

The industry is going through some tough times, no doubt about it. We've seen layoffs worldwide, projects being cancelled or put off for better times. How is this going to affect the way companies manage their human resources? Joining us today for a quick interview is Alexey Molchanov, CEO of [Chip Design Group](#) who'll try to give us some answers.

Think Verification: *Alexey, thanks a lot for joining us today. As the CEO of Chip Design Group you actually run two companies - [Chip Design HR](#) and [Chip Design College](#). Can you tell us a little about them?*

Alexey Molchanov: Thanks. Yes you are right. The main target of these companies is to provide new services for the Chip Design industry, services delivered by high-level professionals in the Chip Design field. At Chip Design College " we think that lack of experience is a the biggest problem for jobseekers (engineers) and employers today. Academic studies can't solve this problem today. Here, in Chip Design College, engineers will get their first real experience " real flow, technologies, best tools and best lecturers " professionals from the industry.

Chip Design HR " shares the same concept but in the HR industry. Today, having a good tool for database management and a lot of HR employees who will read CV's and even meet jobseekers, is not enough to provide high quality HR services. Today, to meet the requirements of the industry, successful HR Service providers need to know more about it, need to feel it and recognize even the smallest differences in candidates' parameters. Especially with experienced candidates!!! Only very experienced managers from specific industry can understand exactly what a job-seeker wants and can do. And every mistake here is very expensive for the high tech company. We are the only company that has the solutions for this problem.

Think Verification: *Prior to Chip Design Group you had lead a very successful career in the VLSI industry - Program Manager, ASIC Department Manager at M-Systems, Senior lecturer at Ben-Gurion University. And then in 2004 you made a big change and started your own company. What made you do that? What was your vision?*

Alexey Molchanov: Thanks. Very good question! My successful career is exactly the reason

why I started my own business!!! I started to feel the power, have enough knowledge and saw the problems of this industry from the inside. And when I was senior lecturer at BGU in the course Introduction to Chip Design, I saw from the other side that graduates do not have enough experience to start working from the first week. I understood that there is a global problem here. BTW not only in Israel. I decided to create a high technology school that will serve as a bridge between academy and industry, and help thousands of people and hundreds of companies to solve the problem of the juniors with required minimum starting time!!! And as you know, we are doing this very well!

And the other point was to get the opportunity to do bigger things. You know as employee you must do what your manager says. And this is very logical. But when you want to do more and you think you can “ you need more freedom and tools. Today I know that responsibility for success lies only on me and my team.

Think Verification: *I would like to turn now to the current events in the global economy “ the mega crisis, I’m sure this is something that’s bothering many of us these days. From your point of view “ how big is the affect on the VLSI industry? Do you think the way high tech companies recruit their workforce is going to change?*

Alexey Molchanov: For sure!! I think today companies will do or should do:

- Fire expensive and not critical employees.
- Recruit more effective juniors “ low price and maximum experience.
- And even start working in outsource-mode and reduce the expenses of leasing, and other things etc..

In this situation CDHR and CDC can serve the companies in the best way. We have the biggest and most effective (price and level) pool of juniors in different areas of Chip Design: ASIC, FPGA, Verification, Layout/Backend. And our plan is to do the same for in areas like Analog IC Design, Board Design, RF/RFIC, RT Embedded, DSP and others. This will solve the global juniors problems for companies and will reduce the cost of NRE for sure.

Think Verification: *Very interesting. Thanks a lot for sharing all this with us today and good luck.*

