PROJECT IMPLEMENTATION UNIT (PIU)
PUNJAB URBAN LAND SYSTEMS
ENHANCEMENT (PULSE)
Punjab Land Records Authority (PLRA)
Government of the Punjab
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ADDENDUM TO REQUEST FOR EXPRESSION OF INTEREST (REOI)

HIRING OF THIRD-PARTY FIRM SERVICES FOR THE PROVISION OF SOFTWARE DEVELOPMENT, GIS, DATA-CENTER AND IT RESOURCES ON NEED BASIS UNDER PIU-PLRA-PULSE PROJECT

Project Implementation Unit, Punjab Urban Land Systems Enhancement Project- (PULSE) has advertised Request for Expression of Interest for the Hiring of Third-Party Firm Services for the Provision of Software Development, GIS, Data-Center and IT Resources on Need Basis Under PIU-PLRA-PULSE Project PK-PLRA-520961-CS-QCBS Published in National Newspaper Jang on October 19, 2025 vide IPL 5334. The Terms of Reference and REOI are available at PULSE Website. The following amendments are hereby made in the REOI:

REOI Reference	Existing	Amendment
The parameters for evaluating EOI responses:	(ii) The firm must be registered with PASHA, SECP, and PSEB, ensuring compliance with local industry regulations	(ii) The firm registration with PSEB is mandatory for national firms, and it must ensure the compliance with local industry regulations.

All other terms & conditions shall remain same. Consider this addendum, the part of REOI and submit Expression of Interest accordingly.

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TERMS OF REFERENCE

PUNJAB URBAN LAND SYSTEM ENHANCEMENT (PULSE)

ISLAMIC REPUBLIC OF PAKISTAN
PUNJAB PROVINCE

HIRING OF THIRD-PARTY FIRM SERVICES FOR THE PROVISION OF SOFTWARE DEVELOPMENT, GIS, DATACENTER AND IT RESOURCES ON NEED BASIS UNDER PIU-PLRA-PULSE PROJECT

November 2025

1. Project Background and Objectives

The **Punjab Urban Land System Enhancement (PULSE) project**, under the auspices of the Board of Revenue, Punjab, with the financial support of the World Bank, seeks to establish a centralized and comprehensive database of urban properties across Punjab. The PULSE project envisions an efficient, transparent, and accessible land record management system that incorporates spatial data infrastructure (SDI). The system will provide a reliable, detailed registry of land ownership, property rights, and associated charges.

Given the complexity of the project and the need for advanced technical skills, **PULSE** requires an agile partnership with a **Software Development Company**. This company will provide skilled developers, specialized technical resources, and essential software tools as required by PULSE to meet project objectives. The goal is to ensure that PULSE has continuous access to qualified technical expertise and industry-standard tools, enabling timely project execution without delays or resource gaps.

2. Objective of the Engagement

The objective of this engagement is to retain a **Software Development Company** capable of meeting PULSE's on-demand resource and tool requirements. The company must deliver resources with specialized skill sets defined by PULSE, ensuring that deployment is immediate to meet evolving project needs. This arrangement will enable PULSE to build a flexible and responsive development team and secure access to essential technical tools. Ultimately, this engagement aims to enhance project efficiency, support adherence to timelines, and ensure high-quality outcomes for the PULSE project.

3. Scope of Responsibilities

The selected Software Development Company will fulfill the following responsibilities:

3.1 Provision of Qualified Technical Resources

- **Immediate Resource Allocation**: Provide skilled developers, engineers, and technical professionals as per the skill sets specified by PULSE, ensuring quick deployment to address project requirements.

- **Customized Resource Matching**: Tailor resource allocation to the unique demands of each project phase, ensuring that all technical staff meet or exceed the qualifications required by PULSE.

- **Resource Management and Supervision**: Continuously monitor and manage the provided resources to maintain productivity, meet quality standards, and ensure smooth project integration.

- **Flexibility in Resource Adjustment**: Offer the flexibility to adjust resource allocation promptly as PULSE's project needs shift over time, scaling resources up or down as required.

