

A BRIEFING FOR SEMICONDUCTOR ENGINEERING LEADERSHIP

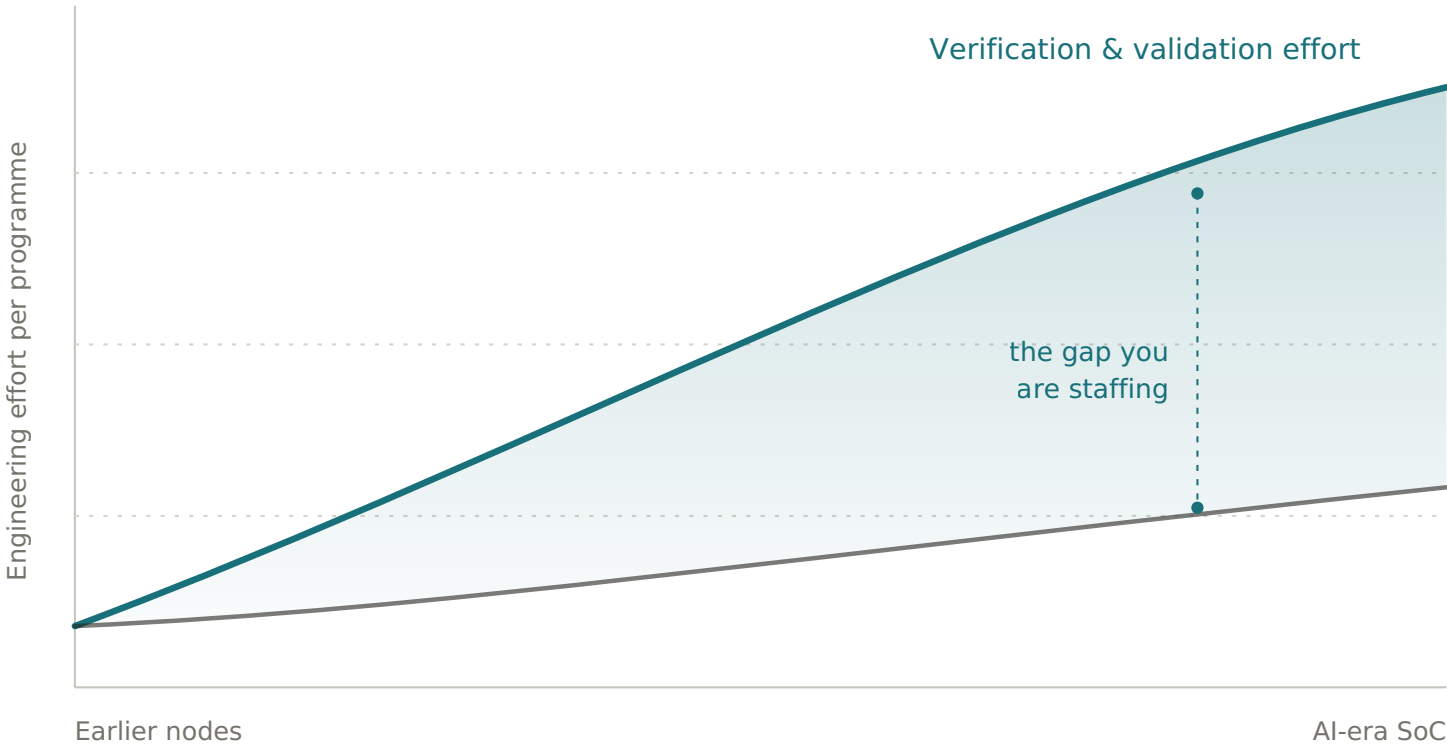
The programme is no longer limited by design.

It is limited by proof — and by the people who can produce it.

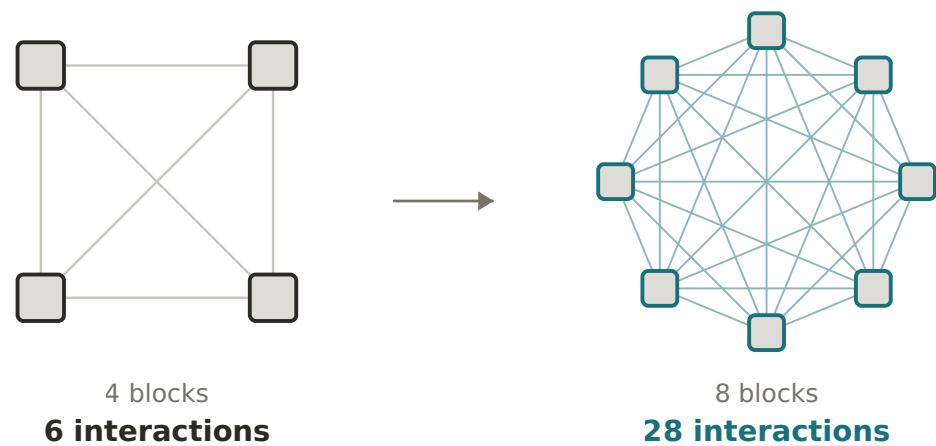
Silicon stopped being the hard part.

Design capacity scaled. The effort required to prove a design correct did not scale with it — it outgrew it.

Shape of the trend, not a measured dataset.
Ask the room for their own numbers.



