

# Supercharging recruitment thanks to AWS Cloud

## Profile

Turbo is an Australian specialist provider of end-to-end e-recruitment technology and consulting solutions located in St Leonards in Sydney.

## Challenge

Turbo was seeking to update and future-proof its IT infrastructure so that it could enhance data security, accelerate its product development and spend less time and resources managing legacy infrastructure.

## Benefits



Efficient and scalable infrastructure for Turbo's applications



Saved costs by moving to cloud and retiring from hosted and on-prem infrastructure



Enhanced security and compliance with regulatory requirements



Avoided long-term locked in contracts and gained greater agility



“The team also wanted to enhance security and compliance in-line with changes to regulatory requirements and leading market practices.”

## Upgrading IT infrastructure for a new business era

Turbo was experiencing a sustained period of growth, but its IT infrastructure was rapidly approaching a point where updates would be required to enable additional capability to ensure the company's anticipated growth. There was a range of manual processes in place to maintain the status quo, which were managed by external providers and an in-house team, but the level of resources and personal intervention from management required were inefficient and inflexible.

As such, Turbo's IT team recommended that the on-site infrastructure be retired, and alternative routes investigated.

## Addressing a host of business needs

As part of the planned IT refresh, Turbo needed to deploy infrastructure to host its applications which meant scalability and efficiency were high priorities for any solution.

The team also wanted to enhance security and compliance in-line with changes to regulatory requirements and leading market practices. For example, part of the Turbo development environment was stored in a co-location data centre which relied on onsite manual maintenance and slowed down the backup and recovery process.

Capital savings were high on the agenda too, as maintenance costs had become uncompetitive, and the organisation was looking to break away from long term locked-in contracts. Finally, they needed to complete all of this within limited budget and a strict timeframe.

As the scale of the project became apparent, Turbo directors Tom Horn-Smith and Saurabh Thaper organised a meeting with Samir Jivani and the team at TrueIT Consulting.

TrueIT was founded in 2009 and provides business-ready services and strategic consulting services in cloud computing, infrastructure solutions and managed services.

## Assistance in the form of TrueIT

Samir and the team at TrueIT offered Turbo a complete AWS migration solution, which would bring the technology up to date and keep it on par with industry best practice levels, while saving Turbo significant capital.

AWS would replace the legacy on-premises infrastructure, while increasing the scalability and flexibility of Turbo's development environment and operations. Potential security risks over the co-location data centre would be mitigated with the migration of the production environment to AWS.

The server migration also opened conversations between the Turbo team and Samir about Amazon's other products that could help dynamise the Turbo workplace. For example, these conversations led to TrueIT installing Amazon Connect at Turbo, a telephony system that allows the phone system to operate in any location, by connecting your laptop and mobile phone.

The timing of the migration and other work by TrueIT couldn't have been more fortuitous, especially as it preceded the COVID-19 pandemic which led to a mass shift to remote work. The move to the AWS servers and Amazon Connect gave the majority of the team the ability to work from home with no impact on account management, development timelines or performance, data security and integrity, and ensured the Turbo team weren't dependent on anything on-site.

## Results that speak for themselves

"We've had a fantastic experience working with TrueIT," says Horn-Smith.

"Their job is to stay on the cusp of everything new that's coming out, and as such they continuously come to us with ideas of how we can improve elements within our infrastructure setup. They've been a huge help and we wouldn't be where we are without them."

– Tom Horn-Smith

**turbo.**

Since the migration to a 100 per cent cloud solution, Turbo has gained a huge 30 per cent cost savings across its development and production IT operations. Workloads are now fully scalable, secure and highly available, boasting an average uptime of 99.9999%.



“Technology is always evolving, and as a business owner it’s not always possible to stay up to date.”

– Saurabh Thaper

**turbo.**

## Future proofing the business

That future proofing is proving useful as Turbo continues to develop new offerings, products and services.

“Samir and the team at TrueIT have been very helpful in ensuring that the infrastructure is in place, and that the approach to developing the product is done in such a way that it enables ease and flexibility of use in the future,” explains Horn-Smith.

These new products include building an integrated video interviewing component into its recruitment software. Alongside this, Turbo and TrueIT are in the early stages of adding SMS service provisioning through AWS and integrating it with Turbo’s suite of solutions.

## Onwards and upwards

The move to AWS has had a dramatic effect of Turbo’s IT operations.

“Technology is always evolving, and as a business owner it’s not always possible to stay up to date,” says Thaper.

“It’s really important, especially as we’re a software business, to be kept up to date on what changes are occurring, what impact it has on your business and whether or not it’s relevant for you to make those updates. TrueIT is helping us futureproof our infrastructure, hardware and software.”

Thanks to TrueIT and AWS, Turbo is poised to continue its growth and become a bigger player in the e-recruitment market.

