

# SKALEN SEMI

— Semiconductor Staffing & Global Mobility support —



## SEMICONDUCTOR PERMANENT STAFFING



## GLOBAL IMMIGRATION, WORKFORCE MOBILITY & RELOCATION SERVICES

Connecting Talent.

Enabling Mobility.

Empowering Global Success.



Top Semiconductor  
Talent



Global Mobility  
Solutions



Immigration  
Expertise



Relocation  
Support





# SKALEN SEMI

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## ABOUT SKALENSEMI



### Semiconductor-Focused Expertise

Skalen Semi is a specialized Semiconductor Staffing, Global Immigration, and Workforce Mobility company focused exclusively on the semiconductor industry, providing niche VLSI talent solutions backed by deep domain expertise.



### 20+ Years of Industry Experience

With over 20 years of semiconductor and embedded systems experience, we help organizations hire, deploy, and retain top talent across Design Engineering, Verification, Physical Design, Leadership, Business Development, and Recruitment functions.



### End-to-End Global Solutions

We offer end-to-end Global Immigration & Workforce Solutions, including workforce mobility, visa and work permit assistance, corporate travel management, and employee relocation services, ensuring seamless global talent movement with full compliance support.



## KEY CHALLENGES WE OBSERVED



### SEMICONDUCTOR TALENT GAPS

Many organizations struggle to find specialized VLSI, ASIC, FPGA, Physical Design, Verification, and Embedded Engineering professionals, resulting in extended hiring cycles and project delays.



### GLOBAL MOBILITY & IMMIGRATION CHALLENGES

Companies expanding across borders often face visa complexities, work permit delays, compliance risks, and employee mobility issues that impact business continuity.



### WORKFORCE DEPLOYMENT & RELOCATION BOTTLENECKS

Managing international assignments, employee relocations, travel logistics, and onboarding across geographies can be resource-intensive and affect employee experience.



### BUSINESS GROWTH & CLIENT ACQUISITION GAPS

While technical teams may be strong, many organizations lack dedicated semiconductor-focused business development and workforce planning capabilities to scale efficiently in new markets.



### OPERATIONAL & COMPLIANCE RISKS

Talent shortages, mobility restrictions, immigration regulations, and workforce management challenges create bottlenecks that slow growth, increase costs, and limit an organization's ability to scale globally.



In short, Skalen Semi is a strategic partner delivering **Semiconductor Staffing, Global Mobility, and Immigration Solutions** to help organizations scale, grow, and compete globally.



SEMICONDUCTOR  
STAFFING



GLOBAL TALENT  
ACQUISITION



IMMIGRATION &  
VISA SUPPORT



WORKFORCE MOBILITY &  
RELOCATION



COMPLIANCE & RISK  
MANAGEMENT



SCALABLE WORKFORCE  
SOLUTIONS

CONNECTING SEMICONDUCTOR TALENT. ENABLING GLOBAL MOBILITY. POWERING INNOVATION.



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## SKALEN SEMI SPECIALIZED FOCUS



### HARDWARE CHIP DESIGN ENGINEERING

We identify and place top-tier VLSI, ASIC, FPGA, Physical Design, Verification, and Embedded Engineers tailored to the unique needs of semiconductor startups, product companies, and global organizations.



### SALES & BUSINESS DEVELOPMENT LEADERSHIP

We help companies hire Semiconductor Sales & Business Development professionals who can build strategic client relationships, expand market presence, and drive sustainable business growth.



### VLSI RECRUITMENT & TALENT ACQUISITION EXPERTISE

We provide specialized semiconductor recruiters with deep domain knowledge, enabling organizations to quickly build high-performing engineering and leadership teams.



### GLOBAL MOBILITY & IMMIGRATION SOLUTIONS

We support seamless cross-border workforce movement through visa assistance, work permits, immigration compliance, employee relocation, travel coordination, and global mobility services.



### CLIENT-CENTRIC DELIVERY EXCELLENCE

Whether staffing critical semiconductor talent or managing global mobility requirements, every engagement receives equal attention. We listen deeply, execute relentlessly, and deliver results with the precision, speed, and commitment that the semiconductor industry demands.



