

MAGNA ELECTRONICS

CASE STUDIES

SENIOR APPOINTMENTS

In a nutshell

- Location:** Michigan, USA
- Sector:** Automotive
- Job titles:** Senior Appointments, including Sr.Vice President and Director level roles
- Services provided:** Headhunting service to approach and attract talent from our clients' leading competitors
- Placements made:** Successful placements in both roles



MAGNA ELECTRONICS

REPEAT SUCCESS

In 2019 we were in touch with Magna, a world-leading Automotive Tier I company, who were looking to hire for several management positions from Director level upwards to help steer and lead one of their R&D departments. This company are a global leader in the automotive market with extremely high standards, as they supply some of the world's most well-known automotive companies.

We reached out to many potential candidates in the market, discussing the roles and responsibilities and then presented the best and most relevant candidates to Magna.

We successfully completed the hiring process for the client and helped them hire top talent to drive forward the business unit.

As a result of our success, we have also been helping the company on a variety of other projects accross the US and Europe at senior engineering level.

CASE STUDY



EM MICROELECTRONICS

CASE STUDY

SEMICONDUCTORS

In a nutshell

Location: Neuchatel, Switzerland,
Colorado Springs, USA

Sector: Semiconductors

Job titles: ASIC Digital Design, IC
Program Managers, ESD Engineers,
IC Packaging Engineers, IC Product
Engineer

Services provided: End to end head hunting

Placements made: 7+



EM MICROELECTRONICS

7+ PLACEMENTS IN INCREDIBLY NICHE SKILL SETS

We started working with EM Micro in 2014, working on a contingency basis for the teams in Neuchatel, Switzerland & Colorado Springs, USA.

Over 6 years we've had over 107 candidates interview, and made multiple Permanent and Contract Hires in notoriously difficult-to-find skill sets.

Our placements have varied across a range of the technical departments within EM including RFID Digital Design, ESD, IC Packaging, RFID Technical Leader for Automotive.

We continue to build a trusting relationship with the EM HR to ensure we understand the cultural and technical fit for the teams.

TESTIMONIAL

“Since I joined EM Microelectronic-Marin SA back in 2014, one of the first recruiting agencies I had contact with was USA Recruitment.

Now, 6 years later, I am very glad to say that we have established a very good and successful collaboration which is based on mutual trust, respect, openness and professionalism.

Thanks to the great experience and expertise of USA Recruitment and their consultants, we have filled many difficult and key positions within the company, mainly in our IC engineering teams.

I hope that EM can count on their services and support for many years to come. I can highly recommend them for any recruitment you need assistance with, whether it's contracting or permanent placements.”

Head of Human Resources, EM Microelectronic-Marin SA (a company of the Swatch Group)

HARMAN CONNECTED SERVICES

CASE STUDY

AI & MACHINE LEARNING

In a nutshell

- Location:** Munich, Paris, Milan
- Sector:** AI/VoiceTechnology/Mobile
- Job titles:** Engineers + Tech Project Leaders
- Project timeline:** 3 months
- Services provided:** End to end solution including compliance in 3 countries
- Qualified candidates:** 192
- Placements made:** 55



HARMAN CONNECTED SERVICES

55 PLACEMENTS DELIVERED FAST

Harman Connected Services first started speaking with USA Recruitment in December 2017 regarding the Samsung android voice assistant project with very aggressive ramp up figures of 0 to 190 across 3 major sites – Munich, Paris and Milan. The offices were ready, the project was starting imminently, but there were only a few engineers onsite or secured.

Within 2-3 months of 2018, 192 qualified candidates from USA Recruitment were interviewed, resulting in 55 consultant SW engineers and technical leaders placements across all sites. We quickly became the programs lead supplier (No.1 of 25 globally).

The consistent quality of the candidates sent meant Harman were able to staff phase I of the project quickly, placing entry or experienced engineers and technical leaders all on freelance/ contract. USA Recruitment managed the end to end solution including compliance in all three countries.

