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Ultimate Recruitment

10.11.2018

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# Executive Summary

The plan for Ultimate Recruitment can best be described by a complete technological overhaul. Through the integration of a thoroughly modern hardware and software stack, Immortal Tech has ambitious goals for the future potential growth Ultimate Recruitment.

The technology revamp of ultimate recruitment begins with new hardware including a complete new fleet of phones and laptop computers, video call capability within the meeting rooms as well as an improved printer. In addition to being an overall performance improvement on the previous hardware, these improvements will also pay dividends in terms of the increased productivity they can provide when paired with the software solutions being recommended in the following report.

Given the company’s recent plans to expand as well as a long history of steady growth, and desire to stay ahead of the pack technologically, a cloud server solution is recommended due to its lack of maintenance and ability to scale quickly if needed. For convenience, the chosen system to record backups of the companies information is also a cloud service, however the physical server in this case will be kept on site. This will allow the simultaneous upload of information to the company’s server as well as to backup storage, ensuring data is never lost or corrupted.

Moving into the future, Immortal Tech believes the establishment of a second office is the perfect time to transition to a host of available free software services that will allow both offices to stay connected and up to date. Briefly, the use Skype calls, Google Docs and Drive provide an exponentially more efficient way of remote communications when compared with fax and phone call meetings. Moreover, this solutions holds Ultimate Recruitment in a advantages position to move into future technologies without having money stuck in old software technologies should they have the desire to expand in the future.

# 

# Introduction

Immortal Tech is excited to introduce what we believe to be the future direction of Ultimate Recruitment’s technological growth. After careful consideration and analysis of the provided requirements, a tailor made blend of cutting edge technology with industry standard tried and tested solutions has been proposed to help Ultimate Recruitment get ahead and stay ahead of the competition. A strong focus has been placed on effortless interface with technology that will allow employees to seamlessly interact with clients and other staff members in a more collaborative and communicative environment.

In the following report, Immortal Tech will attempt to demonstrate that following solutions is not only the best choice from a performance standpoint, but is also an extremely cost effective way to move Ultimate Recruitment to forefront of technology in the industry. In addition to this, the future growth of Ultimate Recruitment has also been considered, with all solutions recommended having the ability to scale at a much more cost effective rate than more traditional solutions. This has resulted in many of the more capital heavy expenses such as a new server have been suggested to be replaced by a pay for use service that can be upgraded in the future for no lost capital.

Immortal Tech aims to walk through the proposed solution moving from a very macro, whole picture view, to the most fine details of both how these new technologies will work but also why they are the correct choice for Ultimate Recruitment. We believe this will give the most thorough run down of the ins and outs of how these technologies will interact with both staff and each other. As such, after providing a brief overview of our solution as well as a summarised explanation of the advantages associated with the solution, the report dives deep into each individual change, providing thorough cost estimates along the way.In addition to this, we also give a little of our business history, and explain why we believe our team is the perfect fit for Ultimate Recruitments technology solutions.

Finally, through a number of figures adapted from the information provided to us, a layout diagram of both the Wollongong and new Kiama office is provided to give a brief look into how the new offices will look and interact with the new technology introduced.

# 

# Overview of the Business Concept

From reading over Ultimate Recruitments provided documents we have determined that there are 2 main aspects of this job that client wants us to achieve. These aspects are general improvements to the offices’ technology and also improving on the employees’ ability to work outside the offices. These aspects are can also be broken down into smaller parts which will be discussed later in this report.

**Office Improvements**

Firstly, to improve the office we will need to upgrade most of the hardware that the offices are currently using while also installing some new additions to make the office more productive and be able to manage its time better. In regards to the software aspect of the office, the only parts that would need to be updated would be the operating system of the computers and the Microsoft office programs.

One of the most important upgrades for the company is for their server to be improved. We considered simply replacing the server in the office. However, we believe that this solution would be too costly and could result in a greater risk of failure or loss of data. We believe that a cloud server is ideal choice as the company that hosts the server performs all the maintenance. Another benefit is that the cloud server has very little down time which allows for maximum usage of the server at all times. Furthermore, due to the cloud server being off-site this allows both offices to be able to remotely access it through both their offices and any wireless device when they are out of office.

The other major upgrade for the company is with their computer system. Initially we considered buying the components and building desktops for the company, as this would provide a high-quality computer for a lower price than buying pre-built desktops. However, with Ultimate Recruitment also wanting some of their employees to be able to work out of the office also this would then create a situation where an employee has a computer and a laptop resulting in a waste of money. From this we concluded that the best solution is to replace the current computers with laptops. This is because laptops have the capability to be used both in and out of the office. Also, from the document provided Ultimate Recruitment does not require high performance laptops, which will also reduce the potential cost. Additionally, new laptops have the latest operating system on them, which solves the OS upgrade above. Finally, as a solution for upgrading the Microsoft Office programs, we suggest using the Google Docs program, which is an online version of the Microsoft Office programs which is included in the cost of the internet plan.

