings, Datasheets
- Developed control system architecture, automation principles, process control narratives/philosophies, functional description and operational sequence
- Developed Logic drawings and PID control loops for process and equipment
- Procured equipment ensuring technical accuracy; Prepared selection parameters, specifications, estimates, BOM, spares list; Raised RFQs through SAP (ERP) system;
- Evaluated bids from vendors to ensure compliance with requirements.
- Checked, reviewed and approved vendor submittals against relevant codes and standards to ensure technical accuracy.
- Prepared and submitted bids for new tenders/proposals; prepared technical offers, BOM, estimates, technical datasheets.
- Inspected and supervised testing of equipment as per quality plans and applicable standards/ guidelines
- Provided site support for Commissioning.
- Provided support for Factory Acceptance Test (FAT) and Site Acceptance Test (SAT)
- Participated in contract launch meetings; Identified and listed major supply; Planned, scheduled and sequenced project activities; Identified and segregated scopes
- Participated in meetings with multi-disciplinary teams, client and consultant to resolve issues, develop solutions and ensure smooth project execution

Education

Bachelor's in Electronics and Communication
ABC Technological University June 2005 to July 2009

Skills

- ABB
- Allen Bradley
- PLC
- Step7
- Factory Talk
- Proficy
- Dalsa
- C
- Cleco
- Microsoft Office ERP
- EPLAN
- Autocad
- Robot
- WinCC
- Panel View
- Fanuc LEP
- Vision Systems
- C++
- Atlas Copco
- SiFACS
- FANUC
- HMI
- AVEVA
- TIA
- Omron
- Fanuc Robot
- Servo Drives
- Python
- CNC
- ALLEN BRADLEY
- Plc Programming
- Electrical Engineering
- RS logix
- GE Fanuc
- ABB Robot
- SIMODRIVE
- VBA
- Siemens SINUMERIK 840D
- INSTRUMENATION
- Siemens
- Solidworks
- Control Logix
- Versapro
- Cognex
- SINAMICS
- Fasteners Nutrunners
- Dialux

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Languages

Communication: Excellent

- (10 Years) Design and
- Schneider / Siemens,
- (10 Years) Design us
- (10 Years) Program
- (10 Years) Progra
- (very Familiar) M
- (6 Years) Electric
- (10 Years) Expe
- (2 Years) Start
- (3 Years) Post

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Terms of Engagement – JOB TITLE COMPANY

Dear Client Name,

Thank you for taking the time to discuss the <POSITION> with us at Waterford. As mentione
is our email to confirm the specifics of the search. Please respond ASAP confirming this inf
begin the search.

Below you will see what we have determined to be the targeted key skills and attributes th

1. Confidentiality Required: Y/N
2. Education/Licences/Certification:
3. Target Industries / Specific Companies:
4. Key Skills:
5. Key Challenge or Immediate Purpose for the Role:
6. Compensation Range:
7. Bonuses/Allowances:
8. Shift:
9. Pension:
10. Reports To: Direct Reports:
11. Target Candidate Submittal Date:
12. Target Waterford/Company Review of Candidate D
13. Target Interview Dates:
14. Target Hire Date:

Otherwise simply reply with a yes or agreed so that w

Once we have qualified several candidates you will
details, ranking and resumes of candidates we ha

Regards,

RECRUITER NAME
RECRUITER TEL #
Waterford Executive - People Going Pla

EXAMPLE OF INTERVIEW FEEDBACK (FOR A PLANT MANAGER POSITION)

John Doe presented well in his video interview, he has a warm and engaging personality and has an excellent oral communication level. His technical knowledge is in-depth and he was able to present his experience in a clear and concise manner.

Education:
Along with an Electrical Engineering Technology Degree from Georgian College, specializing in Automated Systems, John Doe has also taken MIG welding and other training programs that pertain to his roles in management