TESTIMONIAL

“We found working with USA Recruitment simple and transparent. We had one dedicated Account Manager for everything, including CVs, arranging interviews and delivering offers. He was available around the clock (including weekends) to assist with any issue that came up. USA Recruitment were able to work to extreme deadlines, working as a partner rather than an agency, staffing all areas including NLP, NLU, ASR and TTS. In addition, at times we asked them to search for translators with no real technical ability, and they still produced quality candidates that are still working with us now.

USA Recruitment produced more quality applicants than any other agency on this program.

We continue to work closely with Ian and his team with our other projects (including APAC region) as we trust they can deliver, and we look forward to a long and fruitful continued relationship with them. Thank you USA Recruitment for being a partner.”

Harman Connected Services

TIER I AUTOMOTIVE OEM

CASE STUDY

AUTOMOTIVE

In a nutshell

Location:	Munich
Sector:	Autonomous Driving
Job titles: Architects	Embedded Systems / Linux Engineers / SW
Project timeline: & 2017/18	2x 12 month projects (repeat business) 2016/17
Services provided: Bavaria	End to end head hunting service for 2x teams in
Placements made: 2019)	26 + (ongoing due to 3 rd project commencing in

26 PLACEMENTS QUALITY DELIVERED

In 2016 we were approached by a subsidiary of a German Automotive OEM Group, to help with a specialised hiring project for their teams in Munich and Ulm.

Over a 12-month period we successfully hired 13 engineers for the team – focused on embedded platform development – and further specific profiles for the wider company group.

Due to our success and reaching target, we were invited to complete a second project in 2017 for the subsidiary's team in Munich. Here, we successfully onboarded a further 12 engineers for their autonomous driving unit.

We are currently involved in our third project for this client, to hire in Munich and are on-course to deliver successfully.

We are a trusted partner for repeat business – ensuring on-budget, on-time, quality delivery.



TIER I AUTOMOTIVE SUPPLIER

CASE STUDY

EMBEDDED SYSTEMS

In a nutshell

Location:	Munich, Nuremberg, Kulmbach
Sector:	Embedded Systems
Job titles:	Embedded Software Engineers / Low Level Developers / Machine Learning Developers / Software Test / Engineers / C++ Engineers
Project timeline:	2017 – Present
Services provided:	Headhunting for multiple embedded software teams across Germany
Placements made:	20

