



Enabling excellence CDW

How InfraView helped CDW to become the UK's second largest Value-Added-Reseller



Cloud & IT Infrastructure Solution & Managed Services Provider

£1.3Bn UK Turnover - 1400 People

Microsoft, Cisco, HP, Dell, VMware, Citrix & AWS

The Business Background

CDW are the world's largest technology Value-Added-Reseller, with an industry leading \$18 billion global turnover. CDW's UK division is the country's joint 2nd largest technology Solutions and Services Provider, with UK turnover of £1.3 billion. This growing business is a Top Tier Vendor for Microsoft, Cisco, HP, Dell, VMware, Citrix and AWS, whilst also leading the market in Cloud, Data Centre, Networking, Security and Workspace. Through key acquisitions and market-leading expertise, the company is enjoying the benefits and rewards of continued expansion, reporting consistent annual growth.

The Problem

In order to accommodate continued growth year-on-year, CDW needed to build a team for the future. Their unprecedented growth, outpacing much of the UK and global market, meant that the business had to look for ways to strengthen their foundations. They looked toward a new structure within the company to continue to scale the business. To do this, they would need significant hires with niche skills, experience and personality fit, a resourcing challenge for businesses of any size.

Initial wins on critical high-level hires let to an internal recommendation to Graham Gaut (Head of Professional Services). We met both parties on numerous occasions to fully understand not only the technical aspect of the hires, but the softer personality and character requirement fit.

Key personnel within CDW UK understood the challenge and what skillsets they needed to drive their teams forward into future growth.

Guy Smith, Head of Technology Solutions (PreSales), was undertaking the challenge of building out the PreSales Solutions Architecture Practice, meaning expansion across his teams. The sourcing of two experienced Practice Leads and then subsequent hires to support CDW's expanding client and project base would offer the edge they needed to continue forging ahead in the market.

Graham Gaut, Head of Professional Services, had been tasked with the challenge of tripling the size of the Professional Services Team at CDW UK. To do this, Graham needed to source three industry-leading Consultancy Managers, a Head of Projects & Programmes and subsequent hires to build out those divisions.

Before being introduced to InfraView's well-respected recruitment process, CDW had struggled to find the niche skills and experience their planned re-structure needed to succeed, as well as finding individuals who would fit with the company culture.

The Solution

InfraView's Co-Founders Tim Davey and Tim Cazemage each have over 15 years' experience in sourcing and growing relationships with the best Cloud Computing & IT Infrastructure professionals in the UK market.

Tim Davey's relationship with CDW pre-dated both the company and InfraView, having worked with CDW predecessors Kelway and ISC Networks since 2005 growing expanding divisions, driving business and financial growth.

After founding InfraView, the leading specialist recruitment consultancy for managed service and IT solutions providers, Davey and Cazemage rebuilt their previous relationship with CDW through new contacts Guy Smith and Graham Gaut.

Initially meeting with Guy Smith (Head of Technology Solutions – PreSales), InfraView consulted on their business growth plans, learnt about CDW's company values, culture and journey. Taking detailed requirements, they utilised our unique industry-leading network of niche channel professionals to source the skill sets they needed.

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The Result

Across Q4 2018 and through 2019 we formed a tight working relationship with both core areas of their technology business and placed the following hires:

Solutions (PreSales):

- Hybrid Infrastructure Practice Lead
- Networking Solutions Architect
- AWS Solutions Architect
- Azure Solutions Architect
- Dell EMC Solutions Architect
- Citrix Solutions Architect
- HPE Solutions Architect
- NetApp Solutions Architect
- 4 x Solutions Specialist

Professional Services:

- Consultancy Manager
 - Networking
- Consultancy Manger
 - Modern Data Center
- Consultancy Manager
 - Cloud and Workspace
- Head of Project & Programme Management
- Lead Programme Manager
- 3 x Project Co-Ordinator's
- 2 x Technical Design Authority TDA's
- NetSec Consultant
- 4 x Cisco Network Consultants
- 3 x Data Center Consultants
- 1 x Citrix / Workspace Consultant

CDW have been impressed with the consistently outstanding InfraView Process and quality of CV's provided, leading to an industry-leading near 1:1 CV-to-Interview ratio, along with the 2.4:1 Interview-to-Placement Ratio we have achieved over that time. Impressive ratios like this have saved CDW time and money through the recruitment process, leaving their key staff more time to focus on the development of the departments and the strategic growth of the technology business. They have also been very happy with consistently high quality of candidates they have welcomed into the business through the relationship forged with InfraView.

Summary

CDW continue to use InfraView – Specialist Cloud & IT Infrastructure Recruitment to support their hiring function due to:

- Our industry-leading market specialism, knowledge and passion for our niche
- Our extensive pre-existing candidate network of warm and passive candidates with key skill sets
- Our ability to position the business and headhunt the top candidates from their competitors,
- Our control at all stages via the “InfraView Process”
- The exceptional ratios of CV sent to interview to placement.

All of this has saved CDW time and money, as well as giving stakeholders peace of mind around the quality of service delivered and resulting return on investment.



The Feedback

“Working with InfraView has been a refreshing experience and we value the partnership approach they take tremendously. The team have worked hard to understand not just the role requirements we have but the qualities that make people thrive inside our organisation and with this knowledge they have proven excellent at selecting suitable candidates. Their CV to interview ratio is second to none which saves us time and energy and thanks to the trust built up they’re also able to recommend candidates that may not be an obvious fit but usually prove to be incredibly valuable talent. All this combined with their ability to sell us to potential candidates has meant that they are almost always our first phone call when we have a new vacancy.”

- Guy Smith, Head of Technology Solutions, CDW UK

To discuss how we can apply the “InfraView Process” to your hiring needs please contact Tim Davey or Tim Cazamage on **020 3617 1040** or visit our website www.infraview.co.uk for further information.





InfraView is the leading specialist cloud & IT infrastructure recruitment consultancy, working with IT solutions & managed service providers.

We are dedicated to delivering exceptional service to candidates looking to build careers, and facilitating clients looking to grow the best teams in the industry.

Looking for your next rockstar?

Give us a call on:



020 3617 1040

or drop us an email:



info@infraview.co.uk

and visit our website:



www.infraview.co.uk

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