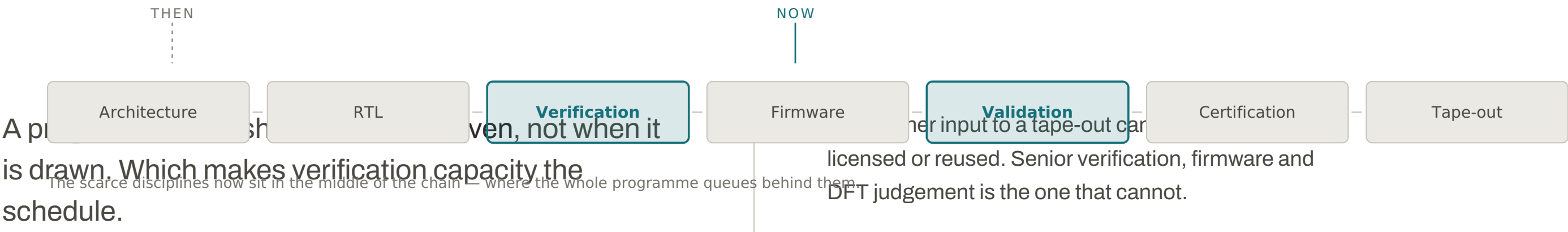
Features add. Interactions multiply.



The die did not simply get bigger. It got heterogeneous.

- 01 Accelerators, safety islands and a root of trust sharing one fabric — each with its own correctness argument.
- 02 Mixed-signal and RF boundaries that cannot be closed by simulation alone.
- 03 Behaviour defined in software that keeps changing after the mask set is frozen.

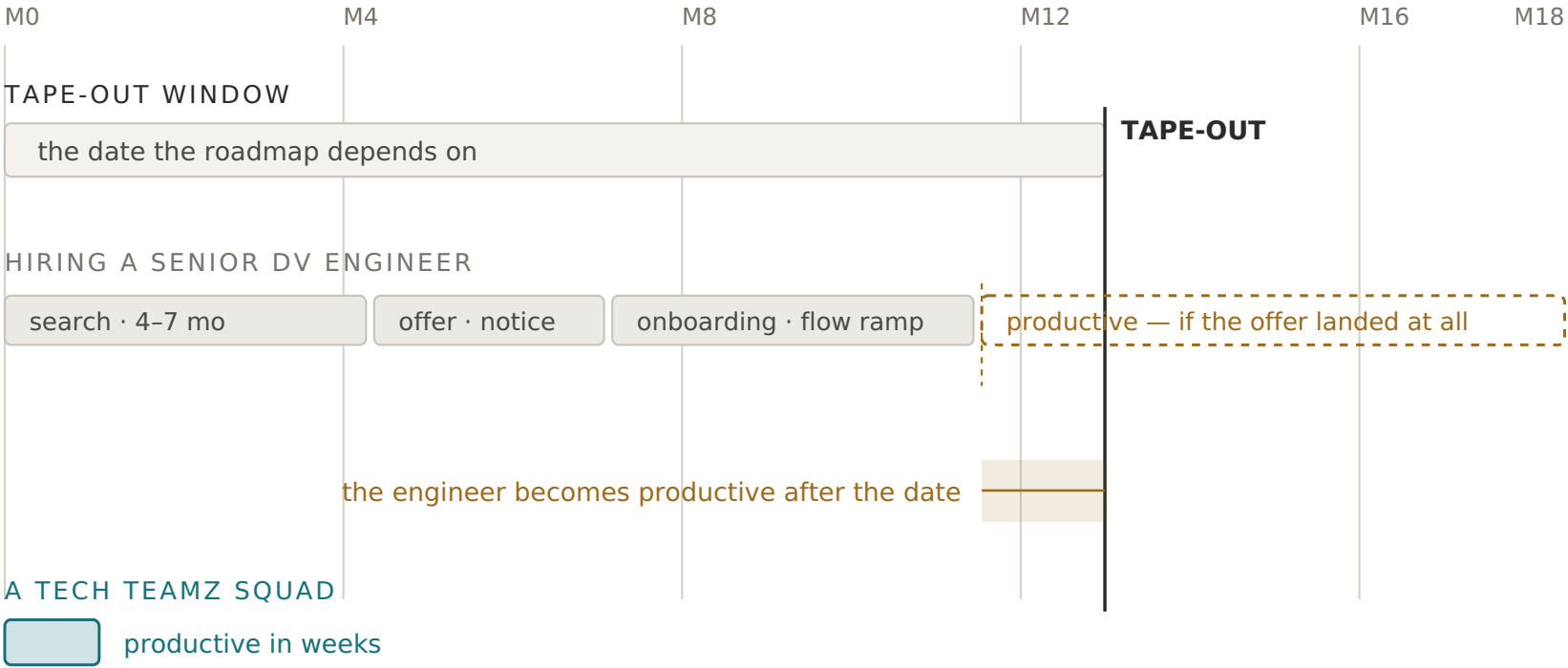
The constraint moved — and it moved somewhere you can't hire quickly.



Your hiring cycle is longer than your tape-out window.

Nine to eighteen months to a productive senior engineer in the scarce disciplines — verification, firmware, mixed-signal, DFT.