TIER I AUTOMOTIVE SUPPLIER

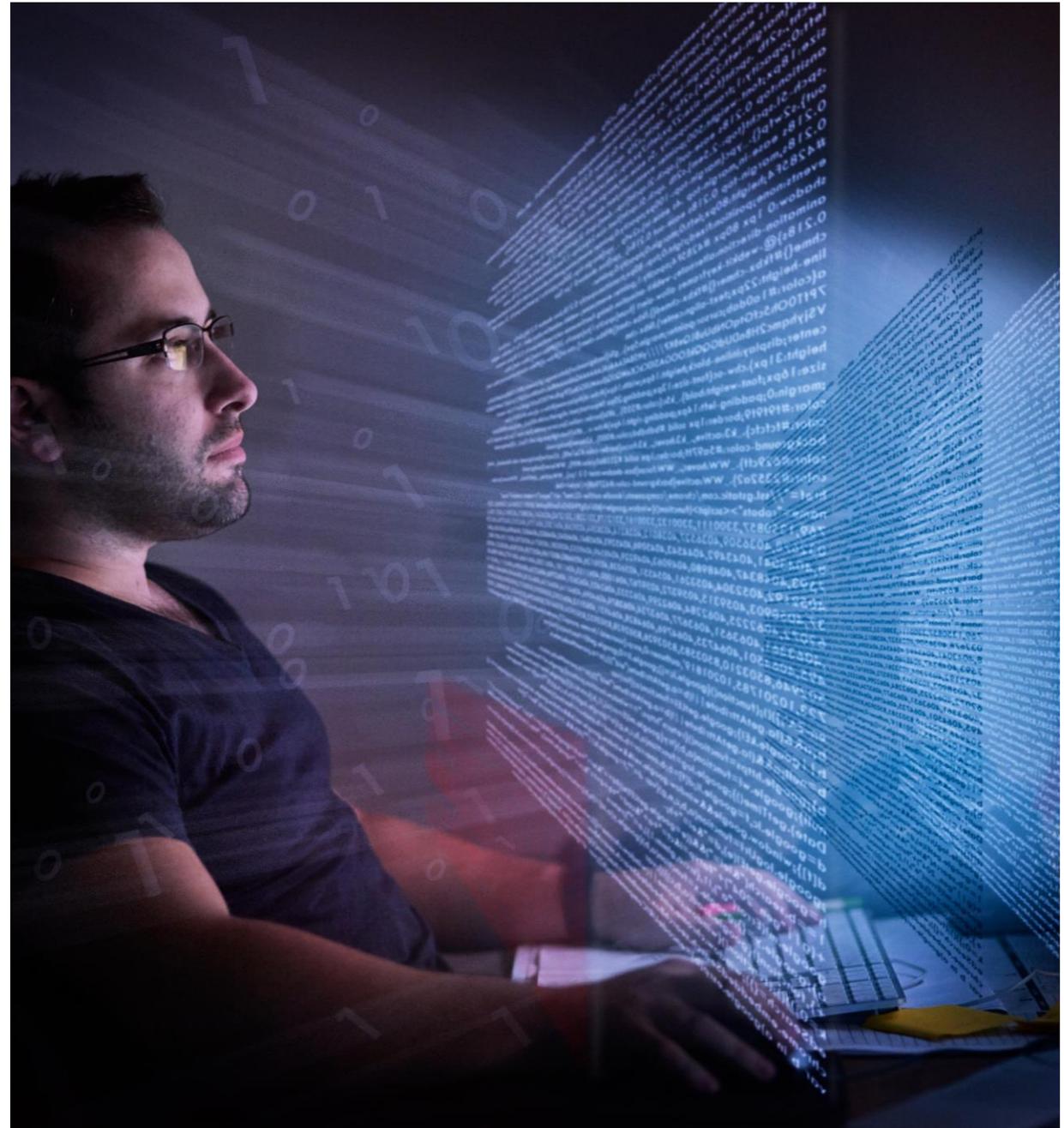
CONTINUED, PROVEN SUCCESS

We started working with a Tier I Automotive Supplier at the end of 2017, as they were looking to grow their embedded teams at their sites in Munich, Kulmbach, and Nuremberg.

With the help of our dedicated Embedded Software team, we quickly became their top supplier, and have continued to prove ourselves with over 20 placements in a niche market over the last 2 years.

Through this process we've gained a lot of expertise in ensuring candidates are as prepared as possible throughout a lengthy, and, at times, complicated interview process. We've also invested a lot of time in understanding the various nuances of what Hiring Managers are looking for in each individual role, which has been instrumental in our shared achievement.

CASE STUDY



ANRITSU

CASE STUDY

WIRELESS & IoT

In a nutshell

Location:	Luton, UK
Sector:	Wireless
Job titles:	Principal Stack Development Team Leader / Senior Software Engineer / Framework Engineer / Principal Java Expert / And many more
Project timeline:	5 years
Services provided:	End to end head hunting solution for permanent and contract including compliance for contract
Placements made:	36

Anritsu

USA Tech
Recruitment
NICHE TECHNOLOGY SPECIALISTS

ANRITSU

LONG TERM PARTNERSHIP

We first started working with Anritsu to help support them on hiring initiatives for LTE conformance testing, a world-first system they gained approval for during this time.

Over the 5 years that followed we helped hire across some of the company's core service areas, including Wireless, Microwave / RF, and Operation Support Systems.

To date we have helped Anritsu make 36 hires, from Junior System Test Engineers to Senior Architect roles and Global Support Management positions, and have been proud to see their innovation help them to achieve a leadership position in various technology areas.

Our work with Anritsu showcases our ability to adapt as a partner to our clients, our research and knowledge evolving in line with technological progression and the subsequent advancement that this naturally demands of our clients.

CASE STUDY

TESTIMONIAL

“USA Recruitment has an outstanding understanding of the wireless telecoms market and have provided an excellent service to Anritsu over a number of years, helping to fill some very difficult positions internationally.

I have been particularly impressed with the responsive service provided by USA Recruitment. We look for the highest calibre candidates and they have managed to make volume placements with us – long may our association continue!”

