

10th Anniversary of htc-network the Specialist in Hightech Executive Search

Interview with Klaus Nolte, Founder of htc-network by Bodo Arlt, Editor BP

Bodo Arlt: 10 years htc-network – my congratulation Klaus. Let's start our interview with the changes in executive search over the past 10 years and the major success criteria in recruiting services today.

Klaus Nolte: I observed significant improvements in the experience and knowledge of the recruitment consultants over the past years, especially in the hightech industry. 10 years ago you found in our business generalists as well as 25 year old junior "consultants" with little to no job and industry experience. This isn't acceptable anymore, our business matured. The competence of the consultant and the quality of his service are the major criteria for a successful consulting business today.

Bodo Arlt: How does htc-network approach the high quality expectations of its customers?

Klaus Nolte: Already 10 years ago htc-network and all of its partners had strong expertise and long term experience in the hightech industry. Our consultants cover all important steps in the search process - no delegation - and maintain a long-term relation with our clients. This was, is and will be the base of our success.

Bodo Arlt: How do you start a search with your customers?

Klaus Nolte: As in any business, the first question to your customer should be: "What do you need?" Our recruiting service starts with the definition of the job profile in close cooperation with our customer. The result is sometimes radically different from the original customer brief. The experience of the htc-network consultant helps to match customer's expectation and reality, short term manpower need and customers long term strategy as well as the future challenges of the industry. So in a short form: It is important to identify, what the customer really needs!

Bodo Arlt: How do you identify suitable candidates?

Klaus Nolte: Most candidates are identified through our network, which is already an excellent reference. We guarantee by our intense qualification process covering the biography, experience, knowledge as well as the personality of the candidates the best possible match of customer's needs with candidate's expectations. Also you have to take into consideration, candidates expect more than just a job offer today. Our intense assessment is the solid base for a competent, individual career coaching. This helps us very often to motivate candidates for a move, which they didn't consider when they receive our first call.

Bodo Arlt: Do you see Internet Career Platforms and Job Portals making recruiting consultants redundant?

Klaus Nolte: So called "recruiting services" which simply screen a range of candidates, who might be the right match and supply CV's

Klaus Nolte, MSEE

Professional Experience:

Texas Instruments - Design- and Process Engineering Positions
National Semiconductor - Director Mixed Signal Division
Concurrent Computer - GM Europe
htc-network Executive Search - Owner



of those, who are currently available are strongly affected. They will become probably medium to long term redundant because of the internet job offering. Professional recruitment consulting on rarely available specialist- and management competencies are not affected at all. Often the candidates we approach haven't even thought about changing their job before they get a first call from us.

Bodo Arlt: What is the mayor challenge in the executive search business today?

Klaus Nolte: This hasn't really changed over the years. The identification of the real customer needs, the real candidate experience, - competence, - personality and the matching of both are the major challenges in our business. The htc-network candidate interview video as well as the hiring manager profile video will be presented to our customers and candidates at an early stage in the process. This transparency helps to match expectations with reality on both sides. The retention rate of candidates placed by htc-network is well above industry average.

Bodo Arlt: What is the industry focus of htc-network?

Klaus Nolte: Over the last years the significant growth of power electronics driven by the automotive-, industrial- and new energy – industries has changed our focus towards this market segment. Europe and especially Germany has developed a strong market position already and a significant need for candidates, who can support the growth. 10 years ago the IT, Internet and Communication Industry had the highest need for hard- and software engineers. Today I would recommend to any student starting an engineering study, that she/he should have a closer look towards the power electronics industry, as we do!

A good example of this trend is an actual project, which we are working on: A Technology Development Centre for High-Voltage Semiconductors in Munich. This was started as a Green Field Project last year. The motivation of our customer to build this Technology R&D Centre in Munich is Germany's engineering base and strong position in the Power Electronics Industry.

Bodo Arlt: Thanks for this interview Klaus. I wish you all the best, good luck and success for your and htc-network's future.

www.htc-network.com/en/network

Fairchild's Board of Directors announces:

Foundation of Technology Development Centre for High-Voltage Semiconductors in Munich

The mission of this team is to advance Fairchild's Technology and product portfolio for High Voltage applications for Industrial, Automotive and Consumer markets to take over the leading edge position.

This newly formed R&D centre, located in Munich, provides opportunities to their members to closely work with existing global Fairchild Technologists in US, Sweden and Korea, as well as to work in partnerships with Research institutes and hand selected partnership programs with competitors.

The scope of this team includes

- ⇒ Device and process simulation
- ⇒ Design and layout experts
- ⇒ Characterization and testing lab
- ⇒ Experts for process integration, device architecture, novel materials and module development

For the initial phase, we have opened positions for:

Device Simulation Experts

Job description:

You are responsible to develop and optimize device architecture for Fairchild's next generation IGBT generations, optimize static and dynamic device performance and work with local and Korean process experts to create prototypes.

Job requirement:

We are looking for highly innovative and self-motivated individuals, Master or PhD degree in Electrical engineering, Physics or similar, fluency in English required. At least 4 years experience in High Voltage Discrete device development, using state of the art simulation software, preferably Synopsis TCAD process and device simulators. Solid knowledge of state-of-the art IGBT device architecture required. 3D simulation, device layout experience and packaging know-how is of advantage but not mandatory.

Device Modelling Experts

Job description:

You will be spearheading a team for device parameter extraction and modelling including behavioural and (semi)-mathematical models for High Voltage devices. Near term emphasis is put on Trench IGBT and Superjunction MOSFET developments.

Job requirement:

We are looking for highly innovative and self-motivated individuals with Master or PhD degree in Electrical engineering, Physics or similar; fluency in English required. At least 3 years experience in High Voltage device test keys drawings, parameter extraction and device modelling. PSPICE - equivalent circuit and knowledge of electro-thermal behaviour for Power devices is required. Device layout experience would be beneficial.

IGBT Technologist

Job description:

You will be shaping a global team with the distinct focus in IGBT development, focussing on device architecture, new process modules and innovative package solutions for automotive and industrial applications.

Job requirement:

We are looking for a senior technology expert with Master or PhD degree in Electrical engineering, Physics or similar with profound semiconductor background in the field of high-voltage technology. You need to have at least 10 years experience in IGBT development, wide knowledge of process, device and package topics. Experience with HV-MOSFETS, Superjunction, GTO's or IGCT's as well as experience on specific automotive and industrial applications will be preferred.

We offer:

- ⇒ Start-up spirit in highly inspirational and expanding team in Muenchen
- ⇒ Space for fundamental and scientific research
- ⇒ Very competitive, performance oriented compensation schemes
- ⇒ High strategic impact and visibility within a global company

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