The next part of the office that needs to be improved is the printer and physical back-up system. For upgrading the printer system, the solution is just to replace the current printer with a more modern system. This will increase the productivity of the office by having a printer that can handle the load of the office. However, with fax becoming a outdated form of communication the printer would need to be able to scan any papers so they can be stored on the company laptops. As for the physical backup system, we suggest getting a physical data bank for the office that has cloud capabilities. This would allow for multiple devices to access the backup system. Also, by having a physical copy of the back-up in their office, it adds an extra level of security for reducing the chance of losing any data from a crash or the main server going down.

From analysing the documents provided Ultimate Recruitment will have two offices, about half an hour apart from each other. They then went on to say that they want to be able to conduct company wide meetings. Instead of making one office travel to the other and wasting an hour of the day from travelling alone we believe that installing a large screen and camera in the meeting rooms of the offices will allow them to have video conferences at an instant. Furthermore, with the company receiving some of the fastest internet in the area this will mean that the video and audio quality will be extremely high resulting in meetings that will be just as good as if they were in person. Also, by utilising video calling software like Skype and other programs it means that there is no additional cost to the company. Additionally, with Skype it will allow for multiple people to be in the single video conference. This means that if an employee is out of the office when the meeting is called, that person does not need to leave where they are to come back to office. Alternatively, they can just connect to the internet with their phone or laptop and be able to simply join the call. This solution is cheap, reliable and also reduces any loss of time from travelling to an office to have a meeting.

When considering whether or not to upgrade the current cabling for the office we believe that the current CAT5 UTP cabling is sufficient for the offices workload, as it is one of the fastest cables around without going into fibre optics. Also, to replace the current cables with fibre optics will be an expensive process any benefits from the faster cable will not be noticed by any of the employees. So, for that reason we believe that there is very little purpose to upgrade the cables.

The final upgrade for the office is with regards to the internet plans. Due to the both the Telstra Business Broadband ADSL and Telstra Business Online, for the website, being out of contract, we suggest a change in service provider. We propose that Ultimate Recruitment switches to Optus and use their Business WIFI plan. This is because not only is Optus a reliable company but also when also taking out a phone plan, which will be discussed in the following section, with the WIFI they will receive a discount on the total price of the plan over 24 months. Also, with the website hosting, we believe that using a service like wordpress will be a much better suited to the company’s needs. This is due to the fact that wordpress is a purely website hosting company which means that they will be able to help Ultimate Recruitment with any problems they have better than telstra could. Additionally, if they stay with telstra then anytime they have an issue they will have to run through the telstra customer support which also needs to handle all their other services which can result in long wait times. However, with wordpress when they have an issue they know that they will be talking with someone that has lots of experience dealing with website issues and because its an online company the support workers can even log into the site and fix it themselves.

**Mobile Capabilities**

Due to the Office requiring so many upgrades to make the employees to be able to work out of the office only requires minor additions to the ones made in the above upgrades. These additions include replacing the current desktops with laptops as stated above. The other addition is replacing the employees’ current phones with new top of the line phones at a great price and also plenty of data for their needs.

As stated in the above office improvements, replacing the current desktop computers with new laptops will increase the speed of the office as the laptops will utilise newer technology in the components they were built with. Another benefit, which is more related to the current section, is that the laptops are portable which then allows the employees that need to work out of the office to have that option available to them. As for the employees that don’t need to work out of the office, the laptops will be powerful enough to do all their current work and much more for the foreseeable future.

The other upgrade to the employees’ mobile capabilities is in regards to their mobile phones. While the employees’ current phones would still be operational and serve their purpose by upgrading to a newer phone we can greatly increase their productivity when out of the office. This is because all of the modern phones now have a feature called “mobile hotspot” which allows other devices to connect to the internet through the phone by using its signal and data. Also, with the new phones, the battery life will be longer, more reliable and also charge faster by utilising better charging cables.

By having these two products, the employees can work anywhere that they desire and still be able to be connected to the office. Also, due to the above server improvements, it means that the laptops will still be able to be backed up whenever they connect to the internet through the server’s cloud capabilities. Finally, as stated before, if the employees are out of office and a company wide meeting is called then all the employees’ have to do is hotspot their phone to connect their laptop to the internet, and then join the conference call on the desired internet call program.

In conclusion, if selected, then all the above upgrades will transform Ultimate Recruitment into an efficient and technologically strong company that will allow them to grow consistently in the future. This also with the security of knowing that their company will be able to adjust with the future’s technological advancements with ease. Finally, with the above upgrades and updates we believe that we are the ideal choice as we have years of experience with similar clients and we know that we will be well under the proposed budget, including labour costs.