HR Director, Anritsu

AVIRA

CASE STUDY

CYBER SECURITY

In a nutshell

Location:	Tett nang, Germany / Bucharest, Romania
Sector:	Cyber Security
Job titles:	Malware Analysts / Threat Researchers / C++ Software Developers (Windows) / iOS Developers / C# Software Developers
Project timeline:	2017 - present
Services provided:	Head hunting for roles based in Avira sites in Tett nang and Bucharest
Placements made:	15



AVIRA

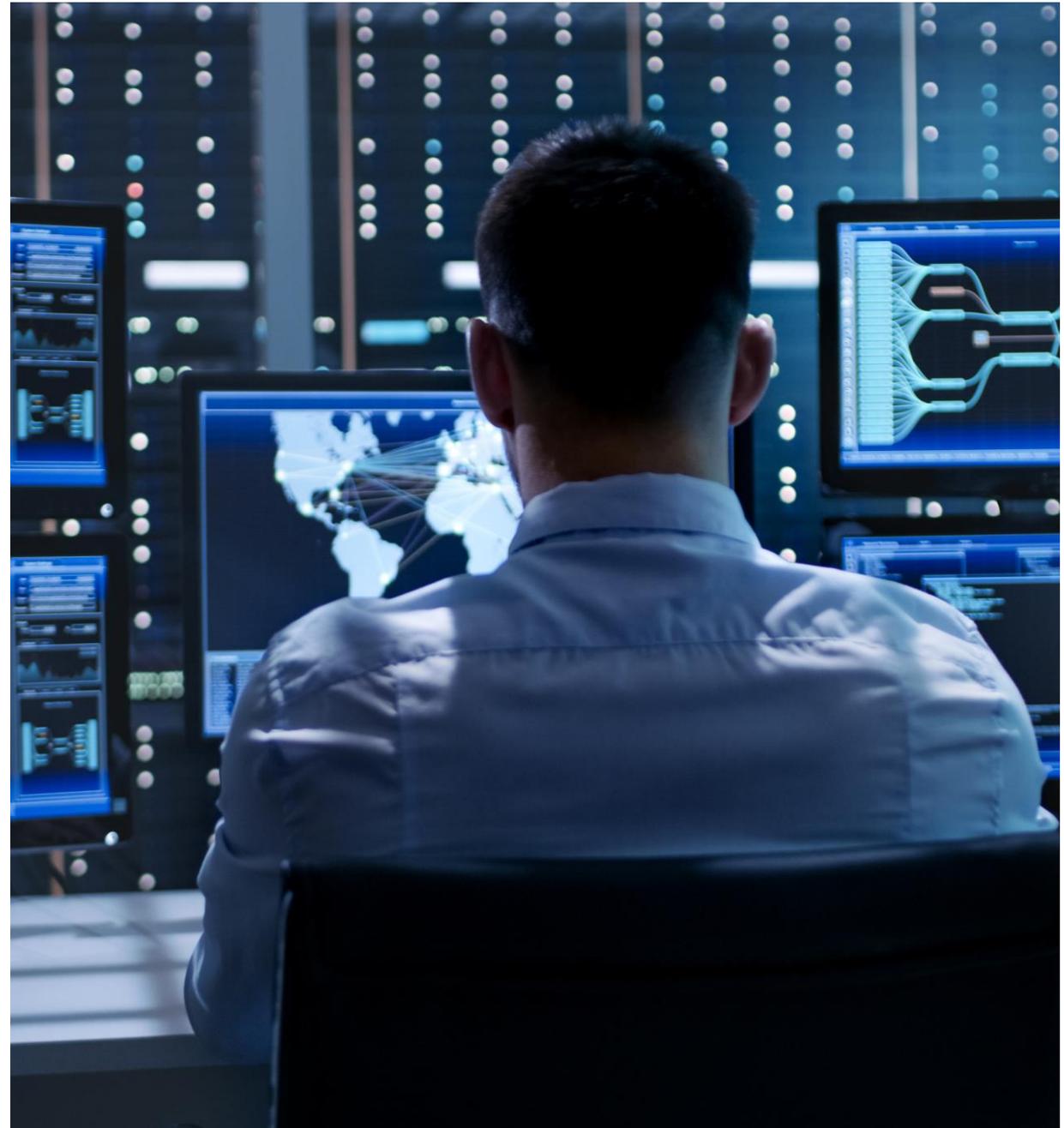
SMART RECRUITMENT

We started working with Avira in 2017 as they were hiring for multiple Malware Analysts and expanding this area at their headquarters. We received 3 offers over 2 months for this team, followed by 2 further placements by the end of 2017 for Threat Researchers.