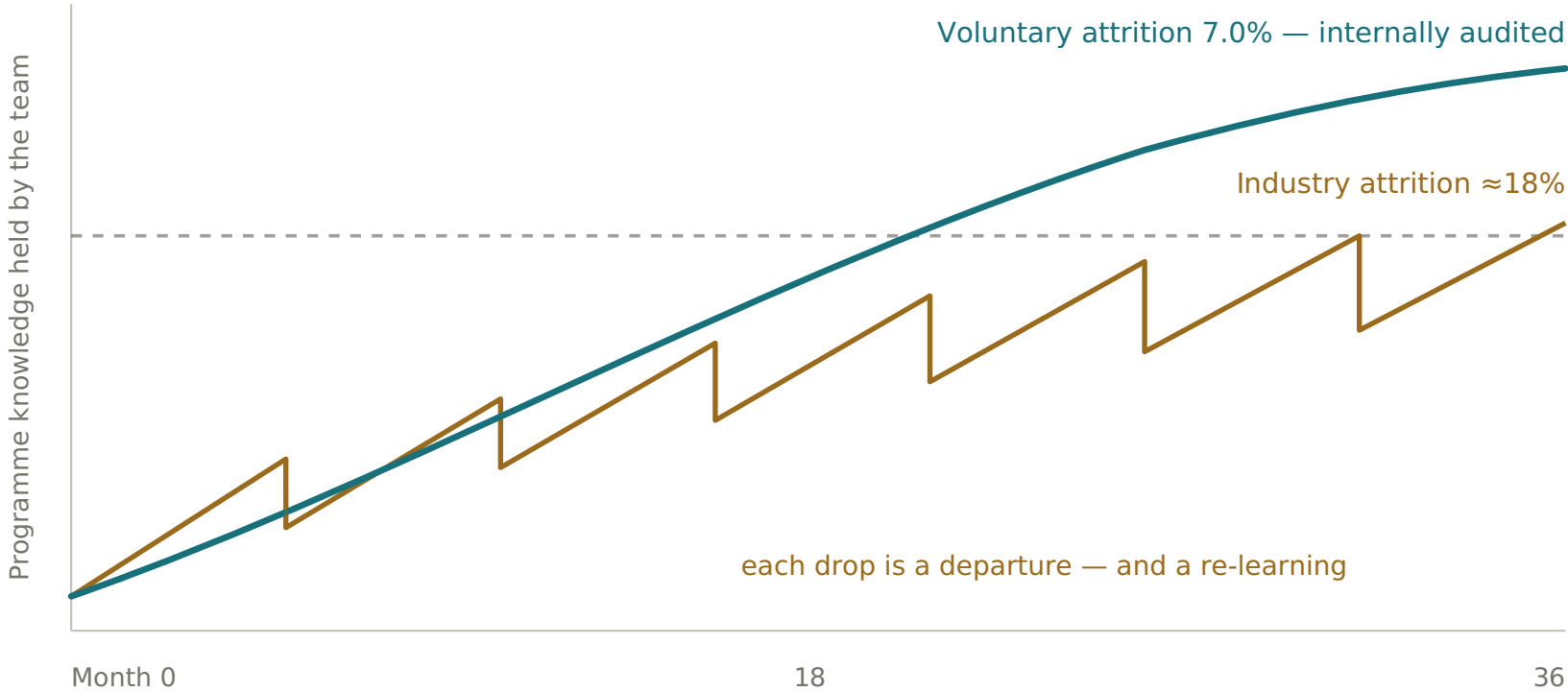
The programme cannot absorb the wait, so the date absorbs it instead.



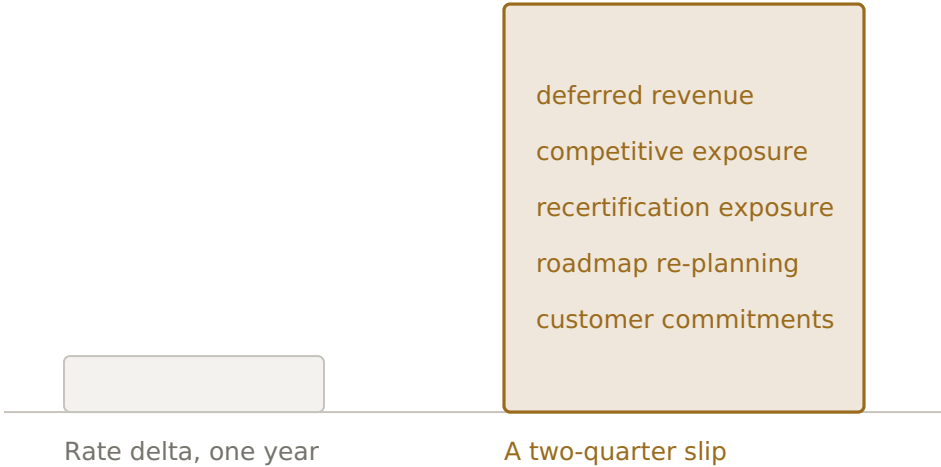
Headcount stays flat. Knowledge does not.

A backfill restores a seat, not a context. What leaves is the accumulated understanding of your flow, your waivers, your corner cases — the part that never made it into a document.

Replacing an experienced engineer typically costs one to two times salary, and the replacement takes months to reach full effectiveness.



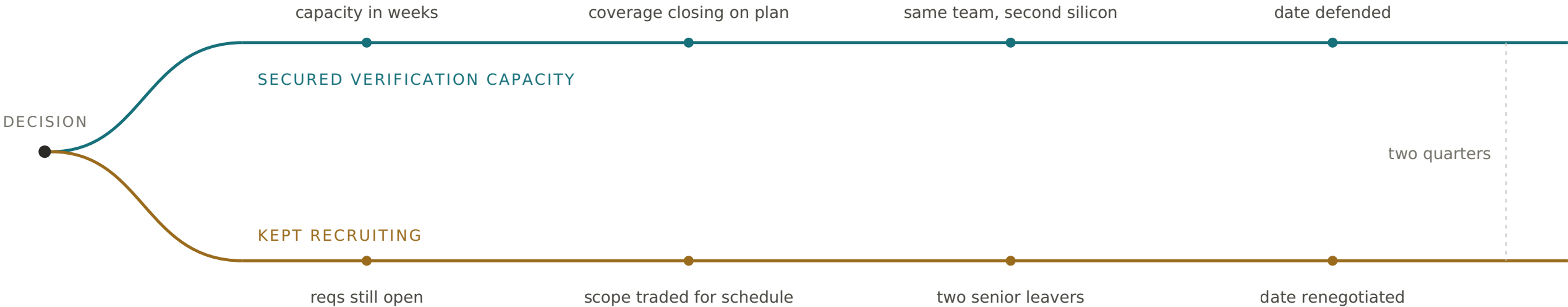
The dominant cost is not the engineer.