## AT SKALEN SEMI



Connecting top semiconductor talent with innovative organizations through **specialized staffing, global mobility, and immigration solutions.**



Empowering businesses and professionals to grow globally through **talent acquisition, workforce mobility, and seamless cross-border support.**



Bridging Semiconductor Talent, Global Mobility, and Immigration Solutions to drive growth without boundaries.



Delivering **precision-driven Semiconductor Staffing, Global Mobility, and Immigration Solutions** aligned with business goals and company culture.



Supporting global workforce needs with **speed, compliance, accuracy, and deep semiconductor domain expertise.**



Empowering startups and enterprises to scale confidently through **specialized talent, mobility, and cross-border workforce solutions.**



### SEMICONDUCTOR EXPERTS

Deep domain knowledge across the semiconductor ecosystem.



### SPECIALIZED TALENT NETWORK

Access to highly skilled VLSI, ASIC, FPGA, and Embedded professionals.



### GLOBAL MOBILITY SOLUTIONS

Visa, work permits, and immigration support for seamless global movement.



### RELOCATION & TRAVEL SUPPORT

End-to-end relocation, corporate travel, and logistics support worldwide.



### COMPLIANCE & RISK MANAGEMENT

Full compliance, documentation, and regulatory support across global jurisdictions.



### SPEED. QUALITY. COMMITMENT.

Delivering the right talent and mobility solutions with precision and speed.

CONNECTING SEMICONDUCTOR TALENT • ENABLING GLOBAL MOBILITY • POWERING INNOVATION

# MOVING TALENT ACROSS BORDERS WITH CONFIDENCE AND COMPLIANCE



# SKALEN SEMI

— Semiconductor Staffing & Global Mobility support —



## GLOBAL WORKFORCE MOBILITY SERVICES

Skalen Semi delivers comprehensive workforce mobility solutions that enable organizations to deploy, manage, and retain talent across global locations with ease. We support international employee transfers, short-term and long-term assignments, cross-border workforce planning, and mobility program management. Our team works closely with clients to ensure smooth employee movement while maintaining compliance with local regulations and corporate policies. By streamlining workforce mobility, we help organizations expand into new markets, support business growth, and provide employees with a [seamless transition experience](#).



International Employee Transfers



Short-term & Long-term Assignments



Cross-border Workforce Planning



Mobility Program Management



Policy Compliance & Risk Mitigation



## IMMIGRATION & COMPLIANCE SERVICES

Our Immigration & Compliance Services are designed to simplify the complexities of global workforce movement. We provide end-to-end support for visa applications, work permits, immigration documentation, and country-specific regulatory requirements. With a strong focus on compliance, we help organizations mitigate risks associated with changing immigration laws and international employment regulations. Our experienced team ensures a smooth and efficient process for both employers and employees, enabling businesses to onboard international talent quickly and confidently while maintaining full regulatory compliance.



Visa & Work Permit Assistance



Immigration Documentation Support



Country-specific Regulatory Compliance



Compliance Risk Management



Fast & Efficient Immigration Processing



## TRAVEL & RELOCATION SUPPORT SERVICES

Skalen Semi offers integrated travel and relocation services that ensure employees and their families experience a smooth and stress-free transition when moving across regions or countries. Our services include corporate travel management, international travel bookings, logistics coordination, housing assistance, destination services, and settling-in support. We manage every stage of the relocation journey, from pre-departure planning to post-arrival assistance, helping employees adapt quickly to their new environment. By reducing relocation challenges and administrative burdens, we enable organizations to maintain productivity while enhancing employee satisfaction and retention.



Corporate Travel Management



International Travel Bookings



Relocation & Housing Assistance



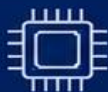
Destination & Settling-in Services



End-to-End Relocation Support

## WHY PARTNER WITH SKALEN SEMI?

- ✓ Semiconductor domain expertise
- ✓ End-to-end mobility and immigration solutions
- ✓ Global compliance & risk mitigation
- ✓ Employee-centric relocation support
- ✓ Faster deployment with accuracy and care



SEMICONDUCTOR  
FOCUSED



GLOBAL WORKFORCE  
SOLUTIONS



IMMIGRATION  
EXPERTS



TRAVEL & RELOCATION  
SUPPORT



COMPLIANCE  
& CONFIDENCE



BUSINESS GROWTH  
ENABLER

CONNECTING SEMICONDUCTOR TALENT • ENABLING GLOBAL MOBILITY • POWERING INNOVATION

# OUR VISION AND MISSION



## OUR VISION

To become the most trusted **Semiconductor Staffing & Global Mobility partner**, connecting world-class semiconductor talent with innovative organizations across the globe and accelerating the future of technology.