# Advantages of the Business Concept

The overall goal of Immortal Tech’s business proposal is to create a seamless integration of technology into Ultimate Recruitment to maximise efficiency and be able to grow with the business as it expands in the future. The advantages of the upgrade to Ultimate Recruitment’s current technology is best addressed in terms of the improvements to the office and the implementation of mobile work capabilities.

**Advantages Office Improvements**

The proposed upgrades in the current and future Kiama office include both hardware and software solutions that vastly expand the company’s ability to communicate between employees as well as to clients. These improvements include office Wi-Fi, an improved printer, and introduction of video meeting capabilities with new screens and cameras fitted in the meeting rooms.

The introduction of the Optus Wi-Fi throughout the offices will greatly decrease the amount of cables in the office as well as greatly decrease the cost of adding new computers to the office or even moving in the future. In comparison with the current wired internet access available at Ultimate Recruitment, the NBN Wifi being suggested will have improved speeds, full office coverage and will have no wires coming out of the router. This will facilitate collaboration in the office with free movement with internet access available in any part of the office.

The new Wifi capabilities will also extend to the hardware solutions chosen for Ultimate Recruitment and showcase how this new technology can provide improvement when compared to the current solutions in place. The suggested printer will have wifi connectivity and will therefore have the capability to receive print requests wirelessly from anywhere in the office. In addition to this, it has the ability to interface with the new smartphones recommended by Immortal Tech, allowing printing to be available to all of the office employees at any time. This will improve printing efficiency as there is no need to move the files onto the correct computers in order to have access to the printer. As well as wifi connectivity the new printer will also be more than able to handle a monthly load of over 10,000 pages.

Arguably greatest advantage provided in the proposed technology solution lies in the transformation of the meeting rooms into an interactive meeting space that is equipped to move into the future of business over the internet. The introduction of large screens and high resolution webcams in the meeting rooms paired with the fantastic free technology in the form of video calling will allow meeting that were previously either face to face or over the phone can be conducted in a video conference call. A video conference call provides a much more personal experience than a voice only phone call and can increase the amount of time needed between costly face to face meetings in which at least one party need to be out of the office. This also work to improve the connectivity between employees as Ultimate Recruitment looks to move into the Kiama Office.

Finally, the office will also gaining a backup storage system in the form of a cloud device that will be available at any time to backup the office files in an alternate location in addition to the cloud server being suggested, as an emergency copy of all the files. Having this cloud backup will provide an improvement on the current solution in terms of available memory for storage as well as the ease of uploading to a cloud backup, which will also be the recommended server solution for Ultimate Recruitment.

**Mobile Work Capabilities**

The largest proposed changes for Ultimate Recruitment will aim to provide a fully functional mobile work environment for all employees to take advantage of to increase work output and efficiency. This is achieved through the introduction of new computers in the form of laptops as well as new mobile phones with improved data caps that will facilitate improved communications between employees and clients. In addition to this, the new cloud server solution will further extend these mobile capabilities with access to files at all times to both upload and download.

The new laptop computers will have not only give the all the employees mobile work capability, they are also an improvement in both memory and processing speed when compared with the current solutions being used.This means there will be no compromise in the storage or performance for gaining the extra functionality that a laptop computer provides. Most applicable to this improved mobility is the ability to bring a work computer to a meeting outside the office and have full access to not only the files held on the computer, but all the software installed on it as well.

Some of the greatest technological improvements in the last 10 years have came in the area of smartphones. This has resulted in the modern day smartphone having the functionality of comparitively recent computers, making them a fantastic business tool when integrated into a company’s technology framework. Immortal Tech has therefore chosen to recommend an entire new set of Samsung phones, that will greatly improve all employees abilities to communicate and work in a non-office environment. Moreover, the phone’s hotspot capability will also allow internet access to any of the laptop computers outside of the office. This will not only allow work to be done while out of office during meeting ect but also give employees the ability to work from home if needed. This added flexibility provides an enormous advantage when compared with older computer and phone alternatives as it maximises the amount of hours an employee is contact with other employees as well as clients.

Lastly, the server solutions being suggested will set up Ultimate Recruitment to grow unperturbed moving into the future without the need for a costly server upgrade. The cloud server service recommended will be more than large enough to store all of the information needed for Ultimate Recruitment’s current needs and if they expand in the future, the server plan can be increased without the need to buy a new server and transfer the files. In addition to this, the service provided has no maintenance down time and all updates and maintenance are done regularly and included in the monthly fee. This will leave more time, energy and capital for Ultimate Recruitment to focus on business instead of server problems.

In conclusion, Immortal Tech has recommended a technology framework that aims to improve the mobility and overall efficiency of Ultimate Recruitment. The advantage in the solution suggested lies not in one particular change or new piece of technology, instead it resides in the synergy between all of the suggested changes. This has the ability to transform how Ultimate Recruitment operates, allowing far more work to be achieved with a seamless transition between in and out of office work and between internal and external communication in the company.