On a multi-year programme, slippage — not the hourly cost of engineers — is the number that reaches the board.

Which reframes the decision from day rates to programme economics. It is not a procurement question wearing an engineering hat. It is an engineering question that procurement is asked to approve.

Two programmes. Same silicon. One question answered differently.



The gap does not open at the end. It opens at the decision, and compounds quietly for eighteen months before anyone puts it on a slide.

The team that starts is the team that finishes.

A programme where capacity arrives when it is needed, knowledge stays where it was built, and the date is defended by evidence rather than optimism.

01 Capacity in weeks.

Verification and firmware seats filled at the speed the programme moves, not the speed the market allows.

02 Continuity across silicon.

The engineers who learn the flow in week one are the ones closing coverage two years later.

03 Proof that is independent.

Verification that does not report to the people whose work it checks.

04 Knowledge that stays inside.

Context accumulating in the programme instead of resetting with each rotation.

05 A date you can defend.

Numbers, methodology and named people you can put in front of a board.

Every route there has a flaw.

These are the real options on the table. We would rather describe them accurately than caricature them — you have already evaluated most of them.

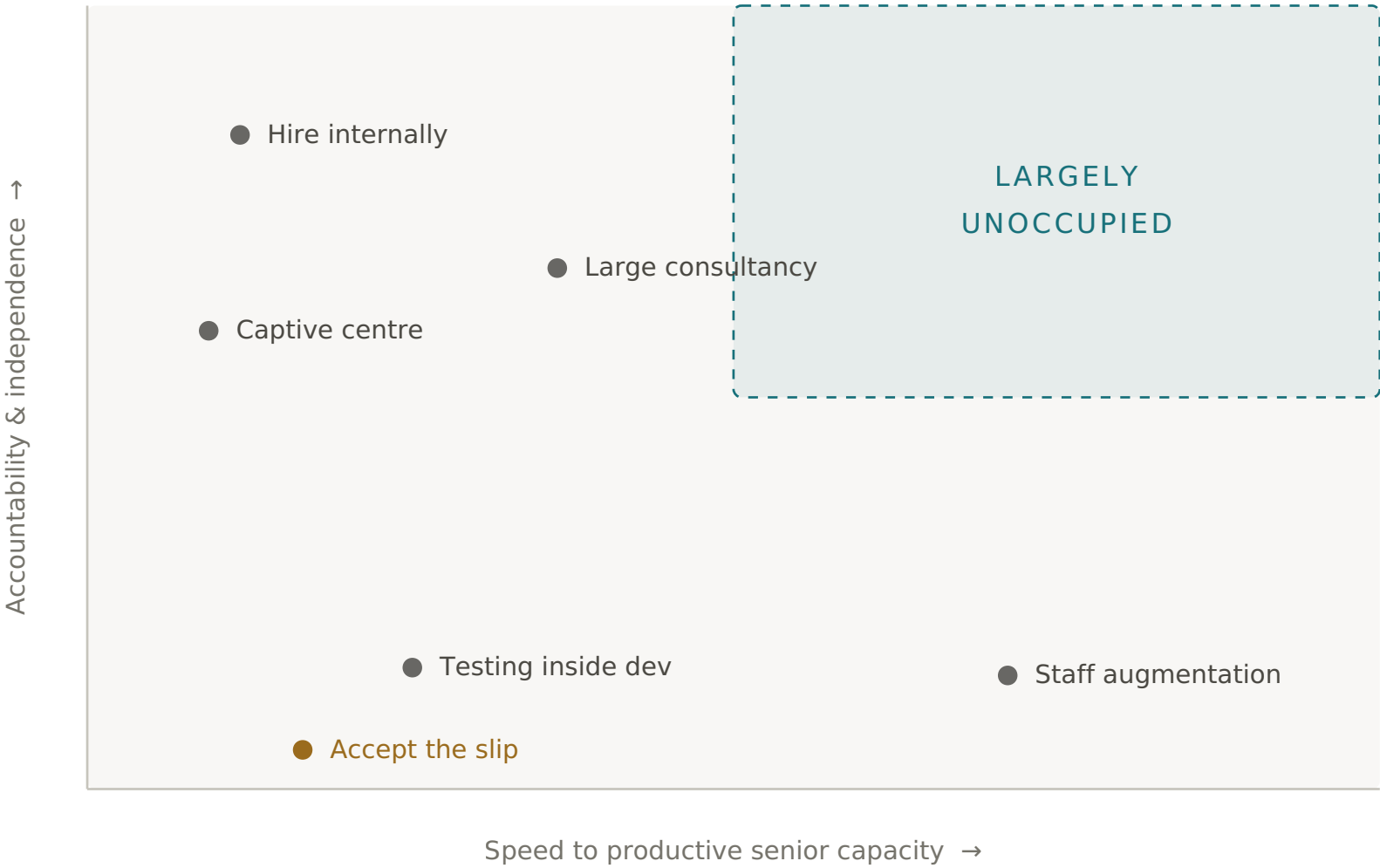
Hire internally — right answer, wrong timescale.

Captive centre — years to scale; internalises attrition.

Large consultancy — credible, broad, over-priced for disciplined engineering.

Staff augmentation — fast, no ownership, context lost between rotations.

Testing inside the dev team — no independence; inherits the same assumptions.



Senior verification, testing and firmware squads — built to stay.