3.2 Provision of Technical Tools and Software

- **Tool Procurement and Delivery**: Procure, install, and configure software development and project management tools essential to the project's success. These may include code repositories, debugging tools, testing environments, and project management software.

- **Data Ownership**: Ensure that all data and configurations within provided tools remain the sole property of PULSE, aligning with best practices in data security and ownership.

- **Tool Maintenance and Support**: Provide ongoing support, updates, and maintenance for the tools provided, ensuring that they remain operational and efficient throughout the contract period.

3.3 Compliance with Industry Standards

- **Adherence to Development Best Practices**: Implement up-to-date coding standards, testing methodologies, and project management practices to deliver high-quality, secure, and efficient software.

- **Data Protection and Confidentiality**: Adhere strictly to data protection laws, safeguarding all data involved in project development and ensuring that confidentiality protocols are strictly followed.

- **Intellectual Property Compliance**: Ensure all tools, software, and methodologies comply with intellectual property regulations, confirming that all project assets developed under this engagement are fully owned by PULSE.

3.4 Quality Assurance and Process Improvement

- **Quality Management Program**: Establish a structured quality assurance program to monitor and improve the performance of technical resources, ensuring alignment with project specifications.

- **Performance and Productivity Review**: Conduct periodic reviews of resource performance and productivity, providing PULSE with insights on resource effectiveness and recommendations for improvement.

- **Error Monitoring and Reporting**: Implement mechanisms to detect, log, and resolve errors in a timely manner, minimizing any negative impact on the project's timeline or quality.

3.5 Reporting and Documentation

- **Detailed Project Documentation**: Maintain comprehensive documentation for all technical tasks, development processes, and resource activities, enabling PULSE to have a complete project record.

- **Weekly and Monthly Status Reports**: Submit detailed reports on resource allocation, task progress, tool usage, and any challenges encountered, along with recommendations for mitigation.

- **Issue Resolution and Communication**: Communicate promptly with PULSE regarding any issues affecting resources or tool availability, along with proposed solutions to minimize disruptions.

4. Key Areas of Engagement

The **Software Development Company** will support PULSE in the following areas:

4.1 On-Demand Resource Allocation

- **Resource Skill Sets**: The company must provide resources with specific skills (as defined by PULSE) across multiple domains, including front-end and back-end development, database management, quality assurance, and cloud architecture.

- **Immediate Deployment**: Respond to PULSE's requests for resources within a short timeframe, ensuring that resources are available for project integration promptly.

- **Flexible Assignment Durations**: Resources may be required for varied durations, depending on project milestones, allowing PULSE to adjust team composition based on current demands.

4.2 Technical Tools and Software Provision

- **Tool Customization and Configuration**: Supply tools customized for PULSE's specific use cases, pre-configured to align with PULSE's data requirements and project workflows.

- **Integration with Existing Systems**: Ensure that all tools provided are compatible with PULSE's existing infrastructure and systems to facilitate seamless integration and reduce onboarding time.

4.3 Additional Technical Assistance

- **On-Demand Technical Support**: Provide on-call technical support to address urgent project needs, including troubleshooting, maintenance, and process optimization.

- **Continuous Process Improvement**: Offer recommendations for improving project efficiency and productivity, based on insights gained from resource deployment and tool performance.

5. Professional Standards

The selected **Software Development Company** must operate in alignment with the following professional standards:

- **Integrity**: Maintain objectivity and transparency in all project activities, delivering unbiased, accurate, and consistent services.

- **Confidentiality**: Uphold strict confidentiality for all PULSE data and information, ensuring that proprietary information remains secure.

- **Compliance with Best Practices**: Implement the latest industry standards in development, project management, data security, and tool usage, ensuring project deliverables are robust, scalable, and efficient.

6. Reporting Arrangements

The **Software Development Company** will be required to report to the **Project Coordinator, PULSE** for all administrative and contractual matters. The reporting arrangements include:

1. **Resource Deployment Reports**: Provide updates on resource availability, skills deployed, and task assignments.