Our success working with the team in Germany led to us working with the team in Bucharest, Romania, and placing for the same skillset there in 2019.

As a tier-1 supplier for Avira we have since been involved in placing candidates across various other teams (Software Developers – C# & C++, Windows Kernel Developers and iOS Developers).

We were able to adapt to their hiring needs with the use of research, data analytics, and sector knowledge, and ensure quality candidates and placements were secured.



HUMAI TECHNOLOGIES

CASE STUDY

COMPUTER VISION

In a nutshell

Location: Vienna, Austria

Sector: Computer Vision, Graphics, VR

Job titles: Senior R&D Computer Vision /
Machine Learning Engineer

Project timeline: 2018- Present

Services provided: Head hunting, Contingency search

Qualified candidates: 54 Candidates / 32 Interviews

Placements made: 1



HUMAI TECHNOLOGIES

SCALE UPS & START UPS

We started working with Humai Technologies in 2018 when they were in need of a Senior Computer Vision / Machine Learning Engineer for their HQ in Vienna.

The team have been around for several years, but still operate in a start-up environment mainly comprised of local engineers. We had a lot of success in finding several suitable profiles and received 4 offers extended to our candidates.

Due to the highly competitive nature of this market, some of these individuals accepted higher monetary offers elsewhere. However, we proved to Humai that we could successfully fill their requirements in a highly saturated area. This was particularly important as they had previously had negative experiences with recruitment agencies, a feeling we have been able to rectify through an honest and open partnership.

We continue to be the sole supplier for Humai's Computer Vision/Machine Learning team and foresee a long-term working relationship.

CASE STUDY



NVIDIA

CASE STUDY

AR / VR & GRAPHICS

In a nutshell

Location:	UK, France, Germany
Sector:	AR / VR / Gaming / Wireless / AI
Job titles:	Various. Examples include Senior Solutions Architect Automotive, Driver Engineers, Physical Wireless Modem Test Engineers, Silicon Verification Engineers, etc
Project timeline:	6 years+
Services provided:	End to end head hunting service
Placements made:	131



NVIDIA

REPRESENTING YOUR BRAND

Over a 6 year partnership we have supported Nvidia on hundreds of their mid-senior level mandates to find and engage the best talent in the gaming industry on their behalf.

During that timeframe we've helped them develop by sourcing some incredible technical experts, and seen them grow from a medium-sized enterprise pioneering gaming chips, to a powerhouse in the mobile / wireless chips market – after acquiring Icera - but also a key supplier and driving force behind the AI revolution.

Through 423 interviews and 131 placements (they have extremely high standards) across some especially difficult, and niche technological areas, we've supplied engineers across LTE Physical Layer, Validation IoT, ASIC Design, NPI Programming, RF Development, Customer Project Management, Senior System Software, Mobile Technology, Senior Solutions Automotive Architecture, and many many more.

We believe that our approach to working closely with HR and Line Management throughout this partnership, and our ability to engage with and represent the NVIDIA brand, has been imperative to our success

TESTIMONIAL

“I have worked closely with various members of the team at USA Recruitment for some time. Their ability to attract top talent goes without saying (and their success speaks for itself), but their ability to establish a cultural as well as functional fit with NVIDIA is what sets them apart.”