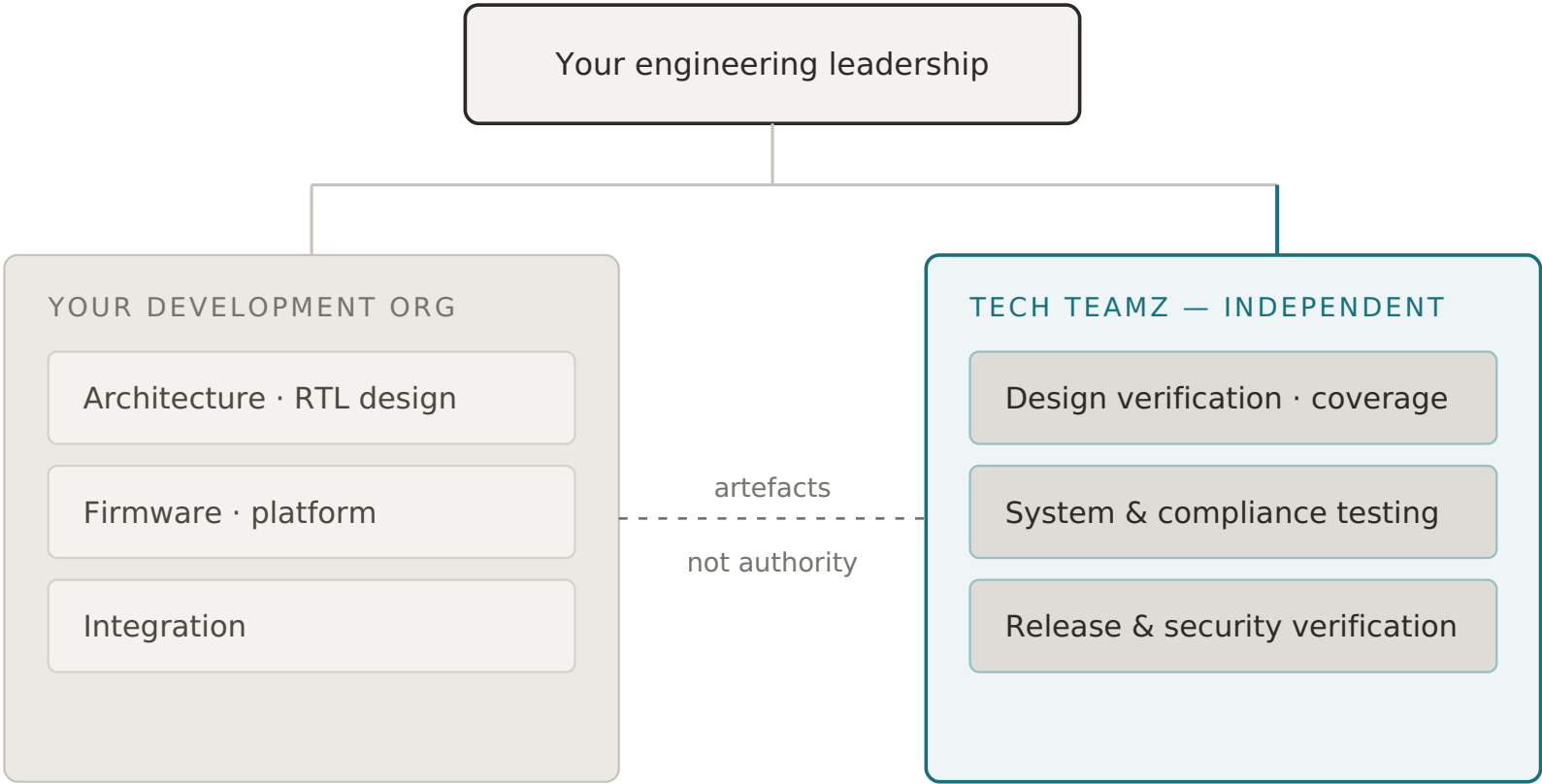
Led by named Spanish engineering. Productive in weeks rather than the year hiring takes. Independent where independence matters.

We do not take delivery over. We fill the part of your programme you cannot fill at pace, and we keep the same people on it.

Nobody marks their own homework.

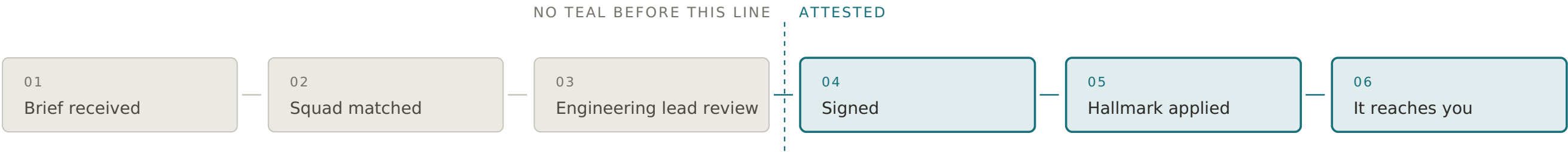
Independent testing-as-a-service, kept structurally separate from the organisation whose work it checks — roughly three quarters of what we deliver sits in testing, verification, validation and DevOps.

Inside a development org, verification competes with development for the same engineers and inherits the same assumptions. Separation is the only reliable fix, and it is an org-chart decision, not a promise.



reports alongside development — never beneath it

Nothing reaches you unsigned.



A named Spanish engineering lead — not a sales engineer — is the only route to a signed, teal-marked artefact.

The teal mark is governed. It appears only on an artefact a named engineering lead has reviewed and signed.

Which means it also appears nowhere else. When a figure is internally audited rather than externally validated, the mark is withheld and we say so. A competitor can copy a symbol overnight; copying the discipline of withholding it takes years.

