

MC Recruiting Associates
Driving Business Results with the RIGHT People...



Charles E. Austin, Senior Partner

Charlie works out of the Dallas office where he is responsible for all recruiting efforts and consulting with clients in Integrated HR Systems, with his expertise in Selection, Assessment, Training, Coaching and Development and Start-ups. Some of Charlie's accomplishments Include:

- Developed screening and selection systems for Southwest Airlines Pilot and Customer Service Positions.
- Managed project to screen 34,000 resumes, test 7,000 applicants, and interview and assess 3,700, to provide to Merck Pharmaceutical 1,800 Professional Sales Representative candidates for 600 positions – all in six weeks.
- Conducted a job analysis and developed a nine-phase selection process for screening 100,000 applicants for 3,000 jobs at Toyota Motors' automobile plant in Lexington, Kentucky.
- Developed selection systems for more than 165 companies including Gulfstream Aerospace, Cessna Aircraft, General Dynamics, McDonnell Douglas (Canada and US), Colgate-Palmolive Company, DKMI, Duquesne Light Company, US Sprint, GenCorp Automotive, Northeast Utilities, Subaru-Isuzu Automotive, Baldor, American Heart Association, Texas Instruments, John Deere, Toyota Motor Manufacturing (USA, Canada and U.K.), Acme Steel, Bethlehem Steel, Eastman Carolina, Tennessee Eastman, Spartan Aluminum, Hon Company, Eastman Mexico, Lear Seating, BMW, Mercedes-Benz, Cooper Tire, Gaylord Container, Thrall Car, Kraft General Foods, H.E. Butt Grocery, Mel-Oxide, Mulicare, Merck, Shell-Mexico, BHP Coal, American General, Chase, Exult, Fluor, General Motors, Waupaca.
- Created and implemented for Fluor Gulf an automated Web-screening selection process (from source to hire) using Internet application screening, testing and behavioral interviewing to hire 150 Telecom installers in 27 cities.
- Established an assessment center for the U.S. Air Force, involving 100 trained assessors assessing 800 students during a three-day period every 11 weeks, resulting in a personalized 10-week development program for each assessed candidate.
- Conducted Succession Management, Start-ups and Assessment programs in Australia for Kimberly Clark, The Age, WMC Geosciences Division, AXA, Australian Independent Schools, Alcoa, and Airways New Zealand. Personal coach for CEO of Airways New Zealand.

BACKGROUND AND EDUCATION

Before joining MCRA, Charlie spent a year with Zero Water, 2 years with PCI Human Resources Consulting, 16 years with Development Dimensions International (DDI), an International HR Consulting firm in Pittsburgh, PA, managing selection and development programs. Charlie also served 20 years in the U.S. Air Force, as a pilot with over 11,000 flying hours, retiring in August 1986 as Lieutenant Colonel. Charlie has a Master of Arts degree in Education Administration and Supervision from Chapman University in Orange, California and a Bachelor of Science degree in Math from the University of Oklahoma. He has authored numerous articles on "learning theories" for American and British professional journals.