


RICHARD GOLDSTEIN

Senior Tech Recruiter



Contact

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 richtherecruiter.com

 [LinkedIn Profile](#)

Areas of Expertise

- Recruitment Strategy Formulation
- Networking
- Data Analytics
- Hiring Strategy
- Talent Management
- People Management & Development
- SaaS
- EDA
- Shopping Analytics
- Supply Chain
- High-Performance Computing
- AI Hardware & Software
- Scale Down Strategy
- Turnaround Strategy

Computer Skills

- ATS Platforms (Lever, Bullhorn, Greenhouse, Jobvite, Workday)
- Microsoft Office

Summary

Solutions-driven senior recruiter with 20+ years of proven excellence in designing and executing innovative recruitment strategies and processes to identify and place technology, sales, and marketing professionals. Adept at using multiple tech platforms and human resources analytics to make informed recruiting and talent sourcing decisions.

Career Highlights

- Secured a Top 10% rating as a LinkedIn Recruiter user in 2019 with 569 job searches performed and 6.4K profiles viewed.
- Recruited for executive and hardware/software engineering positions at technology startups, tripling teams of 10-30+ employees.
- Built the AI software engineering and hardware design and verification teams for Quadric.io that tripled in size within one year.
- Hired as first recruiter for numerous companies: Kilopass (team of 15), FusionOps (team of 29), Aurora Solar (team of 14), Quadric.io (team of 11), Ambient.ai (team of 25), Falcon.ai (team of 11), FirebaseHQ (team of 7).
- Assisted the CEO/executive team with relaunching Kilopass as a recruiter and sales representative. Relaunch revenue exceeded previous years exponentially.

Work Experience

QUADRIC.IO // Burlingame, CA (remote)
Senior Corporate Recruiter // Feb 2019 - Present

Joined team of 11 employees after they received "Series A" funding. Led full-scale recruitment process to grow their company.

- Filled challenging, cutting-edge HW and SW positions that included: LLVM Compiler, Neural Networks/Graphs, Platform Development, RTL Chip Microarchitecture/Verification, Physical Design, C++ Verification, Sales, HW and SW IP Marketing & Applications Engineering.
- Staffed an office in Pune, India with a team of LLVM compiler developers. Challenges included interviewing, negotiating, converting salaries, and navigating through government contribution guidelines.

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Relevant Positions

PMC Sierra

Contract Sourcer
Sunnyvale, CA

Xilinx

Contract Recruiter
San Jose, CA

Magma Design Automation

Senior Technical Recruiter
San Jose, CA

Berkeley Design Automation

Contract Technical Recruiter
Santa Clara, CA

Design Automation Consultants (DAC Search, Inc.)

Founder/Principal

References

Available upon request.

Work Experience

NATIONAL INSTRUMENTS (NI) // Austin, TX (remote)

Global Sourcer - RF Engineering Talent // Jul 2020 - Dec 2022

Collaborated with recruiting teams throughout the US and multiple international locations to attract top talent for all RF Engineering positions.

- Secured leading candidates for the following roles: RF Field & Corporate Applications Engineers, Solutions Engineers, Aerospace Défense Government Semiconductor & Test Engineers.

- Incorporated improvements across the recruiting cycle, resulting in an increase of candidate options and closings as well as NI ending the use of an external RF staffing partner.

IQ TALENT PARTERS (remote assignments)

Contract Recruiter // 2021 & 2022

Worked with a variety of start-ups including: Firstbase HQ, Ambient.AI, Falcon AI.

AURORA SOLAR, INC. // San Francisco, CA

Corporate Recruiter // Sep 2017 - Jan 2019

Identified and finalized top software engineering talent in frontend, backend, full-stack, graphics, UX, and machine learning roles.

- Transitioned team into utilizing Lever ATS software for recruiting.

- Conducted operation searches for people ops and sales professionals.

AERA TECHNOLOGY (formerly FusionOps) // Mountain View, CA

Corporate Recruiter // Jun 2014 - Sep 2017

Managed the recruiting cycle for FusionOps through the handoff to Aera.

- Grew FusionOps from 30 to 100+ individuals with a focus on developing FusionOps' engineering team.

- Filled critical management and technical roles, including Vice Presidents in Sales, Customer Success, Product Management & Infrastructure, along with Engineering and Data Science teams.

- Implemented Lever ATS software and hired 'first of their kind' professionals in Customer Success, QA, Infrastructure (Security, IT, Database, DevOps), and Product Management.

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Work Experience

● **SLICE TECHNOLOGIES** // Palo Alto, CA
Corporate Recruiter // Oct 2015 - Apr 2016

Deployed technologies such as Greenhouse ATS, LinkedIn Recruiter, Piazza, and KD Nuggets to facilitate full cycle recruitment.

- Hired talent for roles in Data Science, Software Development, Machine Learning, iOS, Business Analytics, AdTech Sales & Support.

● **ADVANCED MICRO DEVICES** // Sunnyvale, CA
Contract Recruiter // May 2012 - Sep 2013

Led recruitment for graphics software professionals across multiple locations while supporting managers in concurrent searches and placements.

- Recruited for GPU design/verification, GPU architecture, and performance modeling roles; sourced candidates for DFT, APU, and AMS verification technology groups.

● **KILOPASS TECHNOLOGY** // Santa Clara, CA
Director of Recruitment // Jan 2009 - Dec 2010

Assisted the executive team with a two-year turnaround project, including implementing an effective scale down strategy, redefining hiring specifications, and rebuilding teams with top talent.

- Eliminated external search overhead by providing full-cycle recruiting. Placed professionals in roles such as Vice Presidents of Sales & Engineering, Account Managers, and Design & Device Engineers.

- Served as a sales representative, identifying IP customers and profiling major decision makers within the semiconductor community.