# Immortal Tech

History

Immortal Tech was started back in 2010 by Rory Davis, Thịnh Thái, Aidan Stevens and Mason Solari, with the simple idea of connecting the world and providing customer service that lasts a lifetime. From starting in a small office in Wollongong, over the past eight years Immortal Tech has grown to be a powerhouse of the network and communications industry and one of the leading companies in the field.

Mission

At Immortal Tech we strive to provide our clients with exceptional customer service. Additionally, we continually check in with our clients to see how they are enjoying their service and also to let them know of any products or new services that will be available for them.

Vision

The vision at Immortal Tech is to be the go to company for Australian companies of all levels from starter businesses all the way up to multi-billion-dollar organisations. With the introduction of our own server farm we believe we will be able to help our clients even further by providing high quality and cost-effective service in multiple areas.

Previous work

The last major contract that we had was fitting out The Star Casino in Pyrmont. This contract included all the networking of the site and also setting up their communication networks throughout. From this contract we have be approached again by The Star to fit out the future Star Casino Tower, Ritz-Carlton Hotel. We have also helped many small businesses get their company off to a good start by supplying them with a solid technological foundation that they can then build upon to help us satisfy their needs.

Benefits of choosing our company

We have been operating successfully for the past 8 years and had exponential growth over that time. We have a loyal client base with recurring clients that will continue our success for years to come. Also by being loyal to our suppliers and providers that we connect our clients to we are able to give exclusive discounts for specified services we provide

# The ICT Solution

### Requirement Analysis

Through close examination of the information provided, Immortal Tech has identified a number of key areas in which Ultimate Recruitment can address to effectively meet their business needs. In the following section, Immortal Tech seeks to provide technical analysis of the issues currently facing the company, in order to give context to the solutions being provided later in the proposal. Ultimate Recruitments’ requirements can best be analysed under the following categories: hardware needs, software needs, and business practices

**Hardware Analysis**

Generally, the current state of Ultimate Recruitments’ technology hardware provides the biggest barrier to achieving their stated business goals. From the provided information, the number one requirement to be addressed would be the lack of wifi and video conferencing technology (webcam and screen) currently being used. This will be a priority requirement as due to the expansion to the Kiama office, the amount of communication and understanding within the company will be paramount if the employees are spread across multiple geographic locations. This will if nothing else, reduce the amount of travel between the offices for face to face meetings greatly, as this can be achieved through the use of wifi and free video conferencing technology.

In addition to this, the current computers and phones being used within the company can also be upgraded to satisfy the growing and changing needs of Ultimate Recruitment. The computers currently are all desktops and do not provide the functionality needed to achieve the company’s goals of expanding to a more wireless workforce in the future. Furthermore, given the amount of time that each employee uses and interacts with their phone, an upgrade to a modern smartphone will provide an extremely cost effective way to maximise the productivity of each employee. Both the current phones and computers are also becoming quickly outdated in terms of their performance ability and therefore, this is likely to be higher priority requirement for the future of Ultimate Recruitment.

Moreover, there is also a need to improve the company’s server to not only bring it up to current technology standards, but also to reduce the staffs issues with interfacing with the technology, while also providing greater functionality than is being offered by the server currently. Since the purchasing of the last server (2008), technology, particularly, in the area of cloud computing has come an extremely long way. It is now possible to achieve all the storage needs of almost any sized business through the use of cloud servers. This means that less company time and money can be spent dealing with the server as this can now be done externally.

Finally, it is evident from the information provided that a new printer solution will be needed to address the current situation. Printing is an area in particular that has come an extremely long way in recent years, centering around a greater number of ways to print and a more simple interface. If Wifi technology is chosen to be implemented in the future, wifi printer will perfectly fit the printing needs of Ultimate Recruitment and will be more seamlessly integrated into the business operations than the current solution.

**Software Analysis**

In order to get the best out of the hardware being used, quality software is essential. In most cases, this is what the employees will spend a majority of their time interacting with, and is therefore an integral choice when considering making large changes to the technology being used by a business. In line with goals of the hardware requirements, the software decisions should be focussed around increasing the connectivity of the company as a while and reducing the time needed interfacing unnecessarily with difficult software.

The operating system installed on all of the computers currently (Windows XP) is considerably outdated and a more recent (Windows 7 or 10) is recommended. However, if Ultimate Recruitment decides to upgrade their computer’s, an upgraded operating system will come with the new computer and will therefore not need to be purchased separately. This change in operating system may be a little different at first, but will provide much more extensive capabilities than the current system.