USA Recruitment Manager, NVIDIA

TNG TECHNOLOGY GmbH

CASE STUDY

STEM

In a nutshell

- Location:** Munich, Germany
- Sector:** IT / Software Consultancy
- Project Timeline:** 12 months, ongoing since
Jan 2019
- Services provided:** Hiring of Bachelors / Masters and
PhD Graduates
- Placements made:** 16, currently ongoing due to
company expansion

TNG TECHNOLOGY
CONSULTING

USA Tech
Recruitment
NICHE TECHNOLOGY SPECIALISTS

TNG TECHNOLOGY GmbH

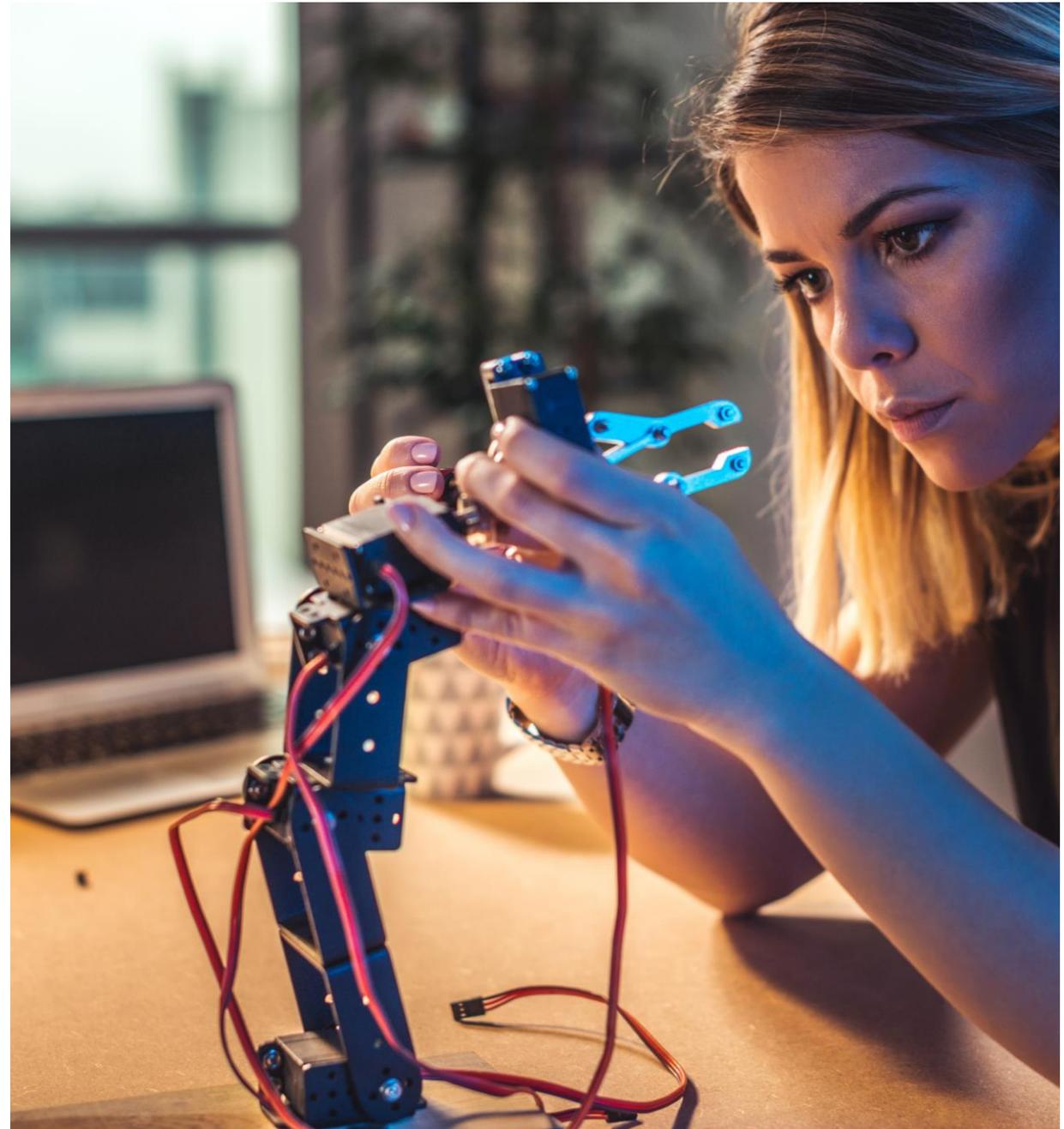
SUPPLYING TOP 5% OF PhD & MASTERS GRADUATES

In 2019 we were in touch with TNG, a leading, German IT/software consultancy, to help them with the growth of their business in Munich. They work with leading German companies across Technology, Life Sciences, Engineering, and Automotive industries, providing highly complex and innovative software solutions for their clients' issues. They, therefore, only look for the top 5% of graduates from the Top German Universities and ideally from Physics, Mathematics or Computer Science backgrounds.