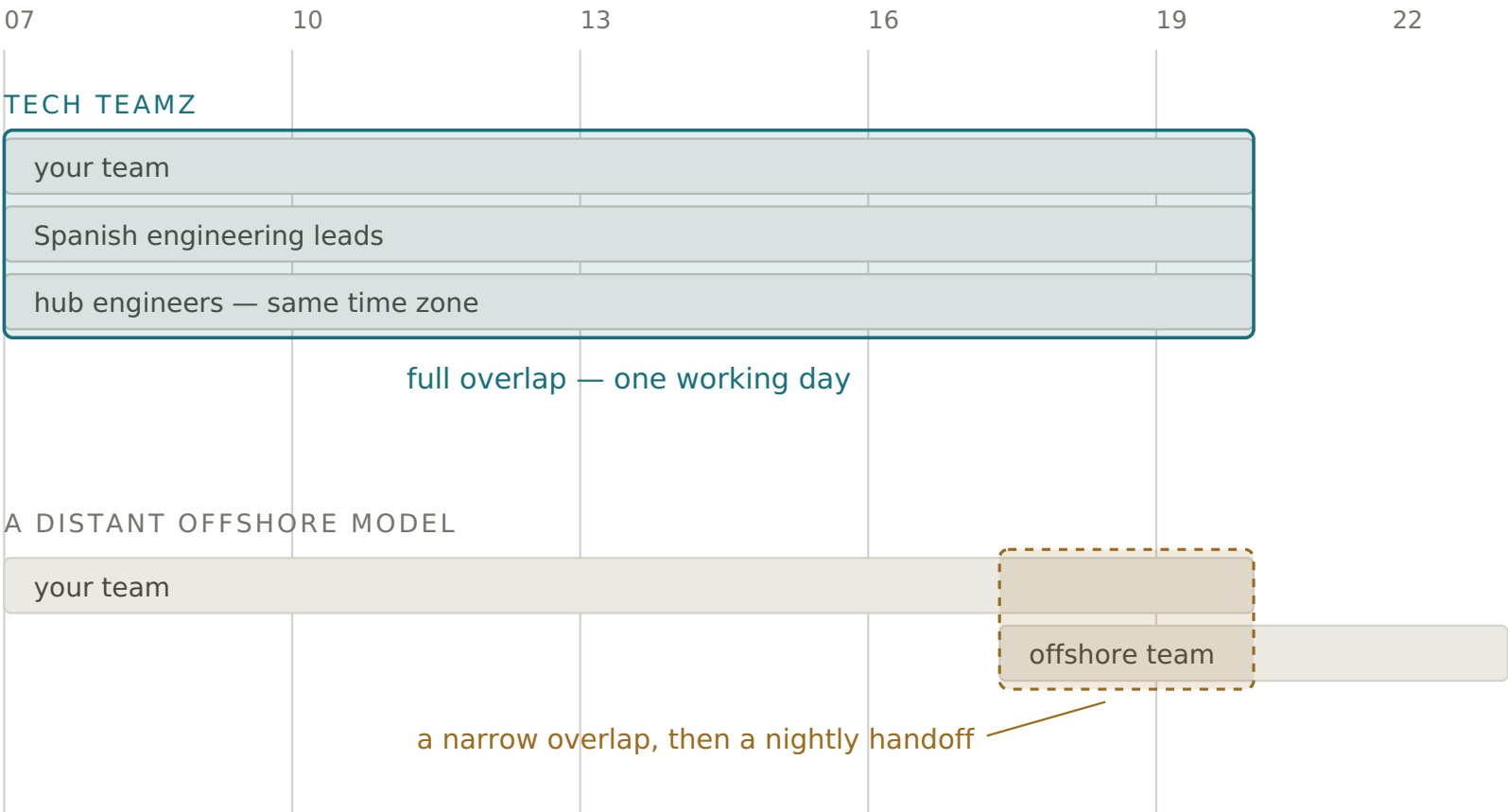
One working day — not a handoff.

Spanish engineering leadership on every engagement, with engineers in same-time-zone hubs beneath it. A question asked at eleven is answered at eleven.

Same working hours. One day, not two shifts.

In-person workshops. A short flight, built into the delivery rhythm.

Scale for the budget. A consequence of the model — never the reason to choose it.



Describe the programme. Meet the squad.

01 · DESCRIBE

Plain language, or the RFP you already have.

02 · BRIEF

Structured, with what is missing flagged.

03 · SQUAD

Matched against the live roster on skills, availability and capacity.

04 · REVIEWED & SIGNED

A named engineering lead reviews or adjusts before anything is sent.

LIVE ROSTER · ≈50 ENGINEERS

skills · availability · capacity

☒ proposed for this brief ☐ on other programmes

Verification lead

DV engineer ×2

Mixed-signal

DFT / automation ×2

Spain · principal

Hub · senior

Spain · senior

Hub · mid-senior

REVIEWED & SIGNED

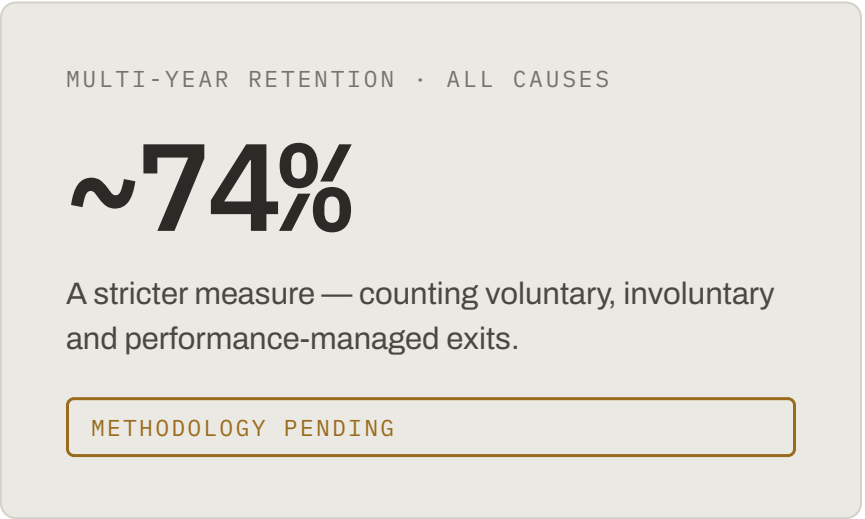
Real people, named on registration – not anonymous profiles.

