

# The challenge we all face

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שולחן עגול של מכון אהרן בנושא מיומנויות להייטק

March '22

# What's our story

**700+** employees in  
Israel

**80%**  
R&D

**6%**  
PM

**6%**  
G&A

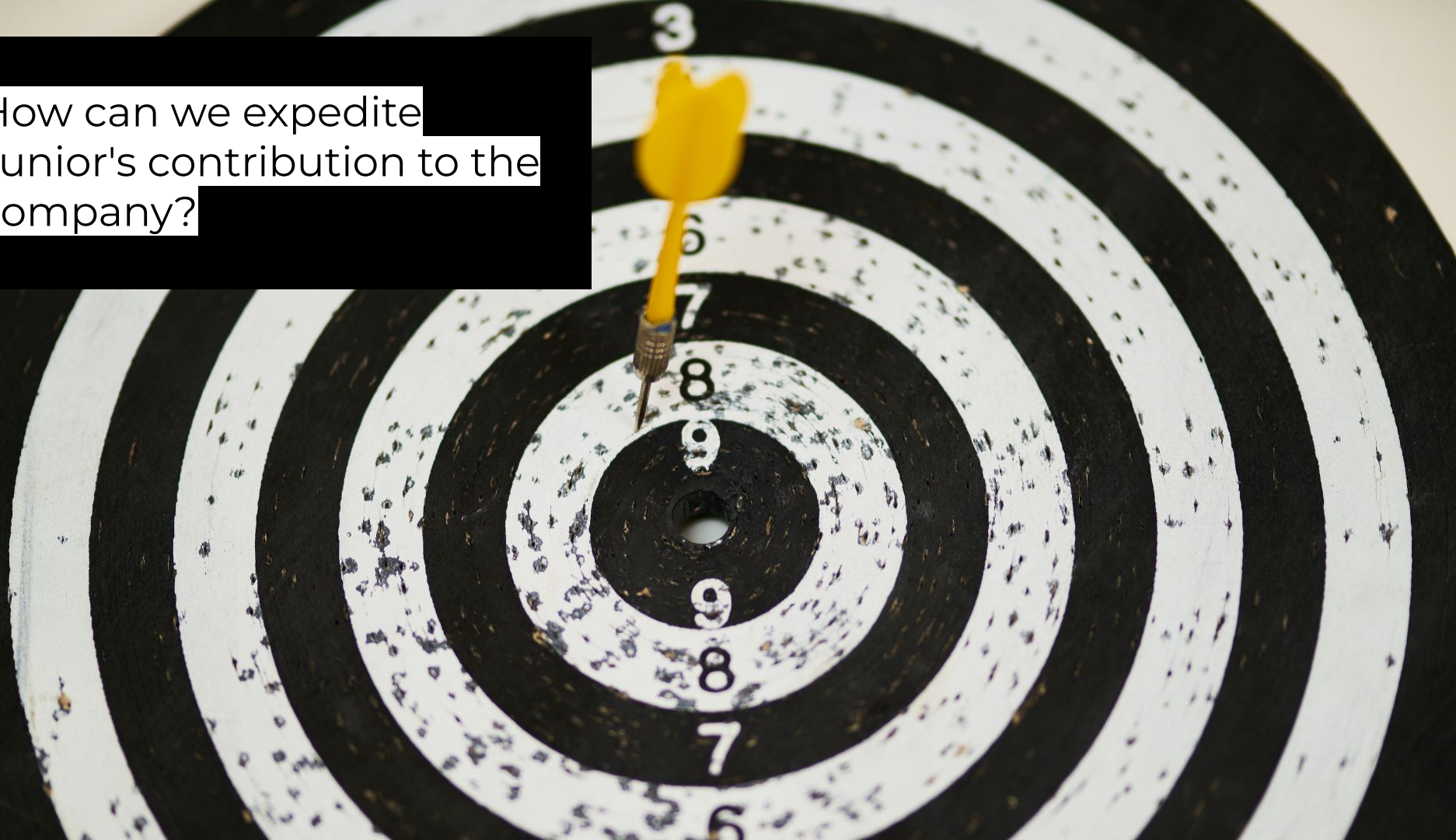
**4%**  
Sales

**4%**  
Support

**90%** of our hires are either software engineers & product managers



How can we expedite  
Junior's contribution to the  
company?



An aerial photograph of a vast agricultural field, likely a cornfield, with rows of crops stretching far into the distance. The perspective is from a high angle, looking down at the rows that converge towards the horizon. The lighting is bright, creating strong shadows between the rows, which emphasizes the geometric pattern of the field. The overall color palette is dominated by various shades of green, from deep forest green to bright, sunlit yellow-green.

**Be prepared to nurture.**

# What do we recommend?

①

Active investment in  
recruiting and  
mentoring juniors

②

To give,  
in order to receive

③

Economic and social  
mobility, without  
geographical  
mobility



Overtime, juniors becomes seniors.