In terms of what is needed to bring Ultimate Recruitment to the forefront from the software standpoint, there is not a large amount of new software needed to purchase. However, there will be an increased amount of software interaction in terms of interfacing with most of the newly proposed hardware changes. An example of this would be the proposed wifi printer. Almost all new Wifi printers will have an associated ‘app’ that can be accessed via smartphone or computer that will provide a more easy to use interface than older printers provide. Furthermore, the cloud server will likely have an ‘app’ or website interface that will need to be understood by the employees to gain full functionality of the technology. This is seen as preferable as these apps and websites are designed to be interacted with by the public and will therefore likely to provide more information and help than previous generation products. All of the necessary training and familiarisation with the new hardware/software has been included in the following proposal, however, it should not be any more difficult than interacting with any of the current software being used.

Lastly, despite many years of being the industry standard, there currently doesn’t appear to be a need to renew the licenses or to upgrade to the latest version of Microsoft office. Given that almost all the work undertaken by the employee working in the office is done on the recruitment software, there isn’t currently a large enough need to pay for several copies of Microsoft office to complete the remaining work. Alternatively, the free Google Docs provides extremely similar functionality with the additional ability to easily collaborate on documents and folders with ease.

**Requirement Analysis Summary**

The requirements for the upgrade of Ultimate Recruitment can be best categorised by hardware and software changes, although the cumulative effect will be a synergistic improvement of the companies workflow as a whole. Some major hardware changes together with the complimentary software changes including server, office computers, printer and conference room tech are needed in order to check off these requirements and achieve the future business goals. In the following proposal, Immort Tech seeks to provide the needed solutions for these requirements, detailing exactly what technology is needed and how it will be deployed.

### 

### Pricing

**Product and Subscription costs.** Figure 1.1

|  |  |  |
| --- | --- | --- |
| **[]\* Product/Service** | **Quantity** | **Cost/Cost over 2 Years** |
| [1] Cloud Server for usage out of office | 1 | $2232 over 2 Years |
| [3] Printer | 2 | $1200 |
| [2] Laptops | 9 | $7200 |
| [4] Phones | 9 | $17500 over 2 years |
| [6] Meeting Room Screens | 4 | $1420 |
| [7] Meeting Room Cameras | 4 | $800 |
| [5] Optus Business Wifi | 2 | $4320 over 2 years ($3840 because wifi deal when also getting a optus mobile) |
| [8] Backup Storage | 1 | $240 |
| **Tota**l | N/A | **$34918** |

\*[] Denotes the reference number to the exact products in reference list

\* Keyboard and Mice will be re used from the current Ultimate Recruitment computers that will be replaced.

**Labour Costs** Figure 1.2

|  |  |  |
| --- | --- | --- |
| **Product/Service** | **Est. hours to complete** | **Total Cost** |
| Computer Installation/Setup | ½ Hour for each computer | $600 |
| Phone Setup | ½ Hour for each Phone | $600 |
| Printer Setup | 2 Hours each printer | $480 |
| Backup Cloud Setup | 2 Hours | $240 |
| Meeting Screen and Webcam Setup | 1 Hour each meeting room | $480 |
| Wifi Setup | 2 Hours each router | $480 |
| Individual Employee rundown of new technology | 1 Hour each employee | $1080 |
| **Total** | **29 Hours** | **$3960** |

**Total Estimated Cost: $38878**

### **Inter Office Communications Plan**

With the current stage of technological advancement, faxing now is growing increasingly obsolete due to the time it takes and lack of eco-friendliness regarding the excessive paper use associated with faxing. Additionally, using fax, the receiver cannot edit directly to the document but rather has to retype it to a computer or scan it to a text file, this could be problematic in some cases due to the time it takes as well as the loss in quality from scanning. Moreover this method would also be more expensive considering the amount of ink and paper used in this process,

As a result, Immortal tech would like to propose a substitute method to faxing which is using Google Docs. With the well developed internet system and modern computing technology that is embedded in society nowadays, a Google Docs file can easily be accessed from anywhere in the world with an internet connection within only fraction of a second, which is much faster and more convenient when compared to faxing. The receiver can conveniently edit directly on the document received or perform any necessary processing. This method will not cost much of extra money because the cost is already included in the monthly internet bills and it is also more eco-friendly than faxing as there is no need for using papers.

Even though the cost of phone calls has significantly dropped over the last few years, using the traditional phone call can create a number of unnecessary complications. Primarily, this voice-only communication method can cause misunderstanding due to the lack of nonverbal cues that are lost over that phone that are integral to establishing and maintaining employee relationships. As a result, the traditional phone call method is often better replaced by a video call available through many free applications such as the more recent release of Google Duo. Traditional phone calls will still be available when a video call may be unnecessary, but the added use of video calls will likely reduce the amount of time spent on the phone.

To improve the communication between employees and branches in terms of group meetings, Immortal tech suggests replacing the currently used conference phone call with a skype video conference. This application is free to install and can easily be connected to the suggested meeting room screens and webcam to quickly and easily create a video conference call. Using this technology, people can communicate more effective as it enables the non-verbal factor in communication. Therefore, it can better simulate face to face meeting with a minimal cost and reduce expense for company from traveling for face to face meetings. Moreover utilizing of video call can reduce the burden of timing and schedule since the process is easy to operate and does not require any traveling, as a result more meetings can be conducted with less restrictions on time.