AI augments. Humans close. The proposal is a well-informed starting point, never a contract.

Above all, the engineers stay.

Our edge is not the rate. It is retention. The engineers who learn your flow in week one are the ones closing coverage two years later.

We show both numbers, always together, because one flatters and the other is stricter — and only the pair is honest.



THE TWO COMPARISONS THAT CARRY THE CASE

VOLUNTARY ATTRITION / YEAR



TIME TO A PRODUCTIVE SENIOR ENGINEER



A figure without a method is an adjective.

So here is the status of every number in this deck — including the ones we have not yet earned the right to market.

An externally validated retention report has been commissioned. Until it is published, we present attrition as internally audited, and say exactly that.

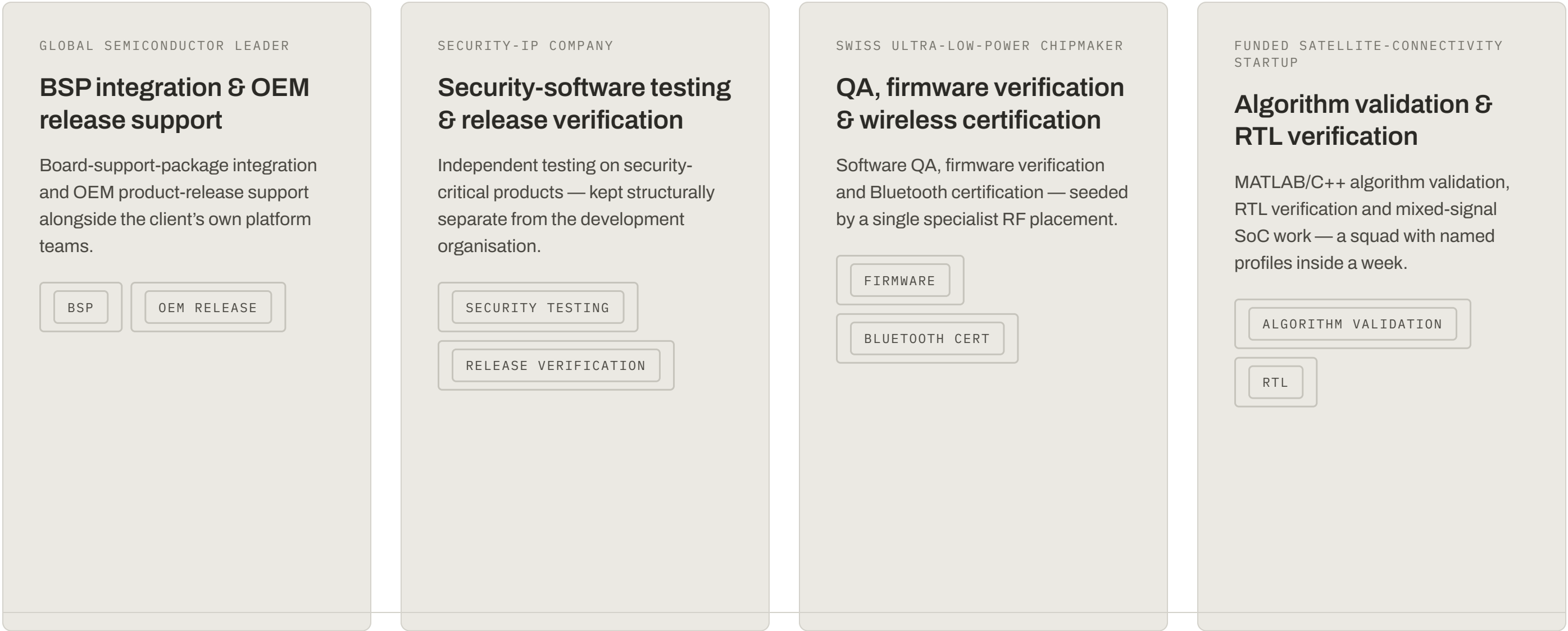
The mark is withheld until it is earned. That is the whole system in one sentence.

PROOF POINT	WHAT IT MEASURES	STATUS
Voluntary attrition ≈ 7%	Engineers who choose to leave in a year.	INTERNALLY AUDITED
Engineer retention ≈ 74%	Multi-year retention, all causes — including involuntary and performance-managed exits.	METHODOLOGY PENDING
Productive in weeks	Time to a productive squad, against nine to eighteen months to hire.	FROM LIVE ENGAGEMENTS
Customer satisfaction	Relationship quality, captured through a structured client survey.	BASELINE IN PROGRESS
External retention report	Independent validation, with the methodology disclosed in full.	COMMISSIONED · IN REVIEW
The teal Hallmark marks only reviewed and signed artefacts. The retention report has not yet earned it – and will carry it when it does.		

Referenceable work, by sector and discipline.

