

# The **Q** Works Group

Professional Recruitment Services



# TABLE OF CONTENTS



I. OVERVIEW

02

II. OUR Q-PRINCIPLES

04

III. OUR RECRUITING PROCESS

06

IV. ACHIEVEMENTS

09

VI. OUR RECRUITERS

11

## The Q Works Group

**The Q Works Group**, founded in 2002, is an executive recruiting company specializing in the placement of qualified professionals in the consumer durables and industrial products industries. Our mission is to assist national as well as international companies in building a professional, skilled workforce with targeted recruiting services. We work on a retained, engaged and contingency basis and place qualified professionals in full-time permanent and contract positions.

Our office is comprised of several recruiters, focused on distinct desk specialties within the consumer durables and industrial products industries. Every recruiter goes through rigorous training, ongoing assessments and a national certification process. In our twelve years, we are especially proud of those associates that have attained the prestigious **MRINetwork** Pacesetter status, placing them in the top 2% of all recruiters nationwide. Our office has also attained President's Club status within the **MRINetworks** almost every year since 2003. We are located on the South side of Charlotte, NC and we recruit nationally.

**Success in recruiting requires a strong partnership with our clients.** Q Works has enjoyed significant new business growth since our inception in 2002. Our true success is based on repeat business and long-term partnerships with our clients. We invest significant time in understanding our customers and their individual needs, challenges and values. Thereby we are able to identify and assess personal "best fits", employees that align well with our client company's culture, increasing the odds that they will succeed on the job.

OUR Q-PRINCIPLES



## Our Q-Principles

The baseline for our high customer satisfaction rate are our Q-Principles, which govern the way we do business:

### **Quintessential**

Integrity, honesty, and diligence are our guiding principles. We treat our customers the way we want to be treated.

### **Quality**

We truly listen to our clients' needs and are therefore able to conduct a systematic and thorough search and recruiting processes. We provide the best fit for skills and chemistry, with a thorough understanding of our client companies' corporate culture.

### **Qualifications**

Our industry focus is critical to our clients as it ensures a high level of market and talent intelligence. Familiarity with our clients' industry, competitors and customers enables us to identify and thoroughly qualify top level candidates.

### **Questioning**

Through comprehensive questioning of all relevant issues, we are prepared and committed to deliver quality candidates rather than pushing resumes.

### **Quantum Leap**

We have a passion for helping our clients reach new horizons. We know what it takes to qualify and motivate talented professionals to make a move.

## OUR RECRUITING PROCESS



**People make the difference.**

Hiring the right employees is a cornerstone of successful business operations. To ensure the quality of our services and to build a long-term, successful client partnerships, we follow this process:

**1. Taking the Assignment**

In collaboration with the hiring manager, we collect and review all relevant information that allows us to thoroughly understand the scope of the position, the business goals aligned with the position, as well as a specific organizational culture.

**2. Search Agreement and Fee**

We typically calculate a fee that is based on a percentage of the hired employee's first year income.

**3. Needs Analysis and Candidate Profile**

Based on the gathered information, we develop a comprehensive candidate profile.

**4. Candidate Searching & Screening**

Our extensive industry network is the primary source for finding candidates and referrals who match the defined profile. We conduct in-depth interviews to evaluate candidates with respect to their technical proficiency and their social and cultural skills.



## OUR RECRUITING PROCESS



**People make the difference.**

**5. Recommendation**

We provide a comprehensive summary on every candidate that we deem to be a good fit.

**6. Interview Preparation**

Whenever a candidate is invited to an interview, we assist with coordinating meeting logistics and preparation.

**7. De–Briefing**

A detailed post–interview analysis with both candidate and hiring manager enables us to identify critical issues and facilitate decision making.

**8. Confidential Consulting**

Using our industry experience, we take an active role in advising on compensation and benefits issues. Our goal is to establish a win–win situation between client and candidate.

**9. Hiring and Post–Placement Services**

The Q Works Group stays engaged after the acceptance date to help ensure a smooth transition period, including those involving relocation.

**10. Guarantee**

Should the employment be terminated within the first 30 days of engagement, we will continue the search at no further cost until the position has been refilled.

ACHIEVEMENTS



## At the forefront of the industry.

**Q Works** has assisted numerous international companies in recruiting qualified talent while checking against a strong cultural fit. In the past years, we have filled positions in the following industries:

### Recent Positions

- Director Finance
- Director Marketing
- Director Human Resources
- Director Sales
- Manager Marketing & Sales
- Manager Operations
- Manager Quality Management
- Regional Manager
- Plant Manager
- Engineering Manager
- Inside Sales Manager
- Controller

### Industries

- Building Materials & Services
- Chemicals & Plastics
- Consumer Durables
- Energy Management
- Industrial Products
- Kitchen & Bath
- Lighting | LED
- Machinery & Construction
- Renewable Energies
- Textile

Mutual trust and und confidentiality are the core cornerstones of our business philosophy. Our goal is to build up long-lasting relationships with our clients. Therefore, we emphasize honesty and trust to deliver the greatest support to both our clients and candidates.

OUR RECRUITERS



## Meet our Team

Our success stems from the fact that we heavily invest in training our staff to become highly skilled in their industry. This will allow them to deliver expert one-to-one service to meet our clients' strategic business objectives. A strong industry focus allows us greater access to the most qualified candidates and enables us to quickly and efficiently deliver the solutions our clients require.

Each one of our recruiters at Q Works is happy to assist you with any questions regarding your specific personnel requirements.

