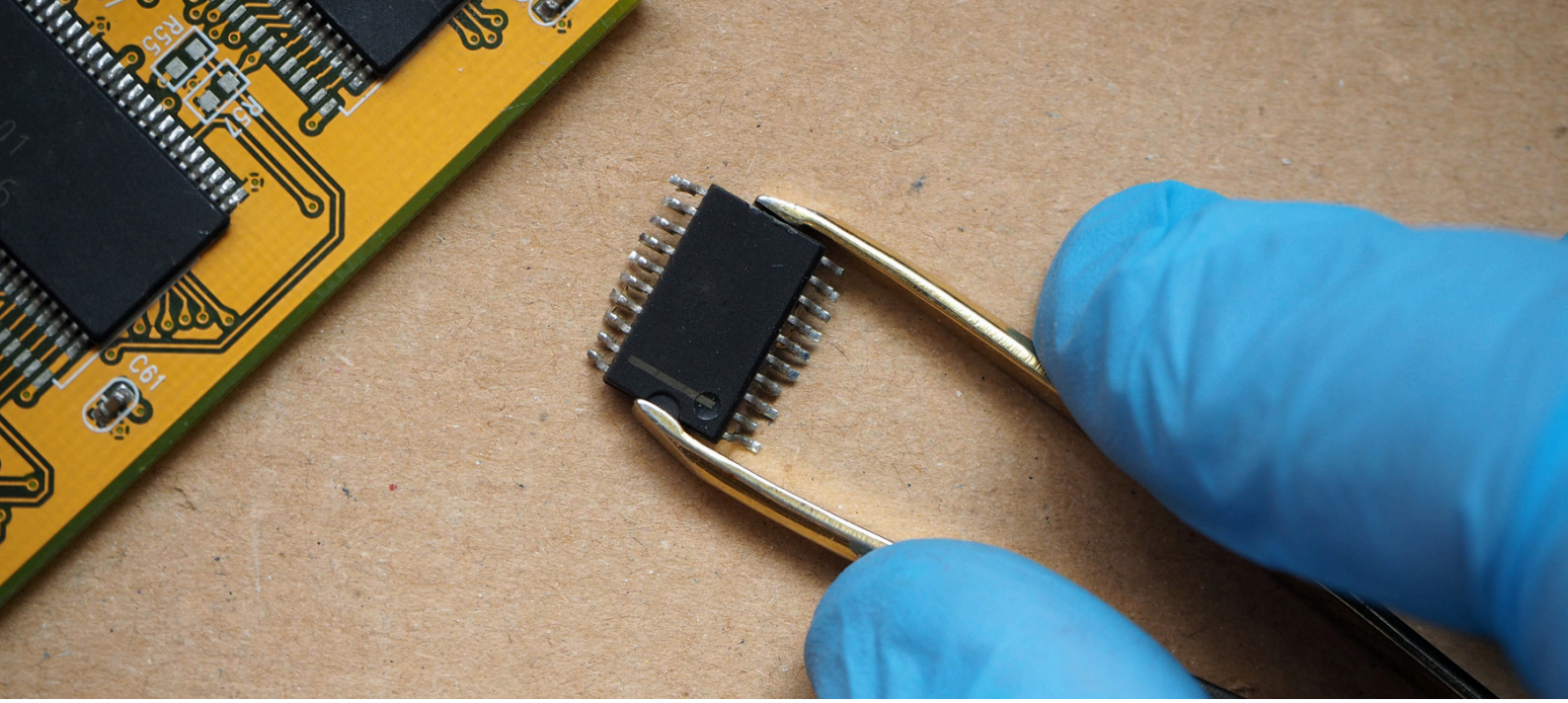

CLIENT CASE STUDY

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Scaling Top-Tier Chip Design Teams Without Compromising on Quality

Deploying RTL Design, Verification, Physical Design, and STA teams under aggressive project timelines

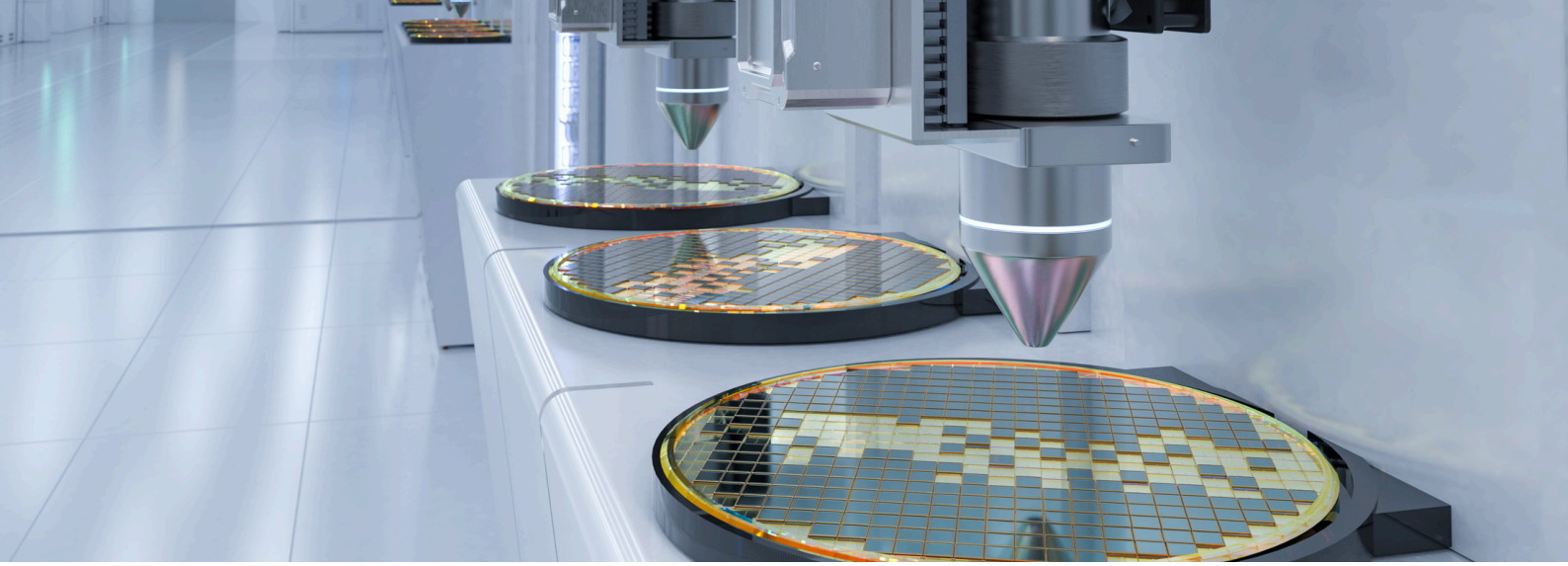
How Spectrum Consultants deployed dedicated recruiter pods and technical pre-screening to onboard mid-to-senior VLSI engineers across four core domains.

