

OUR EXPERIENCE IN THE AUTOMOTIVE INDUSTRY

The Automotive industry represents approximately 3% of our clients. The Automotive companies we have served have hired approximately 1,200 new employees with our help. The average salary has been approximately \$67,000.

- These Automotive clients met their staffing goals.
- They saved at least \$8,589,797 in recruiting costs.
- Hiring managers were pleased with the recruiting service they received.
- The Human Resources executives and managers received praise and appreciation for the recruiting solution they delivered through The Wentworth Company.

We filled jobs like these:

Accessing Plan Specialist	HR Consultant	Region Financial Services Manager
Accessory Development Administrator	Investor Accountant	Regional Manager of Service/Parts Safety Engineer
Accounting Manager	Lead Engineer	Sales Administrator
Administrative Assistant	Lead Materials Engineer	Senior Accountant
Administrator I	Lead P/A	Senior GL Accountant
Airframe Designer	Mailroom and Records Specialist	Senior Network Engineer
BSC-PD	Manager Distributed Services	Senior Research Consultant
Buyer I, Buyer 2	Manager Post Sale Products	Senior Tax Accountant
Claims and Safety Coordinator	Manager Telecom. Systems	Service/Part Bus. Development Mgr.
Collections Manager	Market Analyst	Service Technician
Corporate Manager - Credit Operations	Marketing Administrator	Service Accountant
Data Access Specialist	Mechanical Designer	Staff Air Frame Engineer
Data Quality Analyst	Mechanical Engineer	Staff Stress Engineer
Dealer Ops Service Specialist	NT Engineer	Strategic Analyst
Design Engineering Manager	NT Support Analyst	Strategic Planner
Designer I, Designer 2	Operations Service Manager	Stress Analyst
Director of Advertising	Operations Manager	Technology Manager
Document Control	Oracle DBA	Traffic Analyst
Electircal Engineer	Parts Marketing Analyst	Vehicle Admin. Supervisor
Executive Secretary	Parts Pricing Supervisor	Vehicle Compliance Manager
Export Parts Operations Manager	Parts Supply Administrator	Vehicle Expert Manager
Field Service Engineer	Parts Supply Analyst I	Vehicle Service Engineer
Finance Administrator	Product Control Supervisor	Vice President of Finance
Finance Counsel	Product Planner	Web Development Management
Financial Analyst	Product Planning - Financial Analyst	Weight Management Engineer
HP-VX Systems Administrator	Program Coordinator	Zone Sales Manager
HR Administrator	Project Manager	Zone Financial Services Manager
	Q/A Engineer	
	Q/A Lead, Mechanical Engineer	

**STAFFING AN
ENTIRE
AUTOMOTIVE
CREDIT COMPANY**

Our client created a new division. We were already managing the professional recruiting for this company. Our consultant was given the assignment to staff the new division. His regular recruiting was taken over by other Wentworth Company consultants.

When we began, the only employee in the division was the president, supported by the corporate head of Human Resources. When they opened the doors a year later, the new general manager very graciously referred to the new company as “the house that Bob built.” Bob was our consultant.

From a recruiting point of view, this is a story of logistics and flexibility.

Flexibility: The jobs ranged from general manager to accountant, so we used a wide variety of candidate sourcing strategies. The general manager, CFO and other senior managers were found by direct sourcing. Several middle level managers came from work we had done for other parts of the company and from candidate and employee referrals. Others, like the regional sales managers who were all in different cities, were found by advertising.

Logistics: After the ads ran for the zone sales managers, we phone screened candidates and set up road trip interview schedules. Our consultant and the regional manager then got on an airplane and flew to the first city and interviewed candidates. They picked their favorites on the plane ride that night to the next city. They hit a city per day. When they got home, they reviewed the favorites with management, developed consensus, and arranged for Wentworth consultants to do references while we and another regional manager got on a plane for the next road trip.

When they were done, they had hired 45 new employees, from the top of the organization to the bottom, including 22 zone sales managers. An entire division was staffed in 46 weeks. One hire per week, average cost per hire of 5.6% of salary. Our client was delighted.