2. **Tool Usage and Maintenance Reports**: Report on tool utilization, issues encountered, and maintenance activities conducted to ensure tool availability.

3. **Progress and Issue Resolution Reports**: Submit regular reports summarizing project milestones, challenges, and action plans to overcome any obstacles in resource or tool management.

7. Contract Duration and Timeline

- **Assignment Type**: Long-term consultancy agreement

- **Contract Duration**: Till 30th June 2027 (For the gestation period of the project)

- **Commencement Date**: January 15, 2026.

8. Qualification and Firm Requirements

The Software Development Company should meet the following qualifications:

- **Registration**: The firm registration with PSEB is mandatory for national firms, and it must ensure the compliance with local industry regulations.

- **Experience**: Demonstrated experience of at least three (03) years in providing software development services, with a proven track record of working on large-scale or donor-funded projects.

- **Technical Capacity**: Adequate infrastructure and a team of professionals with the expertise to provide high-quality, on-demand resources across multiple development disciplines.

- **Financial Stability**: Evidence of financial stability and capacity to undertake a project of this scale and duration, ensuring continuous and reliable service delivery.

09. Required Human Resource

Sr. No.	Position	*Tentative Human Resource
1.	Front-End Developer	5
2.	Back-End Developer	5
3.	Full-Stack Developer	5
4.	GIS Developer	2
5.	GIS Manager	5
6.	Android Developer	2
7.	System Architect	2

8.	Web Designer	2
9.	Database Developer/Administrator	2
10.	DevOps Engineer	2
11.	QA/Test Automation Engineer	2
12.	Data Scientist	1
13.	Security Specialist	1
14.	Penetration Tester	1
15.	Data Entry Operator	5
16.	Graphic Designer / UI/UX	1
17.	System Auditor	1
18.	Business Analyst	1
19.	Technical Writer	1
20.	Scanner Operator	5
21.	IT Assistant	2
22.	Network Security Engineer	1
23.	Surveyor	10
24.	Revenue Officer	8

***Note:** The number of human resource requirements may be adjusted—either increased or decreased— as per actual requirement.*

10. Selection Method & Contract Type

PULSE intends to enter into a time-based agreement for the provision of individual consultancy services. These services will be contracted on need basis, as and when required. The Consultant will be selected through Quality and Cost Based Selection Method ("QCBS") in accordance with the procedures set out in the World Bank Procurement Regulations for IPF Borrowers" dated Nov 2020.

11. Payment Term

1. Basis of Payment

1.1 The Consultant shall be paid on a **time-based basis**, calculated according to:

- **Agreed remuneration rates** for personnel time and

- **Eligible reimbursable expenses**, as specified in the Contract and approved by the Client.

1.2 Payment shall be made **only for actual time worked** and for eligible expenses incurred, duly supported by documentation and verified by the Client.

2. Invoicing and Documentation

2.1 The Consultant shall submit an **invoice** to PULSE at the end of each calendar month (or another agreed billing cycle), accompanied by:

- **Timesheets** showing days/hours worked, duly signed by the Consultant and the designated Client representative.
- **Itemized statement of reimbursable expenses**, with supporting receipts.
- **Progress summary or brief activity report**, outlining tasks performed during the billing period.

3. Payment Schedule

3.1 Payments shall be made as follows:

- **Monthly / Periodic Interim Payments** based on approved timesheets and verified deliverables.
- **Final Payment** upon completion of the consultancy assignment, submission and acceptance of all deliverables, and settlement of any outstanding issues.

3.2 All payments shall be made in [currency] to the Consultant's designated bank account within **30 days** of receipt of an accurate and complete invoice, subject to Client approval.

4. Taxes and Deductions

4.1 The remuneration and reimbursable expenses are **inclusive** of all applicable taxes, duties, or levies under the laws of Punjab Pakistan.
4.2 Any taxes required by law to be withheld by the Client shall be deducted at source and remitted to the relevant authorities on behalf of the Consultant, with a copy of the remittance provided to the Consultant.

