Resource as a Service

"We have an immediate need for several infrastructure and cloud consultants for 12 months, to backfill BAU roles being released for a critical transformation project."
**- IT Manager**

Sound familiar? Not all organisations can afford to employ qualified IT staff to cater for every eventuality, only to have them sit on the bench between projects or periods of change. Similarly, no business wants to go through the rigmarole of recruitment, just to fulfil roles that have a limited shelf life. Furthermore, many IT Managers are struggling to attract the right kind of talent, due to availability, cost, skills, experience and location, which can stall projects and hinder strategic endeavours.

In order to meet these challenges, we developed Resource as a Service [RaaS]. Perfect for customers who are looking to fulfil mixed-term engagements without the usual overheads. Our service allows you to snap in skilled and highly experienced, often multi-disciplined resources, each of whom have been vetted and interviewed, for tactical periods [e.g. a 6 month project, with an option to extend] or on an annual retainer.

Resources start in as little as 6-weeks from agreement.
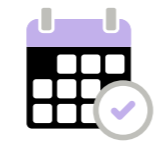
Minimum 6-month term, full time at 5 days per week.
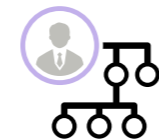
A mutual 1-month probation period with 1-weeks notice.

We take care of any IR35 tax obligations.

**Alongside statutory contributions and deductions.**

Secondees are managed by our full time team.

The technical skills gap

Organisations are paying higher salaries to attract and retain talent in areas such as cloud and security. When it comes to non-strategic hires and fixed term engagements, this level of inflation is a barrier to entry for businesses in the market for an increasingly limited pool of resources. While generalists can be found, the competitive marketplace means that niche skills are either unavailable or at such a mark-up, that it forces them to downscale plans or defer investment.
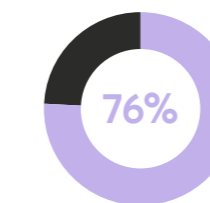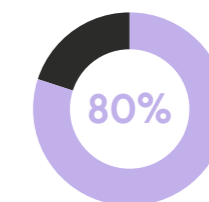
76% of decision makers in 2021 faced critical skills gaps in their organisation, an increase of 145% since 2016. - Global Knowledge
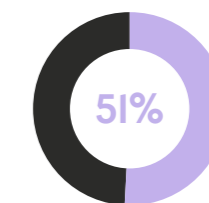
51% of organisations forced to hire people who do not have the skills they need for certain roles. - Udacity and Ipsos
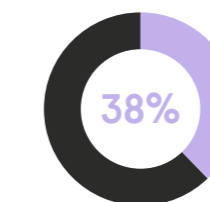
38% said the growing skills gap caused a chain reaction, affecting digital transformation initiatives. - TechRepublic

80% stated that post-pandemic priorities among their employees have made staff retention even more difficult. - ITPro
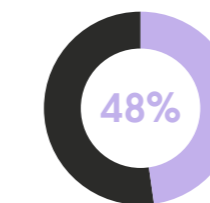
48% of respondents said projects had been put on hold due to existing skills gaps in their teams. - Udacity and Ipsos

Resource as a Service

Scope

Ultima's RaaS provides the opportunity to take additional support, without the long-term commitment, management overheads or on-going employment costs. You can choose to plug everything from a short term skills gap, to a temporary backfill or semi-permanent secondment, and we are able to provide highly skilled and experienced staff, without the fees normally associated with bringing on full time employees, and without the risk of using unproven or unmanaged resources.

Solution Architects

Subject Matter Experts

Engineering Resources

Business Consultants

Service Desk

Project Governance

Ultimate Associate and Consultant Resource Pool	✓
Vetted Curriculum Vitae [CV]	✓
Candidates Interviewed by Associate Managers	✓
Contractual and Legal Coverage	✓
Feedback Loop	**Monthly**
Technical Interview [1]	✓
Resource Escalation via Governance Manager	✓
Coordinator to On-Board, Manage and Review	✓
Capture Induction Plans [2]	✓
Summary of Resources, Costs and Overall Usage	**Annual**

[1] Technical interviews will be carried out by skilled individual from our pool of Consultants and Solution Architects. Where we do not have the relevant skills, we would expect this interview to the conducted by your team.

[2] Limited to capturing an existing employee induction process on a per-customer basis as part of service on-boarding, so that secondees and placements are able to work effectively on customer projects and BAU.

About Ultima

Formed in 1990, Ultima has developed into one of the UK's leading Cloud, Security and Digital Workspace companies, focused on the provision of tailored IT solutions and services, including the design, delivery and support of industry-leading technologies, backed by the best in 24x7 support.

How can RaaS help?

- Fulfil internal BAU and project-based demand without the risk of building and maintaining an expensive "bench".

- Enable growth and expansion without being tied to constraints [e.g. time and skills] within existing teams.

- De-risk engagements by allowing recognised technology experts to provide on-going guidance, support and vendor best practice.

- Access to screened and vetted resources on a periodic basis [e.g. full time for 6 months], without the long-term commitment, overheads or employment costs.

- Placements are organised by full time resource coordinators, matching skilled individuals with client needs.

- Integrate staff who are able to build relationships over time, at a pace that-suits you and your business.

Speak to our experts

Ultima