Industry

Semiconductor & Chip Design

Engagement

Dedicated Delivery Partnership & Technical Hiring



Overview

Our client is among the world's most respected leaders in semiconductor and chip design, recognized for pushing the boundaries of processor and system-on-chip innovation.

Challenges

The Client needed to rapidly build and scale **specialized engineering teams** across the full chip design lifecycle — **spanning RTL Design, Verification, Physical Design (PD), and Static Timing Analysis (STA)** — covering **experience levels from 3 to 15 years.**
Several factors made this a particularly demanding mandate:

- Extremely stringent, multi-round technical screening standards typical of top-tier semiconductor employers.
- A narrow, highly competitive talent pool with specialized VLSI and chip design skill sets.
- Urgent hiring timelines driven by active project ramp-ups, requiring a “hiring rush” response.
- The need to fill both mid-level (3–7 years) and senior (8–15 years) roles simultaneously across four distinct technical domains.



Our Approach

We stood up a dedicated engagement team focused exclusively on the Client's semiconductor hiring needs and built a structured, multi-pronged sourcing and screening engine around it:

Dedicated Delivery Team

A team of recruiters assigned solely to this account, ensuring consistent focus and fast turnaround.

Technical Pre-Screening

In-depth first-level prescreening based on clients questionnaire of every candidate against RTL, Verification, PD, and STA competencies before submission, aligning candidate quality with the Client's rigorous internal bar.

Multi-Channel Sourcing

Simultaneous outreach across professional networks, referrals, and niche VLSI communities to widen the qualified candidate funnel.

Proprietary Database Utilization

Mining our existing talent database of pre-vetted semiconductor professionals to accelerate sourcing for hard-to-fill, experience-specific roles.

Hiring Rush Response

A surge-capacity model that flexed team bandwidth up during peak demand windows to meet urgent, time-boxed hiring targets.

Dedicated SLAs

Clearly defined turnaround-time commitments at every stage — sourcing, screening, and submission — to keep the pipeline predictable and on schedule.



Outcome

Through this focused, SLA-driven engagement model, we were **able to build out the Client's specialized** RTL, Verification, PD, and STA teams **within a short span of time** — **despite the narrow talent pool and the Client's stringent screening bar**.
The dedicated structure and pre-screening process meant candidates arriving at the Client's own interview stage were consistently well-matched to role requirements, reducing back-and-forth and keeping the hiring rush on track.

Why It Worked

- **Specialization over Generalism** — a team focused only on semiconductor roles, not spread across unrelated mandates.
- **Quality Gates Before Submission** — technical pre-screening filtered out mismatches early, protecting the Client's interview bandwidth.
- **Speed with Structure** — SLAs and a hiring-rush model gave urgency a repeatable process instead of ad hoc effort**.**

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*For **Spectrum Consultants,** this engagement demonstrated that a combination of dedicated resourcing, rigorous technical pre-screening, and disciplined SLAs can meet even the most demanding chip-design hiring timelines without compromising on candidate quality.*

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30+	20,000+	50+	10 : 1
YEARS OF EXCELLENCE	CAREERS SHAPED	TOP GLOBAL CLIENTS	RESUME-TO-OFFER RATIO

About Us

For over 30 years, Spectrum Consultants has been a pioneer in recruitment, executive search, and cross-border workforce hosting. Headquartered in Bangalore, India, we bridge the gap between global enterprise goals and local execution, delivering agile, compliant, and cost-effective talent ecosystems for Fortune 500s, high-growth tech firms, and global innovators.

Our Services

Executive Search & C-Suite Hiring

Specialized headhunting for mission-critical roles (CXOs, VPs, Directors, Country Heads) backed by rigorous talent-mapping and discretion.

Permanent & Contingent Staffing

End-to-end recruitment across tech, engineering, and digital marketing functions. Flexible contract staffing with dedicated account SPOCs.

Employer on Record (EOR) & HR Hosting

Build high-performing teams in India without incorporating a legal entity. Complete payroll, statutory compliance, benefits, IT asset provisioning, and local governance.

AI & Prompt Engineers Hiring

Specialized squads for next-gen AI/LLM engineers, semiconductor talent, and curated campus recruitment drives from India's premier technical institutions.