Tim Malone Recommendation from a Peer

Work Environment
The projects ranged from building out the windows architecture (Active Directory), to systems and OS upgrades, to building out a SAN on a separate VLAN, to implementing VMware from scratch. Tim held a position which required a lot of solution-oriented thinking, to build out the IT infrastructure that was cost effective, secure and that had high uptime and availability.

Cultural Environment
We were a two-man team that was responsible for close to 200 end users. We had to build out IT solutions, provide tier 3 support to end users, implement technologies and tools (most of the time from scratch) with usually very little help from the vendors.

Job Duties & Technologies
The technologies that Tim worked with on the networking side were routers, switches, and VLAN's. On the Systems side of the house, he was responsible for and built out Active Directory and Exchange (versions 2003, 2008R2, 2013), built out our VMware solution from the ground up (versions 5.5 and 6 I believe) and our SAN.

Technical Performance & Ability
Tim was very strong technically. Even though he held positions as IT Manager, Director and Architect, he was very hands on throughout his tenure here. We only had two people on the team and our CEO (before we were purchased) was very cost conscious. A lot of times, Tim and I had to research, implement and document most hardware and software solutions on our own. A lot of the systems and architecture we still use today were built by Tim.

Non-Technical Skills
Tim was a good mentor and got along well with technical and non-technical end users alike. I don't think he'd have any problems working on a bigger IT team. He does like working with people who are passionate about IT.

Strengths & Areas for Improvement
Strength: I'd say Tim's main strength is analyzing/troubleshooting a problem/issue and coming up with a non-biased solution. He does a ton of research and is great at finding the solution, building it and documenting it. He had very strong documentation. Area of growth: Tim sometimes would talk about technologies at a very deep level and could sometimes lose some more non-technical end users. However, I say that in a good way, he was very passionate about IT and solutions and loved the end users to understand the "what" and "why" behind what he was doing.

Attendance & Reliability
We had a two-man team and had to answer calls 24/7. He was always available on his cell phone even after odd hours. A lot of times, I'd see that he was up late working on an issue or an upgrade. He was always very reliable and available.

Rehire Eligibility
I really enjoyed working with Tim.

Additional Comments
Tim likes working on both the network and systems sides of the house. He loves researching and implementing solutions. He's also very good at providing Tier 3 support if needed. He likes to stay busy.