

# JOHN BARRON

*STRATEGIC RECRUITMENT MANAGER*

*“THINK DIFFERENTLY ABOUT HOW YOU RECRUIT”*

**STOAKLEY**  
STOAKLEY-STEWART CONSULTANTS LTD.



# SEASONED MANUFACTURING & PRODUCTION TALENT ACQUISITION SPECIALIST

Manufacturing organizations depend on people who can keep operations moving — technicians who maintain uptime, engineers who improve systems, and skilled trades professionals who keep production running safely and efficiently.

John partners with manufacturing organizations to identify, attract, and secure the talent that keeps plants operating at peak performance.

- Specializes in manufacturing, skilled trades, engineering, and plant operations roles
- Supports employers across 🇨🇦 Canada, the 🇺🇸 United States, and the 🇬🇧 United Kingdom
- Focused on long-term partnerships, not transactional hiring



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# MANUFACTURING HIRING IS DIFFERENT

Hiring in manufacturing is rarely about simply filling a vacancy. Every unfilled position can affect productivity, maintenance reliability, production timelines, and team stability.

John works closely with employers to understand the real impact behind each hiring need so the recruitment process addresses both the immediate requirement and the long-term success of the operation.



**Production downtime and maintenance strain increase the cost of vacancies**



**Skilled trades and technical roles are increasingly difficult to secure**



**Hiring mistakes in operational roles can be extremely costly**



**Strategic recruiting reduces risk and improves long-term workforce stability**



# **A CONSULTATIVE RECRUITING PARTNER**

## **RECRUITING BUILT AROUND YOUR OPERATION**

Every manufacturing organization operates differently. Equipment, processes, plant culture, leadership style, and long-term growth plans all influence what the “right hire” actually looks like.

John approaches recruitment as a consultative process — aligning hiring strategies with the operational needs and long-term objectives of each client.

- Collaborates with hiring managers to clarify technical and cultural requirements
- Aligns recruitment with production goals and organizational growth
- Focuses on quality of candidate rather than volume of submissions
- Builds lasting relationships with both employers and candidates





# THE MANUFACTURING & PRODUCTION TALENT JOHN DELIVERS

John recruits across the critical roles that support manufacturing performance — from shop-floor technical specialists to plant leadership and engineering professionals.

These are the professionals responsible for keeping production lines operating, equipment maintained, and manufacturing systems running efficiently. John can help in many ways, including the following positions and more:

- Automation Engineer
- Controls Engineer
- CNC Machinist
- CNC Operator
- CNC Programmer
- Electrician
- Facilities Manager
- Facilities Engineer
- Fitter
- Laser Operator
- Machine Operator
- Maintenance Manager
- Maintenance Planner
- Maintenance Supervisor
- Maintenance Technician
- Material Management
- Mechanical Designer
- Millwright
- Planner/Buyer
- Plant Engineer
- Production Supervisor
- Quality Engineer
- Quality Manager
- Welder

# **RECRUITING THAT PROTECTS OPERATIONS** **THE ROLES THAT KEEP PLANTS RUNNING**

In manufacturing environments, some hires are more than just positions on an organizational chart — they are the people who protect uptime, maintain safety standards, and keep production moving.

John focuses his recruitment efforts on the roles where the right hire has the greatest operational impact.

**SKILLED TRADES PROFESSIONALS  
WHO MAINTAIN EQUIPMENT  
RELIABILITY**

**PRODUCTION TALENT WHO  
SUPPORT OUTPUT AND QUALITY  
STANDARDS**

**MAINTENANCE LEADERSHIP  
THAT DRIVES PREVENTATIVE  
MAINTENANCE STRATEGIES**

**ENGINEERS WHO IMPROVE PLANT  
PERFORMANCE AND  
OPERATIONAL EFFICIENCY**



# **JOHN'S INTERNATIONAL PERSPECTIVE**

## **RECRUITING BUILT AROUND YOUR OPERATION**



Talent shortages are not confined to one region. Manufacturers across North America and Europe are competing for the same specialized skills.

John's experience recruiting across Canada, the United States, and the United Kingdom allows him to bring broader perspective and deeper networks to challenging searches.

**CROSS-BORDER RECRUITING  
EXPERIENCE ACROSS MAJOR  
MANUFACTURING MARKETS**

**INSIGHT INTO REGIONAL LABOUR  
TRENDS AND TALENT AVAILABILITY**

**ABILITY TO SUPPORT LOCAL HIRING  
OR BROADER INTERNATIONAL  
SEARCHES**

**PARTICULARLY VALUABLE IN  
COMPETITIVE OR NICHE SKILL  
MARKETS**



# **A BETTER RECRUITING EXPERIENCE DESIGNED TO REDUCE HIRING RISK**



Recruitment partnerships should reduce risk, not add to it. John's process and commercial structure are designed to provide clients with flexibility, visibility, and peace of mind throughout the hiring process.

**COMPETITIVE FEE STRUCTURE COMPARED WITH TYPICAL INDUSTRY STANDARDS**

**EXTENDED REPLACEMENT WARRANTY IF A PLACED CANDIDATE DOES NOT WORK OUT**

**ASYNCHRONOUS VIDEO INTERVIEW CAPABILITY SO CLIENTS CAN SEE CANDIDATES BEFORE MEETING THEM**

**FLEXIBLE PAYMENT OPTIONS AVAILABLE WHERE BENEFICIAL - 3, 6, AND 12 MONTH PAYMENT PLANS**

**CONTINGENCY-BASED RECRUITING — NO UPFRONT COST AND NO FEE UNLESS THE RIGHT HIRE IS MADE**



# THE EXPERIENCE BEHIND THE SEARCH

## WHY CLIENTS TRUST JOHN BARRON WITH THEIR IMPORTANT HIRING NEEDS

John's credibility in the manufacturing sector is built on experience, industry knowledge, and a long-standing passion for helping organizations build strong teams. His background combines human resources leadership with specialized recruitment expertise.

OVER A DECADE OF INDUSTRY-RELATED PROFESSIONAL EXPERIENCE

PREVIOUS HR LEADERSHIP ROLES WITH MAJOR ORGANIZATIONS

5 YEARS SPENT RECRUITING IN THE UNITED KINGDOM MANUFACTURING SECTOR

DEEP APPRECIATION FOR THE IMPORTANCE OF SKILLED TRADES AND ENGINEERING TALENT



# **BACKED BY A PROVEN RECRUITMENT FIRM** **EXPERTISE SUPPORTED BY STOAKLEY**

While clients work directly with John, they also benefit from the resources and infrastructure of one of Canada's most established recruitment firms.

Stoakley-Stewart Consultants has supported employers for decades, building a reputation for expertise, integrity, and long-term client partnerships.

- *Recruiting Excellence Since 1977*
- Established national and international candidate networks
- Specialized recruitment practices across multiple industries
- A boutique relationship approach backed by decades of experience



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# JOHN BARRON

## STRATEGIC RECRUITMENT MANAGER

Hiring the right talent is one of the most important investments any manufacturing organization can make. The right people improve productivity, strengthen reliability, and support long-term growth.

John Barron works with organizations that want to approach hiring strategically — securing the skilled professionals who keep operations running successfully.

If you are planning an upcoming hire or exploring ways to strengthen your team, John would welcome the opportunity to start a conversation.

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