THE RECORD

ACT V



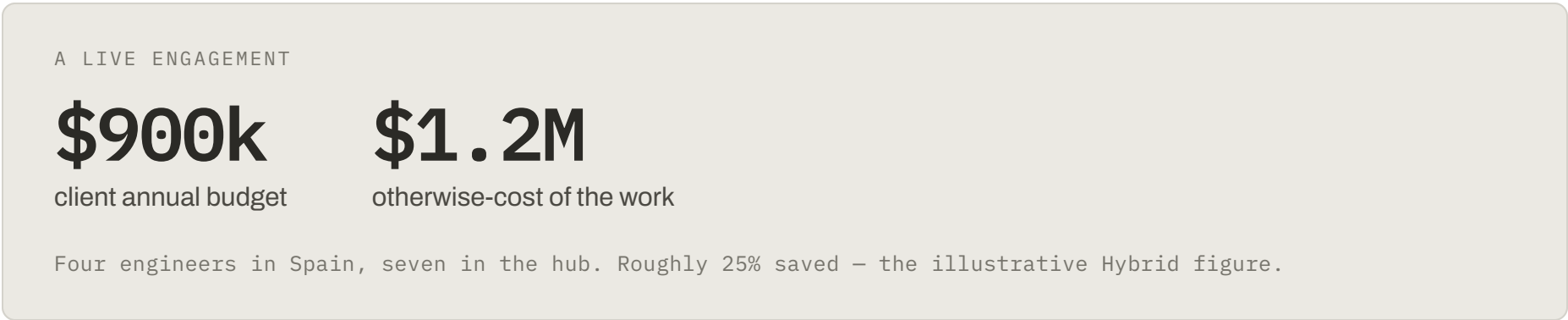
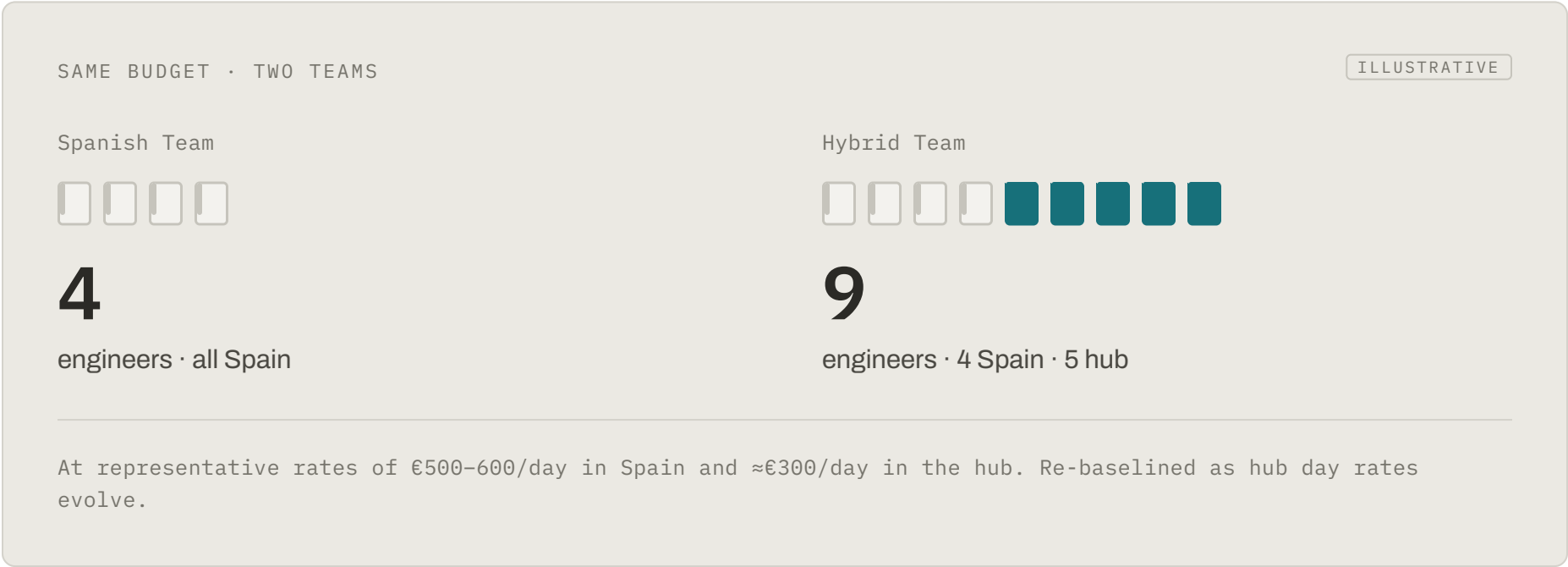
Client sign-off pending on named versions. References available under NDA ahead of public release.

A global semiconductor leader and a recently funded startup, buying the same core capability. You qualify on technical fit, not on size.

More team for the same budget.

Worked economics at known day rates, shown openly — so you can defend the decision internally rather than negotiate against a single precision figure.

Four delivery models — Spanish, Hybrid, Distributed and Specialist — chosen on control, capacity and budget. Spanish-led accountability holds every one of them together.



A brief in minutes. A named squad, reviewed by the people who'd run it.

THE NEXT STEP

Describe the requisition that has been open longest.

You will see a proposed squad, location split and indicative economics before any conversation — reviewed and signed by Spanish engineering leadership before it reaches you.

OR, LOWER FRICTION STILL

The procurement pack — entity, insurance, GDPR posture, security posture.

Referenceable engagements, available under NDA.



techteamz.io · hello@techteamz.io

Embedded in the workflow · Spanish engineering leadership

Your programme is proof-limited.

The scarce thing is not silicon, and it is not headcount.

It is the same senior people, still on your programme, two years from now.