## OUR MISSION

At SkalenSemi, we help semiconductor companies scale faster by delivering **specialized talent** and seamless **global mobility solutions**. We are committed to enabling **business growth** through precision hiring, workforce planning, and international talent movement.



## OUR COMMITMENT

We understand the unique challenges of the semiconductor industry—from VLSI Design and Verification to Physical Design, DFT, Embedded Systems, and Manufacturing Operations. Our focus is to provide the **right talent at the right time, anywhere in the world.**



### DEEP SEMICONDUCTOR EXPERTISE

Specialized recruitment across ASIC, SoC, VLSI, Physical Design, Verification, DFT, Embedded & Semiconductor Manufacturing.



### GLOBAL TALENT NETWORK

Access to highly skilled semiconductor professionals across India, USA, Europe, APAC, and emerging technology hubs.



### MOBILITY & IMMIGRATION SUPPORT

End-to-end global mobility solutions including visa assistance, relocation support, compliance, and workforce deployment.



### FASTER HIRING SUCCESS

Reduced time-to-hire through targeted semiconductor talent mapping, proactive sourcing, and market intelligence.



### SCALABLE WORKFORCE SOLUTIONS

Flexible staffing models to help you scale teams quickly and efficiently across projects and geographies.



## SEMICONDUCTOR RECRUITMENT

Connecting Top Talent.  
Powering Innovation.



# OUR COMMITMENT. YOUR SUCCESS.



## GLOBAL IMMIGRATION, WORKFORCE MOBILITY & RELOCATION SERVICES

Enabling Mobility.  
Expanding Possibilities.



01



To continuously **improve** the quality of services we offered to our customers.

02



To understand the importance of information that our client shares with us and hence its **confidentiality** is our prime responsibility.

03



To uphold **honesty, integrity & ethics** of the business.

To strive relentlessly for complete **customer and Candidate** satisfaction.

04



To work **beyond** the client / Candidate expectations.

05



To treat each and every one of our own Employees, our Recruiters, Our Customers & candidate **respectfully**.

06



**RIGHT TALENT.  
RIGHT IMPACT.**



**STRONG RELATIONSHIPS.  
LASTING PARTNERSHIPS.**



**GLOBAL REACH.  
LOCAL SUPPORT.**



# CONNECTING TOP VLSI TALENT WITH LEADING SEMICONDUCTOR OPPORTUNITIES

Skalen Semi is a specialized Semiconductor Staffing company focused exclusively on the VLSI industry. We help semiconductor companies build high-performance engineering teams with speed, precision, and domain expertise.

## WHY PARTNER WITH SKALEN SEMI?

Specialized VLSI Recruitment Experts

Access to Global Talent Network

Faster Hiring, Shorter Lead Time

Quality, Compliance & Confidentiality Assured

Scalable Hiring Solutions for Startups to Enterprises

We also place VLSI Recruiters

**WE DON'T JUST FILL ROLES,  
WE BUILD THE FUTURE OF SEMICONDUCTORS.**

PRECISION HIRING. VLSI EXPERTISE. GLOBAL IMPACT.

## SPECIALIZED IN VLSI TALENT ACROSS

**Design Engineering**  
RTL, Logic, ASIC, FPGA,  
Physical Design, DFT,  
Low Power, STA

**Verification**  
Functional, UVM, Formal,  
Assertion, Emulation,  
Coverage

**Physical Implementation**  
Floorplan, CTS, Routing,  
SI/PI, IR Drop, Timing  
Closure

**Test & Validation**  
DFT, ATPG, ATE, POST-Si,  
Validation, Debug

**Embedded & FPGA**  
Embedded C/C++,  
Firmware, FPGA Design,  
HAPS, Prototyping

**Leadership & Sales**  
VLSI Recruiters, Sales,  
BDM, Account Management,  
Program Management



## OUR MISSION

To bridge the gap between exceptional VLSI talent and innovative semiconductor companies, powering the future of technology together.