### Office Layout

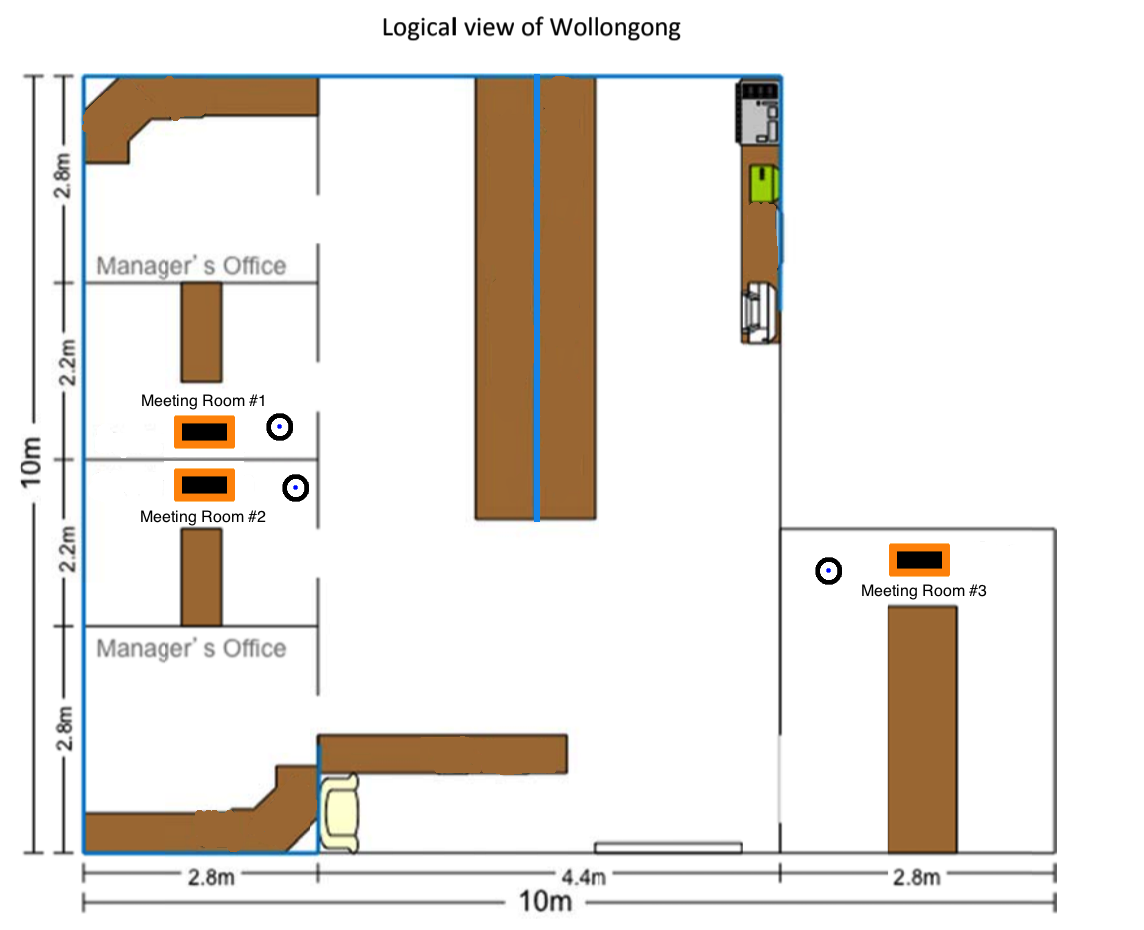
**Office Key** Figure 2.1

|  |  |
| --- | --- |
| Key |  |
|  | NBN Router |
|  | Printer |
|  | Backup Server |
|  | Telephone |
|  | Meeting Screen |
|  | Webcam |
|  | Space for Laptop Computer/Phone\*\* |

\*\* Immortal Tech has recommended the upgrade to both laptop computers and smartphones, therefore, there is no need to set aside pre allocated desk space for these items as they can now be used anywhere in the offices.