Since starting the project we have helped TNG hire 16 engineers for the company, who will be working on a variety of their projects. Due to our success after the initial 12 month period we were requested to carry on helping with their expansion in 2020.

We are a trusted supplier providing the very best graduates on the market for our clients.

CASE STUDY



SEMTECH

CASE STUDY

WEB TECHNOLOGIES

In a nutshell

Location:	UK (Bristol), Switzerland (Neuchâtel, Rapperswil)
Sector:	Web Technologies and IoT
Job titles:	Frontend Developer, Full Stack Developer, Backend Developer, IoT Developer
Project timeline:	2017 – Present
Services provided:	Headhunting project to build a new inhouse web development team
Placements made:	5



SEMTECH

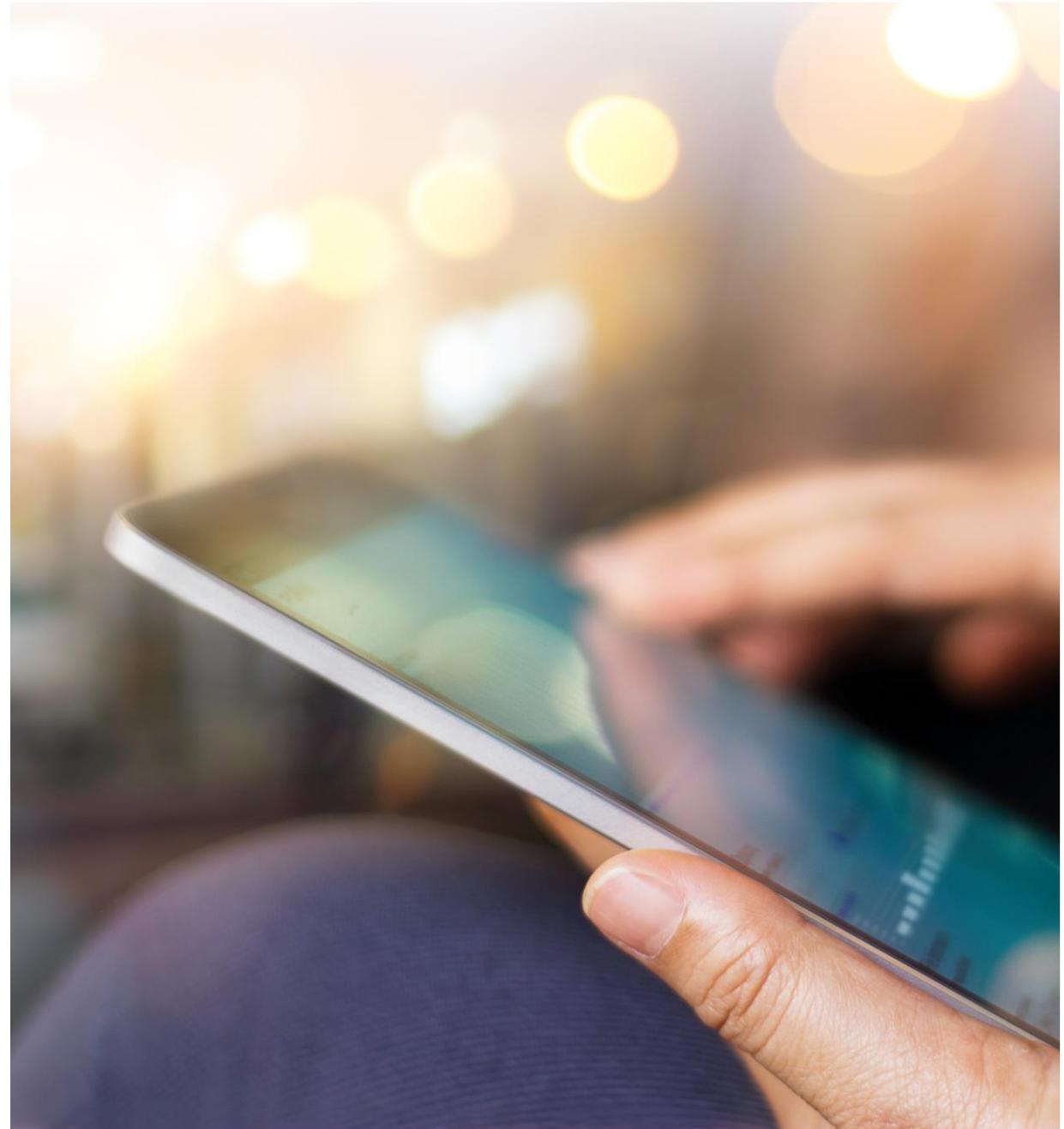
TRUSTED AND PROVEN

Initially working with Semtech on their semiconductor openings, we were quickly recruited to help expand their teams in the web technology market too.

They had previously outsourced the bulk of their web development work and were undertaking a large project to build an inhouse team to continue the work.

Within 3 weeks, our dedicated Web Development team secured a local Frontend Developer for this new division within the company team, and have been working on similar Frontend, Backend, and Fullstack roles since.

CASE STUDY



7 SENSING SOFTWARE

CASE STUDY

HEALTHCARE

In a nutshell

Location:	Poland / Belgium / France
Sector:	Healthcare Tech / Audio / Optical, Imaging / Software
Job titles:	Audio DSP R&D Engineers / Audio DSP Researchers / Computer Vision Developers / Machine Learning Engineers / Deep Learning Engineers / Embedded Software Engineers / Linux Kernel Developers
Project timeline:	2018 – Present
Services provided:	Contingency search for both permanent and contract positions within 7 Sensing company across various locations including; Belgium, Poland, France or Remote/Home Option.
Placements made:	12



7 SENSING SOFTWARE

A TAILORED APPROACH

We began working with 7 Sensing Software in 2018 as they were searching for Audio DSP R&D Engineers to join their HQ in Leuven. Within 2 months we had received 4 offers across the Audio and Computer Vision teams in Belgium/France.

