

VP R&D Engineering Power Amps



The Challenge

A startup manufacturer design and develop high efficiency, digital predistortion power amplifiers for LTE and WiMAX base stations. Potential candidates needed to have a track record in delivering roadmaps, specifications, and RFIC components. The client had a manufacturing team in China and wanted to build on the team based in Silicon Valley. Required a In a R&D role, a PhD in Systems

The Solution

We identified several HPA vendor competitors, but the VP Engineering RF Components candidates also needed handset and MNO work experience. That narrowed the search very quickly considering startup expertise and after interviewing dozens of candidates, we identified four potentials on the short list presented to the client

The Results

After drilling down to two finalists for the VP 4G LTE Wireless Engineering role, the client brought both candidates in for 2 rounds of face-to-face interviews. After the face-to-face interviews, NextGen drew up an executive employment contract with three different types of performance based MBOs.

The ROI

- The new VP hire saved the company over \$400k by utilizing a previous team he had built in Vancouver.
- Filed several new patents
- Product successfully brought to market



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