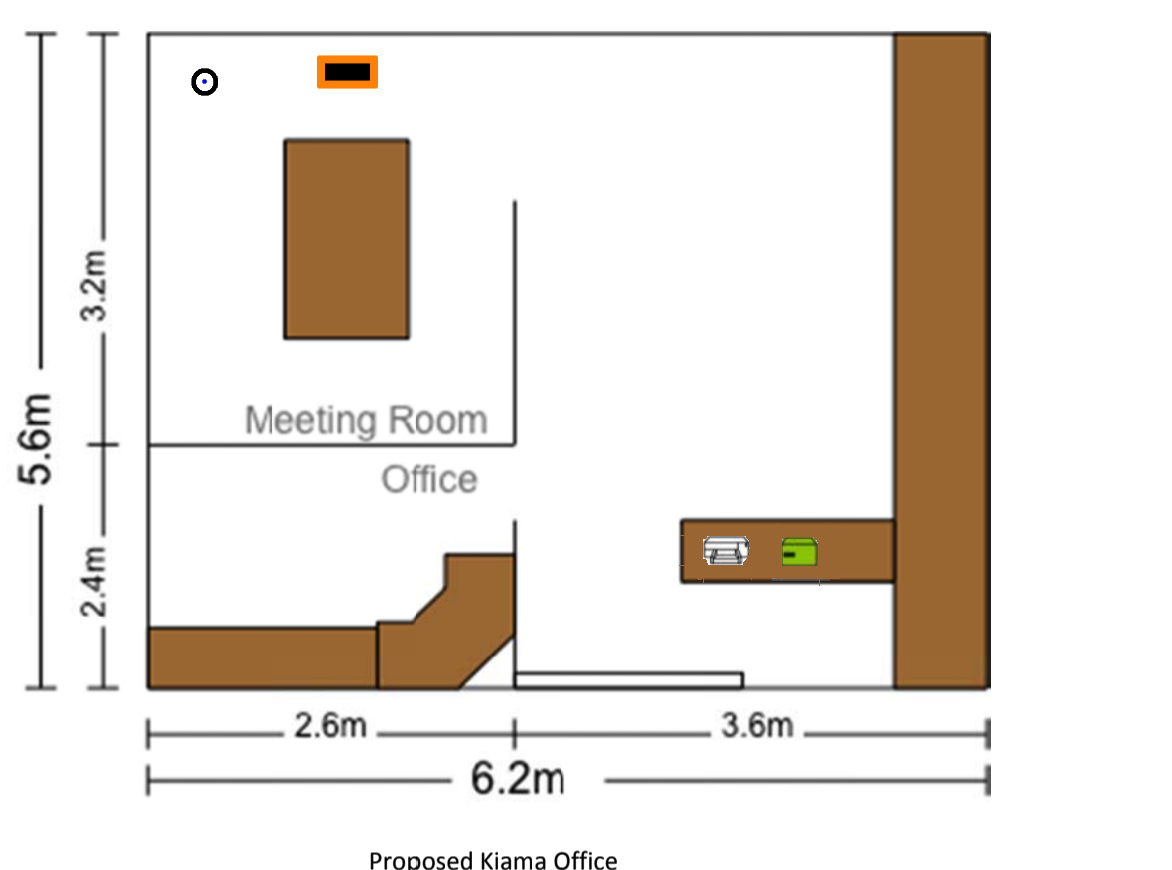
**New Wollongong Office Plan**

Figure 2.2



**New Kiama Office**

Figure 2.3

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### **Wireless Wifi Technology**

Wi-Fi is electromagnetic waves specifically radio waves, that allows devices such as computers, mobile devices, and other equipment to transfer data to each other with the use of the Internet through a wireless router. These radio waves move at the speed of light and at the same time allows greater flexibility for users because there is no wire needed to connect computers using WiFi. These are two primary reasons why we choose wireless technology or Wi-Fi in particular over using wired network for Ultimate Recruitment moving forward into the future.

The first reason would be the cost-saving effect; because of its wireless nature a wifi connection, does not require any installation of wires, cables, or any form of physical wiring which reduces the initial installation expenses. All that is needed is a router that can generate Wi-Fi signals (which will be provided by the ISP) and some configuration then there will be a wireless network covering the entire office area. Additionally, the cost of maintaining a wireless network is less expensive compared to wired ones because there is no need for upgrading the wired system or when extra cabling is needed for instance, when a new computer is added to the network it simply connects using a username and password when it would previously have to set up to the internet via an ethernet cable.

Mobility is the second reason for moving to a more wireless focussed setup at Ultimate Recruitment. With the wireless network, the employees of the company will not be tied to one place as they are with the wired connection. As a result, they can move around the office working with their co-workers using laptops or go online to look up for information in the conference room meeting. Moreover, users can expand wireless network with their existing equipments without any additional wiring. This will allow for much greater levels of inter-office communications and collaboration that were not available under the current solution.

**Security**

With such a large change in the way employees interface with the internet proposed with the new wifi solution, it would remiss not to address the security available when using Wifi Technology. Despite early security problems and stability of network arising from open propagation of the Wifi signal, the technological improvement in the areas of security has moved leaps and bounds by using strong encryption to protect data like Wired Equivalent Privacy (WEP) and WiFi Protected Access (WPA). In addition to this, improved Wifi routers have resulted in a much more reliable connection that is equivalent to a wired connection speed of just a few years ago.

Moreover, using two or more routers at the same time can be an affordable solution for more bandwidth to transfer data and provide stability for the network if this were to ever become an issue due to the expansion of the network.