**Joachim "Joe" Woerner**  
- Managing Director -



- Raised and educated in Germany, Switzerland and the U.S.
- MBA from Boston University
- Twenty years management experience
- Bilingual in German and English
- Founded firm in 2002
- Three-time pacesetter

**Melissa Coleman**  
- Senior Account Manager-



- Established network in the lighting industry
- Over 15 years of successful sales management experience
- CSAM (Certifies Senior Account Manager) Designation Certification
- Focus in the recruiting of sales, engineering, operations, marketing, and product management positions within the lighting industry
- BA in Business Administration from University of North Carolina Charlotte

**Meet our Team**

**Bertina Brase**

- Account Executive-



- Raised and educated in Germany
- MBA from Georg-August University Goettingen
- Five years in corporate HR
- Bilingual in German and English
- Focus in industrial products industries (e.g. Material Handling, Machinery and Automation, Renewable Energy)

**Katie Trippe**

- Account Executive-



- 6 years of executive level operations management experience in the manufacturing industry
- BA in Business Administration from Marshall University
- Focus on engineering and operations recruiting for the plastics, chemical, and manufacturing industries
- Over 12 years of B2B and B2C sales experience

**Angela Jordahl**

- Senior Project Coordinator-



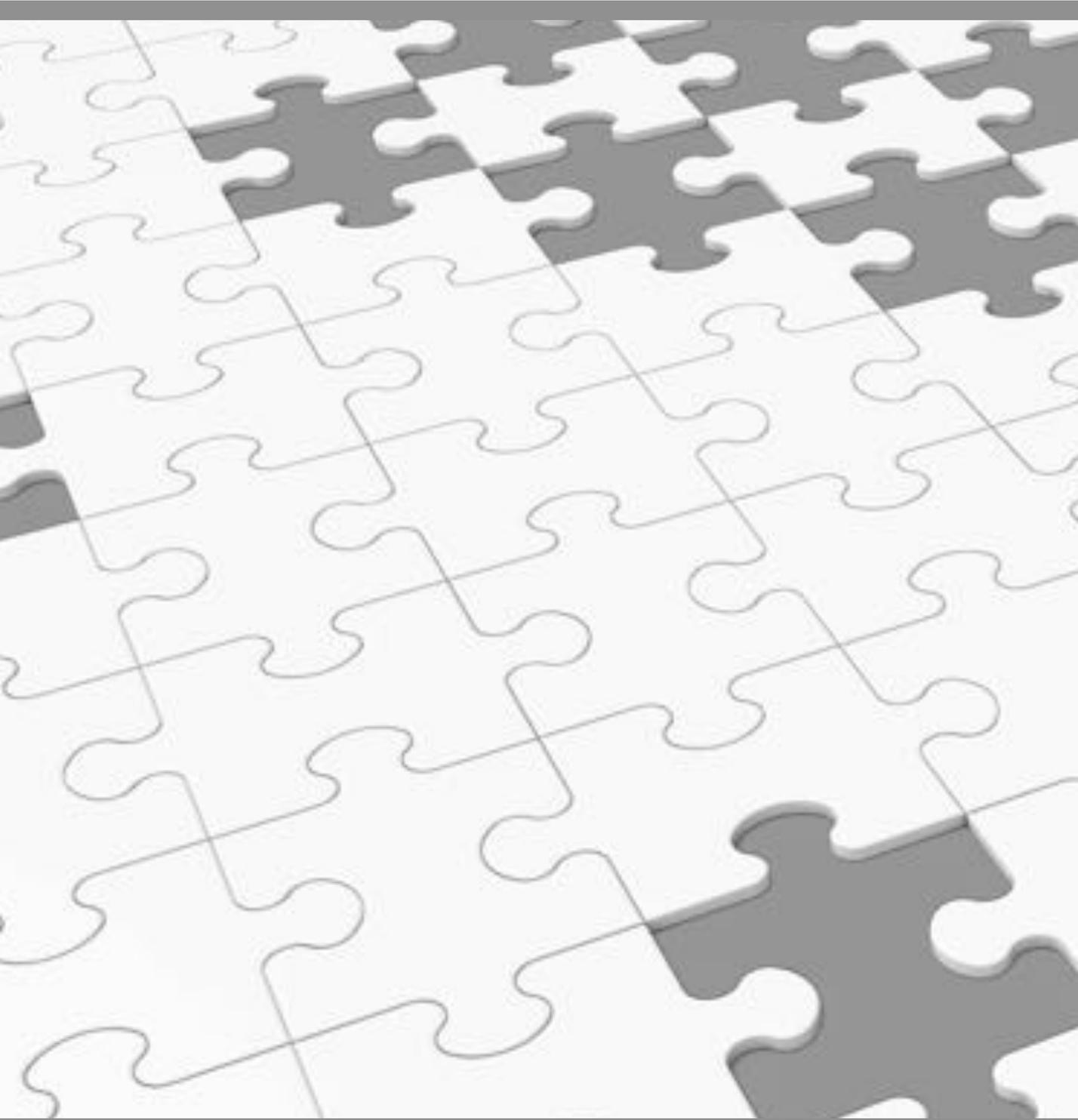
- Many years of management and human resources experience
- 18 years of experience in banking industry
- BS in Business from Clemson University
- Funeral Director's degree Fayetteville Tech

**Anna Schweifel**

- Marketing Coordinator-



- Deep understanding and expertise in international marketing with focus on social media
- International work experience
- Bilingual in German and English
- MBA from Pfeiffer University Charlotte, and M.A. in International Management from University of Applied Sciences Muenster, Germany



**The Q Works Group**

1057 Red Ventures Drive, Suite 175  
Fort Mill, SC 29707 • Tel 803.541.8140  
[www.qworksgroup.com](http://www.qworksgroup.com) • [info@qworksgroup.com](mailto:info@qworksgroup.com)

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