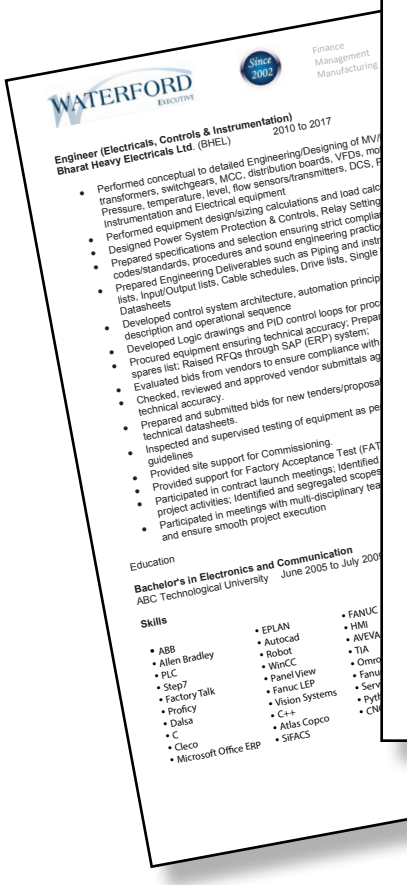
Experience:

Maintenance Experience:
John has over 12 years of maintenance and automation experience gained from his tenures in metal stamping facilities. He has solid experience in managing all aspects of the maintenance manager function, including managing skilled trades and Sub-contractors within the Electrical and Millwrighting disciplines

Automation Experience:
John's work experience coupled with his Electrical Engineering Technology education gives him the tools required to succeed in the Maintenance Manager position. During my interview with him, we discussed the different processes used within each of the companies he was tenured at which allowed him to gain valuable insight into how automation impacts the operations of the facility and what needs to be in place to increase efficiencies

Management of direct and in-direct reports:
John has been in charge of managing/supervising the maintenance department within each of the companies he has worked for in the past 14 years and appears to be exceedingly competent in this area. He has a very good grasp of what managing skilled trades entails, PM programs and their effectiveness as well as working under high-pressure situations to get maintenance and repair issues resolves.

Familiarity with Laws and Legislation:
John's grasp of the industrial regulations governing machinery and machine safety, workplace Health and Safety requirements as well as his attitude of safety first is excellent. He provided concrete examples of how he has dealt with issues previously. His ability to provide well thought out continuous improvement protocols was evident in the example he provided to me.



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- WinCC
- Panel View
- Fanuc LEP
- Vision Systems
- C++
- Atlas Copco
- SIFACS
- FANUC
- HMI
- AVEVA
- TIA
- Omro
- Fanu
- Serv
- Pyth
- CN

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- procedures.
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REFERENCE CHECK FORM

Candidate's Name: John Doe
Position Applied For: Maintenance Manage
Reference Name: Lex Luther

Confirm Employment: Can you please co
Lex confirmed that John Doe worked for S

Confirm Relationship: What was your re
directly to you?
John reported to Lex when he worked as

Job Title: What was their job title?
John's title was Maintenance Manager

Responsibilities: What was the candi
John was responsible for all maintenan
the manufacturing equipment, as well a
ovens. His duties included managing th
2 PLC/Electrical control specialists as
John was responsible for. Lex confirm
had an excellent grasp of the managin

Performance: How did they perfor
Lex stated that John was one of the
meticulous, detail-oriented manager
reports. John was always looking at
appreciated John's ability to bring h
this was one of the areas of strengt
skills.

Attendance: How was this perso
John very rarely took time off. Lex
be early, using his time to organiz

Team Player: Would you consi
team? How does he/she work i
John's ability to work within the mi
on to perform his duties with mi
his interactions with all levels o

REFERENCE CHECK FORM (CONT'D)

Leadership: Can you tell me about his/her leadership ability? How do they motivate a team? How does he/she interact with other departments?
John was a very good people manager. He had a very good ability to guide, suggest and manage his direct reports. Lex stated that he was very pleased with how motivated John's direct reports were in performing their duties.

Strengths: What would you consider to be this person's biggest strength?
Lex stated that John's greatest strength was his ability to manage his workload while managing the tasks and assignments for his direct reports, as well as his ability to see the big picture when it came to continuous improvement

Weakness / Skills to Improve: What would you consider to be his/her biggest weakness?
Lex felt that John could work on his ability to delegate. Sometimes he had a reluctance to delegate some of the more mundane tasks to his direct reports.

Reason for leaving: What was this person's reason for leaving your company?
Lex confirmed that John left Spectra for a better opportunity with Almag. Lex did admit that he was frustrated as well with the lack of Senior management to implement much needed continuous improvement changes, and he understood the reasons why

Re-hire: Would you re-hire this individual if given the opportunity in the future?
Absolutely NO hesitation to re-hire John if he could. John was one of his best managers

Waterford Executive Corporate Office

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