

# Executive Project Management Recruiting

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Holiday Issue

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Mike

The Holidays are upon us and you have many seasonal tasks to pursue, personal as well as business. Conventional thought is that business slows down until the first of the year with any significant decisions being postponed until then. I would like to point out how wrong that thinking is in the personnel field.

If you are a Hiring Executive looking for the perfect candidate this is no time to pause your search. Most of your prime candidates are employed by competitors but may find the end of the year a perfect time to weigh their options. Year-end bonuses (or lack thereof) can bring new perspective to future career strategy. If you have a key position you need to fill, a strategic hire that requires first quarter performance, December may be ideal to start a conversation with that person.

If you are a Project Management Professional actively looking for their next challenge or career move, do not go on hiatus. Now is a great time to reach out and contact key people in the companies of your choice. Things are slow, which means calls are returned, lunches can be arranged, conversations may start. It's true actual offers may not happen in December but this is a PROCESS. The kind of job offers you are looking for don't happen overnight. You must build momentum.

And if you are a professional that feels satisfied with your current situation then a little reflection is in order. Are you where you want to be? Do you see a rising career path for the next five years? Is your compensation package appropriate? If the answer is yes to these questions then congratulations! You are among the lucky 10% that have complete career satisfaction. On the other hand, if you see a gap between your personal career strategy and your employers, December may be an ideal time to explore options.

Practical Solutions would be happy to discuss your Holiday wish list regardless of which category you fall in. Our objective is to make perfect placements for Project Managers and Business executives. Please let me know if I can help.

Happy Holidays to you all!

Sincerely,

## In This Issue

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## Thinking Strategically



Compensation is a key component of satisfied employees. Project Managers are strategic players in the success of all companies. Losing one in the middle of a critical assignment can be catastrophic. Knowing the competitive rates for PMs in the open market is key in keeping your current talent as well as obtaining new. Follow this link for some PM salary information:  
[www.payscale.com](http://www.payscale.com)

If you are looking at your next career step always know what you are worth. **Underpricing** yourself is as big a danger signal to potential employers as overpricing!

Mike Stallfus

## Opportunities

**SR. Project Manager - BioTech**  
**Permanent position, salary at 90-100k plus 15% bonus, full benefits, location in Southern California**



Reporting to our VP of R&D, you'll leverage your previous experience to "hit the ground running" and begin making notable contributions within a matter of weeks. As you're probably aware, we follow a strict product development protocol, and you'll aim to bring together a cross-functional core team of around 15 professionals from all areas of the organization to effectively streamline the design and development of unprecedented laser correction technologies.

### Typical Duties:

- Lead medical device development projects according to applicable standards and regulations with emphasis on FDA Regulations and Guidance plus the MDD regulations.
- Take ownership of the project planning, scheduling, resource requirements, financial management, and compliance with the product development process during project execution.
- Develop processes to support project execution within the development process with emphasis on design controls.
- Be the primary point of contact for all communication regarding the project.
- Present to the Business Investment Committee at Stage Gate Meetings.

You'll typically work on two to three projects at a time -- which can last anywhere from 4 months for minor software changes to 12+ months for complex new product initiatives -- and you will:

### Qualifications:

- Degree in a physical science or technical Bachelor's degree
- 5+ years work experience as a project manager
- Track record of successful performance as a project manager in a capital equipment manufacturing environment
- Understanding of multiple product development approaches, expense budget, timeline planning and tracking.
- Familiarity with product development regulations and regulatory compliance requirements.
- Demonstrated ability to manage and mentor cross-functional teams.
- A dynamic personality, capable of pulling together cross-functional teams and giving compelling presentations.
- Proficiency in the Microsoft Office suite of programs.

Preferred, but not required:

**The mission of Practical Solutions is to be the Pre-eminent Influence for the successful placement of Project Management Professionals.**

### Mistakes Hiring Executives Make



Hiring the right employees is the single most important activity any hiring executive has. Getting the right people in the right places impacts the success of the entire organization. Yet the hiring process sometimes seems designed to frustrate both the candidate and the hiring manager. Many companies continue to make mistakes. Here are some of the most common:

1. Overly-narrow job specifications
2. Human Resources does the recruiting
3. Hiring "what comes along"
4. Failure to prep the candidate
5. Failure to leverage the interview into other useful contacts

- Experience in the medical device manufacturing industry or capital equipment
- PMP certification.

**Project Manager - Financial/Paroll Systems:**  
**Atlanta area, permanent to 85K, full benefits**

**Job Summary**

Typically manages the integration and/or development and delivery of a discrete deliverable directly to a customer, or in support of a major enterprise wide program. This position provides the primary interface between the company, the customer and third party providers.

**Typical Duties**

- Follows Project Management disciplines in the following areas: Scope Management, Schedule Management, Cost Management, Issue Management, Risk Management, Quality Management, Human Resource Management, Communication Management and Contract Management.
- Establishes and manages project plan, including the development schedule, delivery schedule, resource requirements and integration efforts of third party products. Reports on progress periodically to management.
- Establishes project structure and staffing plans, and participates in staffing process, which may include selection of personnel from third party vendors and customers.
- Acts as primary interface with the customer on issues regarding the project deliverable.
- Acts as primary interface to subcontractors supplying either product or service.
- Ensures that approved methods, processes and tools are consistently used.

**Qualifications**

- 3-4 years of experience implementing HR or Payroll software for Fortune 1000 companies.
- 1-3 years of experience in a formal Project Management role, using comparable processes and procedures to those employed by ESG.
- 1-3 years of experience supervising the activities of teams of 10 or more people, in either a line or project reporting relationship.
- Successful completion, as Project Manager, of at least 2 projects with a scope of 10,000 or more hours.
- Demonstrated ability to effectively communicate with executive level managers in a project-oriented setting.
- Demonstrated ability to build effective teams in a project-oriented setting.
- Demonstrated ability to develop and maintain leveled and balanced Project Plans using a software tool such as CA-SuperProject, Microsoft Project, or other comparable tools.

6. Talk, talk, talk

7. Inadequate reference checks

8. Unreasonably long decision process

9. Unreasonably long job offer process

10. Leaving your team out of the loop

Do any of these sound familiar?

If your company is making some of these mistakes when hiring don't plan on changing the system overnight. Eliminate one blunder at a time and enjoy the payoff as you move on to improve another part of the system.

If you want to learn more email me at [mikes@practilutions.com](mailto:mikes@practilutions.com) and ask for "Stupid Mistakes".

**Practical Solutions is dedicated to finding the right employee for your needs, one at a time.**

## Practical Solutions, LLC

Practical Solutions is a Executive Project Management search firm that specializes in identifying high potential individuals and matching them with opportunities that best allows success for ALL parties. Through individual attention to detail and needs PSS can find perfect fits with less time from both parties. Our commitment is quality, not quantify of placements.



Mike Stallfus is a recruiting professional with five years of experience in the Executive, IT, Project Management, and engineering arenas. He has worked in the public and private sector with companies such as Siemens, the State of Georgia, Liaison Technologies, Tandberg Television, Bank of America, Factory Automation Systems.

Personal background includes a Psychology and Electrical Engineering degree from the University of Toledo, and PMP from PMI. His professional career spans more than twenty years as a software/hardware engineer in robotics and embedded systems, system integrator for factory and warehouse systems, project manager on IT infrastructure and system integrations, functional manager for electrical control systems, and division director of IT development company. He has three kids, a wife of 35 years, and lives in Suwanee GA.. He volunteers as the VP of Certification and Education at PMI Atlanta, and loves playing guitar..

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