# Conclusion

The proposed solution to Ultimate Recruitment is designed to transform the previous, outdated office into an efficient, modern and dynamic workplace. To achieve this, the aforementioned solution introduces modern, upgraded technology. This can be seen in the form of new personal equipment for employees, such as laptops and smartphones, which are a far cry from the current desktops being used. This updated hardware will allow staff to employ a workflow that is more efficient resulting in more tasks being completed in the same timespan.

To work alongside the introduction of laptops and smartphones, NBN WiFi is included in the solution, which will bring a very noticeable change as it gives employees an option to introduce a flexible workflow, making all employees feel more comfortable in the way they can complete their work. This also extends to the proposed printer, which will be able to take advantage of the new Wi-Fi, allowing documents to be printed from anywhere within the office, including from the proposed smartphones to result in less downtime and cables to allow staff to focus on the task that is being completed.

Another aspect of the proposed solution is a new interactive meeting space, that will take advantage of the new Wi-Fi and other proposed technology to give a new, efficient format for staff to interact with customers. Instead of being forced to leave the office or talk over phones, communication will also include video calls to give a more convenient and personal experience for both the client and staff, which also serves to increase the efficiency of work that is being completed, as employees won’t have to continuously leave the office to meet with their client. Instead, it can all be done from the upgraded, modern workplace.

With a proven track record of providing solutions that meet any requirements, the solution proposed is one that is price efficient and gives simple-to-use technology that can bring powerful benefits. These additions will result in increased profits and efficiency due to more dynamic workflows that the solution provides, which will also create better customer interaction and potentially introduce new types of work for Ultimate Recruitment. The proposed solution will transform how the business operates, giving more time to focus on the work and less on the technology that drives it.

# References

**Server**

**[1] Cloud server plan with serversaustralia**

<https://info.serversaustralia.com.au/business_cloud_order?_ga=2.126055631.355105040.1538437170-229903840.1538437170>

**Laptops**

**[2] Dell Inspiron 15 3000**

https://www.dell.com/en-au/shop/cty/pdp/spd/inspiron-15-3567-laptop/sma510830au?oc=sma510830au&VEN1=sik4QGr8A,104535114913,9011547612,c&ST=&pdv=c&VEN2=,&dgc=st&dgseg=dhs&cid=238119&lid=23414&acd=10589238119234140&VEN3=111304605607383035

**Price:** $800 each

**Printer**

**[3] HP LaserJet Pro M426fdw Laser Multifunction Monochrome WiFi Printer**

<https://www.mwave.com.au/product/hp-laserjet-pro-m426fdw-laser-multifunction-monochrome-wifi-printer-ac03093?gclid=Cj0KCQjwi8fdBRCVARIsAEkDvnIR1bK9-rqofpgGd254dTi3cKYXAiG5jAp5RJ-vYSgxQVMpfXF2v2waAkW8EALw_wcB>

**Price: $**490

**Phones**

**[4] Samsung Galaxy S9 Optus lease plan 24 months**

<https://www.optus.com.au/business/mobile/phones/samsung/galaxy-s9?dclid=CjkKEQjwi8fdBRCn9sKqsbmKx9ABEiQAUHiD9NxCrzbrmYaztaCQ44lKB4auyE63ODnhb096wEA5CuLw_wcB>

**Price:** $65 per month, 9 Phones for 24 Months = $14040

**Wifi**

**[5] Optus Business Wifi & Phone for 24 months**

<https://www.optus.com.au/business/broadband-internet/office/plans?bt=FBB&tl=FTEL&category=90Plan24M&defaultButton=no&dclid=CjkKEQjwi8fdBRCn9sKqsbmKx9ABEiQAUHiD9KcgmEd9IaLkalgCjVm_3mZJh2PF38l0ZDEflPOCFNTw_wcB#planstablestart>

**Price:** $90 per month without discount = $2160 or $80 per month with discount = $1920

**Meeting Room Screens**

# [6] Kogan 40" Full HD LED SmarterTV™ (Android TV™, Smart TV)

<https://www.kogan.com/au/buy/kogan-40-full-hd-led-smartertv-android-tv-smart-tv/>

**Price: $**359 + delivery

**Webcams**

# [7] Logitech Conference Cam BCC950 Video Conference Webcam

<https://www.amazon.com/Logitech-Conference-BCC950-Webcam-Speakerphone/dp/B0083I7Y8W/ref=as_at?creativeASIN=B0083I7Y8W&imprToken=Io7DxP.6oKT6G9OOengwIQ&slotNum=47&ie=UTF8&linkCode=w61&tag=omnideals-20&linkId=9f54e28f4b46e602c62ba9ce204f2acd>

**Price:** $179 on sale but $250 when not on sale.

**Backup Drive**

**[8] WD cloud server 2TB**

<https://www.jbhifi.com.au/wd/wd-my-cloud-home-2tb/542299/>

**Price:** $240