



CASE STUDY:
transparency
transformation • partnership • clarity

“ I can always rely on Cloud Decisions to find the technical talent we need and to create a great first impression of Transparency.”

Supporting a high-growth Microsoft Partner to bring in critical digital talent with the right cultural fit.

UK Partner Talent Services

Given the UK's well-documented skills gap, the provision of specialist talent and skilling services is an important element of the support offered by Microsoft's Global Partner Solutions. It is an area in which Cloud Decisions excels.

Microsoft's UK Partner Talent Services was created to grow new and existing talent within the UK partner ecosystem. Within this ecosystem, Cloud Decisions provides specialist talent acquisition and advisory services across experienced, emerging and diverse talent, exclusively for Microsoft partners.

A pureplay Microsoft partner

With the values of transformation, partnership and clarity front and foremost, Transparency delivers expert and transformational, managed IT, and consultancy services across Azure Infrastructure, Digital App + Innovation, Modern Workplace, Security and Azure Data + AI. Its mission is to be the most respected Microsoft partner in the UK.

“We believe we have a culture that differentiates us and we recruit with that in mind,” says Neil Tune, Chief People & Culture Officer at Transparency. “Everything we do as we grow is to try to evolve that approach.”

Transparency has been working with Cloud Decisions for three and a half years. When

Neil Tune joined the business in January 2020, he inherited the relationship. He says, “The people in the business Cloud Decisions had already placed were great people and a good fit, so it made sense to continue the great working relationship. Since then, the relationship has gone from strength to strength.”

“Cloud Decisions has shown that its team understands our culture and can recruit with that in mind,” emphasises Neil Tune. “I know they will be open and honest with us.”

Pace and breadth – with the right cultural fit

Over the period it has worked with Cloud Decisions, the Transparency team has scaled from 30 to over 200 people, benefitting from the advantage Microsoft's UK Partner Talent Services offers through Cloud Decisions. Although it recruits direct and via an employee referral scheme, Transparency's rapid growth means that it needs to recruit technical talent at a breadth and pace not possible to manage internally. Three quarters of people who join the business through a recruitment partner have been placed by Cloud Decisions.

“Cloud Decisions are by far and away our preferred supplier,” says Neil Tune. “They are like an extension of me and my team. I know they will be talking about Transparency to all potential talent just as someone in my team would be. The candidates they put forward are always well researched and well briefed and enthusiastic about who we are. I can always see why we're talking to them.”

Specialist digital talent services

Because Cloud Decisions is deeply embedded in the Microsoft partner ecosystem, Transparency has gained additional benefits, including meeting its Microsoft Partner Pledge.

"Cloud Decisions presents a diverse balance of candidates and they work hard to give us the right balance of choice. With their help and our Winning from Anywhere® strategy for flexible working, we have significantly improved the diversity and gender balance of our team."

Cloud Decisions' deep understanding of all the Microsoft solution areas and great connections are also important to Transparency. It has helped Transparency to build out new practice areas, including in Microsoft Security, and Data + AI, as well as drive diversity through "Women in tech". When Transparency launched a 24-hour security operations centre (SOC), Cloud Decisions supported the recruitment of the right global talent for the New Zealand location.

"It was a completely new region for us and Cloud Decisions worked tirelessly with us," recalls Neil Tune. "They found some brilliant talent and were a huge support."

A trusted partner

"I would – and do – recommend Cloud Decisions," states Neil Tune. "They go above and beyond."

Neil Tune cites the example of the Academy programme Transparency recently launched: "Cloud Decisions saw it was important to us and introduced us to Microsoft learning partners who could help," he explains.

Through judicious partnerships, including a business specialising in digital bootcamps, Transparency is attracting new early talent coming into the sector as well as returners.

"People in HR don't always enjoy talking to recruiters," admits Neil Tune, "But my team and I always look forward to our regular check-in with the team at Cloud Decisions. I'm happy for them to speak directly with my hiring managers because I know I can trust Cloud Decisions to stick to the brief and not step outside what's needed. They are professional, informal, relatable, conscientious and they know their stuff – a bit like we are, really."

About Cloud Decisions

Created exclusively for Microsoft Partners, Cloud Decisions provides specialist talent acquisition and advisory services. The first in the UK to Microsoft certify all of its Talent Specialists, Cloud Decisions specialises in sourcing, experienced, emerging and diverse talent. It remains one of only two providers selected within Microsoft's UK Partner Talent Services to deliver this across all of the six Microsoft solution areas.

Cloud Decisions helps Microsoft Partners to meet the commitments of their Partner Pledge while growing their Microsoft delivery capability in the key solutions areas: Microsoft Azure Infrastructure; Digital App & Innovation; Azure Data & AI ; Modern Work; Security; and Business Applications.

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