



Manufacturing / Automotive

David Sarafa. Practice Leader

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David Sarafa is the President of Variant Partners but also has his own search practice. He is part of our Manufacturing/Automotive Specialty Area which was established when the company was founded. David's unique background in this industry enables him to gain a much deeper understanding of what is needed for the roles his team works on, and the expertise of the people they work with.

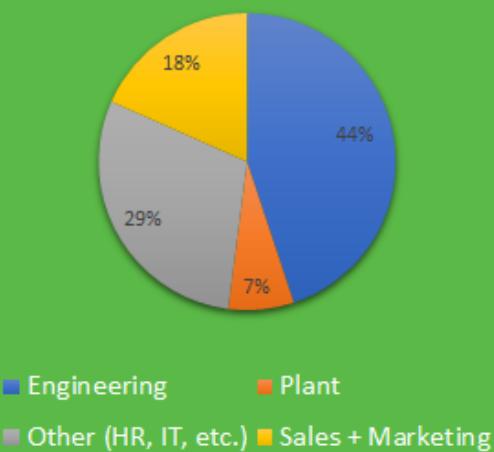
David is fortunate to have a strong team working with him that he has been able to share his knowledge and experience with. This enables them to provide the right insight and understanding about opportunities with detailed knowledge of the qualifications needed to be successful in any one role.



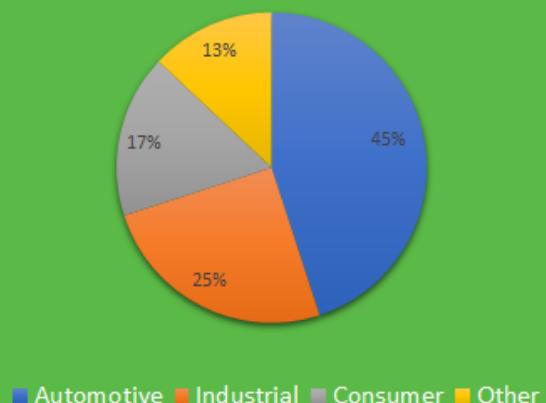
Here are some highlights of David's background:

- BSME and MBA (with an emphasis on organizational behavior) from the University of Michigan
- 18+ years of progressive professional recruiting experience at Variant Partners
- A year of experience working for PricewaterhouseCoopers in change strategy
- 8 years working for a Tier 1 Automotive Supplier holding five progressive roles across four functional areas

Placements by Discipline



Placements by Industry





Manufacturing / Automotive

Louie Letourneau. Senior Account Manager

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Louie started with Variant Partners in 2011 after finishing up his education at U of M in Ann Arbor. His superior recruiting knowledge and expertise is a result of his commitment to the industry and willingness to learn and grow each day. He prides himself on always following up with clients and candidates in a very timely manner. Louie is an avid Michigan and Detroit sports fan, and likes to spend his free time with his family and friends doing outdoor activities.



Mike Nowak. Senior Account Manager

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Mike joined Variant Partners in 2013 after graduating from Central Michigan University. He has a passion for the recruiting industry and a desire to succeed. His hard work and dedication to learn the industry has led him to become an integral part of the team, and Variant Partners as a whole. He is very competitive and enjoys any extracurricular activities that include competition, particularly golf.



Lindsay Panyard. Senior Recruiter

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Lindsay joined Variant Partners in 2012 and knows that executive search is all about building relationships between candidates and clients. Through her practice as a Supply Chain Recruiter, Lindsay not only provides great service, but knows and understands her clients on a detailed level. She is a personable, honest, and thorough communicator before, during, and after the search and hiring process.



Tim Surma. Senior Recruiter

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Tim supports David's team at Variant Partners. Tim received his degree in Psychology from Central Michigan University, has 4 years of experience in sales, and 3 years of recruiting professionals primarily in the automotive industry. His goal is to find the best talent and ensure his candidates are taken care of from the first conversation to their first day on the job instilling a long lasting relationship. In his free time, he enjoys golfing and spending time with his family.



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Manufacturing / Automotive

Variant Partners has extensive experience in the Manufacturing Sector with deep technical expertise and a heavy focus in the Automotive Industry.

We have two generations of leadership that have come from manufacturing and engineering - through their knowledge and experience, our team's ability to truly know and understand the roles they work on and the companies they work with is unmatched.

Specialty Practice Areas:

- Executive Leadership
 - Manufacturing sector expertise across disciplines
- Manufacturing / Automotive
 - Individual Contributor to Mid-management
- Corporate Functions
 - Individual Contributor to Mid-management
 - Finance, HR, IT, etc. across industries

2019 Placements Stats

- Worked on 87 jobs
- Filled 38 (43%, industry average is 18%)
- Presented an average of 14 candidates per week
- For every 3 candidates presented, 2 went to interview

Search Options:

- Executive Retained Search
- Priority Search
- Contingency Search
- Contract Staffing
- Hourly Sourcing

Custom Solutions:

- Functional Outsourcing
- Project Specific Recruiting
- Job Board Postings & Searching

Variant Partners is dedicated to helping people and companies to reach their full potential. Founded in 1970, we are an Executive Search, Direct Hire, and Contract Placement Firm with specialists in a wide range of disciplines. We offer Priority, Contingent, Project and Contract Searches locally and nationally. We are proud of the family-style environment we have created here coupled with our longevity in this business. Clients and candidates choose Variant Partners because of our professionalism, ethics, high-quality service, and the commitment we have to building long-lasting relationships.

Variant Partners Specialties:

- Manufacturing / Automotive
- Industrial Automation
- Energy, In-house legal
- Contract staffing