- ✓ RIGHT TALENT.
- ✓ RIGHT TIME.
- ✓ RIGHT IMPACT.



**20+**  
YEARS OF  
INDUSTRY  
EXPERIENCE

**VLSI**  
FOCUSED  
RECRUITMENT  
SPECIALISTS

**GLOBAL**  
TALENT NETWORK  
ACROSS KEY  
MARKETS

**1000+**  
SUCCESSFUL  
PLACEMENTS

**TRUSTED**  
BY LEADING  
SEMICONDUCTOR  
COMPANIES WORLDWIDE



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[www.skalensemi.com](http://www.skalensemi.com)



Skalen Semi

CONNECTING SEMICONDUCTOR TALENT • ENABLING INNOVATION • DRIVING THE FUTURE

## SKILLS WE SUPPORT GLOBALLY

FROM SILICON, TO SYSTEMS, TO INTELLIGENCE

|                                                                                                                                           |                                                                                                                                    |                                                                                                                                    |                                                                                                                                                   |                                                                                                                                          |
|-------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
| 01  Recruiters<br>(Specialized Talent Acquisition)       | 02  Semiconductor Sales/BDM<br>(VLSI Focus)       | 03  Product / System Engineer                   | 04  SoC / Hardware Architect<br>(CPU, GPU, memory, interfaces) | 05  Modeling Engineer<br>(SystemC / C++)              |
| 06  RTL Design/<br>Microarchitecture / FPGA              | 07  RTL Integration /<br>SoC Architecture         | 08  Design Verification<br>(IP/SoC/Subsystem)   | 09  Emulation Platforms &<br>FPGA Prototyping                  | 10  Analog<br>Circuit Design                          |
| 11  Analog/IC/<br>Custom Layout                          | 12  AMS<br>Verification                           | 13  Synthesis                                   | 14  Physical<br>Design                                         | 15  Physical Verification<br>Engineer                 |
| 16  STA / Timing Signoff/<br>Low Power/ Signal Integrity | 17  DFT and<br>Test Engineering                   | 18  Physical<br>Verification                    | 19  Fabrication                                                | 20  PMIC Characterization/<br>Standard Cell/PDK       |
| 21  Memory<br>Design                                     | 22  CAD/EDA/<br>Methodology                       | 23  Post-Silicon/<br>Validation Engineer        | 24  ATE/Yield/<br>Failure Analysis                             | 25  Embedded/Firmware/<br>Systems/Storage Engineering |
| 26  Device Driver/Storage/<br>WLAN/Multimedia            | 27  Full Stack/AI-ML/<br>Cloud/Devops Engineering | 28  Cross-Domain<br>Collaboration & Integration | 29  Global Mobility<br>& Immigration Support                   | 30  Travel & Relocation<br>Support for Global Talent  |



### WE CAN ALSO PROVIDE VLSI RECRUITERS

Whether you need skilled VLSI/Hardware Engineers, VLSI Recruiters, or VLSI Sales/BDMs, we are here to help.

Our team would be glad to discuss your requirements and explore how Skalen Semi can support your hiring objectives. Together, we can help you build a high-performing team that drives success in the semiconductor industry.



**DEEP SEMICONDUCTOR  
DOMAIN EXPERTISE**  
Covering the entire chip  
development lifecycle.



**SPECIALIZED TALENT.  
FAST CONNECTIONS.**  
Connecting you with highly  
skilled professionals  
across the globe.



**QUALITY. COMPLIANCE.  
CONFIDENCE.**  
Ensuring compliance, accuracy  
and reliability at every step.



**GLOBAL REACH.  
LOCAL SUPPORT.**  
Delivering global talent solutions  
with a personal touch.



**SPEED. PRECISION.  
RESULTS.**  
Quick turnaround and  
result-driven hiring support.



**BUILDING TEAMS THAT  
DRIVE INNOVATION.**  
Empowering businesses to  
scale and lead in the  
semiconductor era.



**Let's build the future together.**

Reach out today and let us power your next success.