From this success, we were introduced to the team in Poland and have since had a further 13 offers for this group within the fields of; Linux Kernel Developers, Embedded Software Engineers, Firmware Developers etc. We have assisted the team in Poland with rapid expansion and the majority of the team is comprised of our engineers, either as permanent employees or B2B consultants.

We are able to adapt to 7 Sensing's hiring needs, which can change quite often due to the start-up nature of the company. We are now in the process of discussing retained search options for their niche openings.

CASE STUDY

TESTIMONIAL

“We have been working with USA Recruitment for almost 2 years now and we're eager to continue doing so.

Their team has been able to provide us with a large amount of engineering profiles fitting our needs even for niche profiles/activities.

What is also very appreciated is their ability to change and refocus their search onto our fluctuating needs that are intrinsic to start-up organisations needing to grow and attract talents fast while still updating their business models.”

Engineering Manager, 7 Sensing Software

BLACKBERRY

CASE STUDY

SALES & MARKETING

In a nutshell

Location: Munich, Germany

Sector: Automotive

Job titles: Sales Manager

Project timeline: 2 months

Services provided: Headhunting for Sales Manager
& FAE position

Placements made: 2

 BlackBerry

 USA Tech
Recruitment
NICHE TECHNOLOGY SPECIALISTS

BLACKBERRY

DIVERSE CANDIDATE POOL

We were approached by Blackberry (QNX) to help fill an Automotive Sales Manager & FAE position for their infotainment division in Munich, that they had struggled to hire for.

We were able to identify key competitors of theirs and within 2 weeks deliver 3 strong candidates for each position.

They were particularly impressed with the diversity of our candidate pool, something other agencies had failed to take into account.

They hired 2 females for their team who were both the standout candidates - the process was completed within 2 months from start to finish.

CASE STUDY

