



# Cloud Cover

Every skill you need to make  
cloud migration a success



If you've got a cloud migration project in front of you, there's no escaping that it's a daunting task. There are a lot of outcomes to define, processes to plan, roles to allocate, and challenges to anticipate.

**50%** of cloud migrations stall or fail, and those that go wrong tend to do so ultimately because of a skills and understanding gap.

Intimidating as it might feel, you can make sure your business is among the 50% who succeed, if you understand and onboard all the skills you need for the project.

Get that right, and your migration will be smooth, and your cloud systems will be efficient, economical, flexible, and transformative.

**Find out why you need these skills:**



**The Captain**



**The Architect**



**Mission Controller**





## The Captain

The mission's leader, and the ultimate owner of the project. The Captain creates the strategy, defines success, and staffs the wider team. The work that they do, setting the objectives and preparing the business, is foundational to the project. The success of this stage defines the success of all others.

### ⬇️ Talent challenge

For a role like this, you need a Chief Technology Officer or Chief Information Officer with a track record of delivering transformation on time and on budget. Those are rare and highly sought after, so securing one is not easy.

### ⬆️ Solution

You can widen the net by looking overseas – yes, the process of visas and relocation can be expensive, but the right C-level executive pay for themselves many times over. Also, consider interim and contract talent to make the hiring process more agile.





# The Architect

This is the designer of your cloud infrastructure, constantly tweaking and improving systems and processes. They take the captain's plan and make it a reality. They bring the 'how' to the 'what' of cloud migration.

### ⬇️ Talent challenge

Ideally you'd place an experienced IT cloud developer in this role. However, the cloud skills shortage remains a major hurdle. The **global shortage of developers** was around 1.4 million in 2021, and is projected to get much worse, reaching 4 million in 2025.

### ⬆️ Solution

The answer lies in making your project or your business attractive to developers, so what does that involve?

**Support:** Developers want to know that they will be given all the tools and teams they need.

**Working conditions:** Many developers quit during the great resignation because of stress and long hours. You can expect prospective hires to prioritise work-life balance.

**Remuneration:** There are far more roles than there are developers willing to take them. Obviously, that drives up the price of a cloud engineer.





# Mission controller

The problem solver, or better yet problem preventer. The person who directs the project on the ground, who runs and motivates teams, and ensures all processes run smoothly.

## ⬇️ Talent challenge

You'll need a senior project manager, but yet again there's a shortage of that talent. Globally there's a **2.3 million annual shortfall**, and the more specific you need to be with your requirements (e.g. cloud experience) the harder you make the search.

## ⬆️ Solution

You can save yourself a very long and painful search by partnering with a search expert with a global network of industry talent. Rather than searching for the perfect fit, your partner may well be able to think of a shortlist in fairly short order.



# The three Cs: non-technical skills that your talent will need



## Collaboration

There are likely to be many moments of high stress, setbacks, and disagreements. Leaders, managers, and colleagues need empathy and deep listening skills in order to see a satisfactory migration.



## Commercials

Every team, and every team member, needs to keep sight of what the project is for. Business outcomes have to be front of mind at all times.



## Curiosity

You will have hired people for their expertise, but part of what makes them so effective is their ability to learn, and humility to understand the gaps in their knowledge and learn from others.

To find and secure skills that are transformative to your business, you need a partner with industry expertise and a wide network of talent.

To find out how our specialist services can support your cloud transformation, contact [people@rpint.com](mailto:people@rpint.com)