**CONNECTING  
SEMICONDUCTOR TALENT**



**ENABLING  
GLOBAL MOBILITY**



**POWERING  
INNOVATION**



**SKALEN SEMI**  
— Semiconductor Staffing & Global Mobility support —



# SKALEN SEMI

— Semiconductor Staffing & Global Mobility Support —

## SKALEN SEMI TERMS & CONDITIONS

— FOR A SUCCESSFUL PLACEMENT —



CONNECTING  
TOP SEMICONDUCTOR  
TALENT GLOBALLY

THE RIGHT TALENT.  
THE RIGHT TIME.  
THE RIGHT IMPACT.

01

### RECRUITMENT PROCESS



- ✓ You will intimate to us from time-to-time in writing your requirements of staff to be recruited by us for your organization indicating the type, level of required personnel, and salary offered by your organization.
- ✓ The profiles shared by Skalen Semi would require feedback ( including the duplicity check) **within 8 working days** from the day of submission. After 8 days if we are not able to get any response from client on the shared profiles then those candidates' profiles would have to be routed through us only, for a period of **six (6) months** and under no circumstances without any other reasons would be valid and/or tenable.

02

### SELECTION PROCESS



- ✓ On receipt of your requirement specifications, we will conduct necessary **tests /interviews** of the candidates and send you only the **shortlisted profiles**, which match your requirements. This process will minimize the effort of your people and also, the failure of our candidates.
- ✓ We will make arrangements to **schedule the interviews** based on the mutual convenience of candidates and your people.
- ✓ If any candidate is selected, we will be taking care until the candidate joins the company in the **stipulated time** and produces all the **necessary documents**, that are solicit for by the Client.

03

### SKALEN SEMI PLACEMENT CHARGES WILL BE APPLICABLE AS UNDER:



- ✓ **8.33% of Annual Gross Salary + 18% GST for across all experience levels** (Gross will include Basic, HRA, PF, Gratuity, LTA, Medical/Health Insurance, Special Allowance, Performance bonus, Joining bonus, Soft Furnishing Allowance, Education Allowance, Periodicals Allowance, Conveyance and any other Remuneration under any other head which is given as Monthly / Annual Compensation. This will exclude only sales and performance incentives and stock options).
- ✓ The invoice shall be issued to the Client within **sixty (60) days** from the date of the Candidate's joining. If the candidate leaves **within 3 months** of joining, we will find a replacement which will not be chargeable / or partial refund. This warranty is only if the candidate leaves voluntarily. Client needs to inform us about the same as soon as the candidate leaves.

### WHY PARTNER WITH SKALEN SEMI?



Domain Experts  
in Semiconductor  
Talent



Precision Hiring.  
Better Matches.



Quality. Integrity.  
Confidentiality.



Faster Turnaround.  
Stronger Results.



Scalable Solutions  
for Every Need.



Global Reach.  
Local Impact.



TRUSTED  
By Semiconductor  
Companies  
Worldwide



SPECIALIZED  
In VLSI Talent  
Across All  
Functions



COMMITTED  
To Long-Term  
Partnerships &  
Success



DRIVEN BY  
Innovation,  
Collaboration &  
Excellence

BUILDING HIGH-PERFORMING TEAMS  
THAT POWER THE FUTURE OF  
SEMICONDUCTOR INNOVATION



# SKALEN SEMI

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# Thank You

## FOR YOUR PRECIOUS TIME!

“

Let's shape **semiconductors** together—  
especially now, when  
top talent is **harder to find** than ever.

”



We are operating from  
**BANGALORE**  
**Whitefield**



**RIGHT TALENT.  
RIGHT IMPACT.**



**STRONG RELATIONSHIPS.  
LASTING PARTNERSHIPS.**



**GLOBAL REACH.  
LOCAL SUPPORT.**



**POWERING INNOVATION.  
BUILDING THE FUTURE.**



**FOR SEMICONDUCTOR  
STAFFING & RECRUITMENT**



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**FOR GLOBAL IMMIGRATION,  
WORKFORCE MOBILITY &  
RELOCATION SERVICES**



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TOGETHER, WE CONNECT TALENT.  
**TOGETHER,  
WE SHAPE THE FUTURE.**