

Change the game LIMA

How InfraView helped LIMA to continue their journey as a forward thinking organisation



Cloud & IT Infrastructure Solutions and Managed Services Provider

£15M Turnover - 120 People

Microsoft, Cisco, NetApp, VMware, Citrix

The Business Background

For over 20 years, LIMA have been solving business challenges by designing and delivering intelligent IT solutions with a passion for technical excellence and customer satisfaction. LIMA enable enterprises to achieve market growth and competitive advantage by using a consultative engagement framework. LIMA's solutions cover the full IT portfolio including cloud, data centre, managed services and security and performance monitoring solutions across numerous sectors including finance, legal and manufacturing.

The Problem

LIMA have always been a forward-thinking and innovative organisation, staying at the front of new and emerging industry infrastructure and data centre technologies. This adoption of cutting-edge technologies meant that hiring the "best of the best" to assist with their exceptional growth plans year on year was a fundamental need for the business. In order to make it happen, it was essential for LIMA to engage with a proven recruitment leader within the infrastructure technology space.

Introducing new systems of working with new technologies added to their offering; it was imperative that LIMA found those individuals with hands-on experience of those must-have technical additions. Working with non-specialised recruitment agencies was not an option for LIMA, with the business needing not only experience hires but also the advantage of key market insight and knowledge to continue their growth plans and to add value to their expanding client base.

Martin and Tim would discuss market trends, skill-shortages, salary bandings, and share LIMA's technical vision and strategy to continue to lead within the cloud & infrastructure space.

We weren't creating just another client relationship. We were building an equal partnership.

Before using InfraView's service, LIMA had struggled to source cloud computing and IT infrastructure professionals with in-demand niche skills who effectively fit with the existing company culture. They needed a recruitment partner they could trust to handle all aspects of sourcing the best talent on the market, presenting their employer brand to the job market and qualifying applicants to increase efficiency in the process.

The Solution

We have a unique position in the recruitment market, using the InfraView process to build relationships with the best channel professionals in the UK. We were brought together through a recommendation from a C-Level partner for our Co-Founders Tim Cazemage and Tim Davey thanks to their reputation for being the market leaders in the IT infrastructure and cloud recruitment arena. InfraView formed an exclusive partnership with Technical Director Martin Ingham to attract highly skilled individuals. Qualification of these applicants is a key aspect of the InfraView process to fully understand an individual's experience, skill set, aspirations and personality.

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To maintain peak hiring process efficiency Tim and Martin stay close, continuing to discuss industry trends, sharing market knowledge, technology demands, current candidate skill sets and project experience to keep LIMA ahead of the competition. When the time was right to hire, the recruitment process would be strategically planned and structured to attract the right level and experience of candidate, all of which fell within InfraView and LIMA's partnership agreement.

The Result

InfraView are LIMA's exclusive partner for all Solutions, Professional & Managed Service technical hires across infrastructure and have placed individuals into the following roles:

Solutions

- Cloud Pre-Sales Solutions Architect
- Converged & Hyper Converged Infrastructure Pre-Sales Solutions Architect
- SD-WAN Networking & Security Pre-Sales Solutions Architect

Professional Services

- Infrastructure & Cloud Engineers/Consultants
- Converged & Hyper Converged Infrastructure Engineers/Consultants
- Networking & Security Engineers/Consultants
- Modern Workplace Engineers/Consultants

Managed Services

- 1st – 3rd Line Infrastructure & Cloud Support Engineers
- 1st – 3rd Line Networking & Security Engineers

Management

- Project Managers
- Project Co-Ordinators
- Serviced Delivery Managers

InfraView has worked closely with LIMA to understand the culture, staff, current and future technical focus working directly with the hiring managers to offer the ultimate service. Working closely with Martin has allowed every candidate presented to make it to interview stage. This saved time and money from not speaking with candidates that are irrelevant, freeing Martin and other hiring managers to focus on the growth and technical direction of LIMA.

Summary

LIMA continue to use InfraView 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 LIMA time and money, as well as giving stakeholders peace of mind around the quality of service delivered and resulting return on investment.

The Feedback

"InfraView took the time to understand LIMA, our visions and values and were able to find the right candidates, not just on paper but in personality giving us the tools to build a strong and suitable team."

- Martin Ingham, Technical Director, LIMA Networks



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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