5. Reimbursable Expenses

5.1 The Consultant shall be reimbursed for actual and reasonable expenses incurred directly in connection with the performance of the Services, including:

- Travel and subsistence (if pre-approved by PULSE)
- Communication and courier costs directly related to the assignment
- Other costs specifically authorized in writing by the Client

5.2 Reimbursable expenses shall be supported by original receipts or equivalent documentation.

6. Currency

All payments shall be made in the PKR.

7. Dispute or Clarification on Payment

Any dispute concerning payment shall be resolved in accordance with the dispute resolution provisions of the Contract. Pending resolution, the Consultant shall continue to perform the Services diligently.

Qualification and Experience of the Human Resource:

Sr. No.	Position	Qualification and Experience
1.	Front-End Developer	• **Education:** Minimum16 years of education in IT/ Computer Science. • **Experience**: At least 5 years post qualification experience in the relevant field.
2.	Back-End Developer	• **Education:** Minimum16 years of education in IT/ Computer Science. • **Experience**: At least 5 years post qualification experience in the relevant field.
3.	Full-Stack Developer	• **Education:** Minimum16 years of education in IT/ Computer Science. • **Experience**: At least 5 years post qualification experience in the relevant field.
4.	GIS Developer	• **Education:** Minimum16 years of education in IT/ Computer Science/ GIS /Remote Sensing / Geomatics / Space Sciences / Computer Science or equivalent from a HEC recognized University / Institute. • **Experience**: At least 5 years post qualification experience in the relevant field.
5.	GIS Manager	• **Education:** Minimum16 years of education in GIS /Remote Sensing / Geomatics / Space Sciences / Computer Science or equivalent from a HEC recognized University / Institute. • **Experience:** At least 5 years of post qualification experience in GIS solutions and applications, and experience in GIS-related projects.
6.	Android Developer	• **Education:** Minimum16 years of education in IT/ Computer Science. • **Experience**: At least 5 years post qualification experience in the relevant field.
7.	System Architect	• **Education:** Minimum16 years of education in IT/ Computer Science. • **Experience**: At least 5 years post qualification experience in the relevant field.

8.	Web Designer	**Education:** Minimum16 years of education in IT/ Computer Science. **Experience**: At least 5 years post qualification experience in the relevant field.
9.	Database Developer/Administrator	**Education:** Minimum16 years of education in IT/ Computer Science/ Data Science. **Experience**: At least 5 years post qualification experience in the relevant field.
10.	DevOps Engineer	**Education:** Minimum16 years of education in IT/ Computer Science. **Experience**: At least 5 years post qualification experience in the relevant field.
11.	QA/Test Automation Engineer	**Education:** Minimum16 years of education in IT/ Computer Science. **Experience**: At least 5 years post qualification experience in the relevant field.
12.	Data Scientist	**Education:** Minimum16 years of education in IT/ Computer Science. **Experience**: At least 5 years post qualification experience in the relevant field.
13.	Security Specialist	**Education:** 16 years in IT, Cybersecurity, or related field. **Experience**: At least 5 years post qualification experience in the relevant field.
14.	Penetration Tester	**Education:** Minimum16 years of education in IT/ Computer Science. **Experience**: At least 5 years post qualification experience in the relevant field.
15.	Data Entry Operator	**Education:** Minimum16 years of education. **Experience**: At least 3 years post qualification experience in the relevant field.
16.	Graphic Designer / UI/UX	**Education:** Minimum16 years of education in IT/ Computer Science. **Experience**: At least 5 years post qualification experience in the relevant field.
17.	System Auditor	**Education:** Minimum16 years of education in IT/ Computer Science.

		• **Experience**: At least 5 years post qualification experience in the relevant field.
18.	Business Analyst	• **Education:** Minimum16 years of education in IT/ Computer Science. • **Experience**: At least 5 years post qualification experience in the relevant field.
19.	Technical Writer	• **Education:** Minimum16 years of education in IT/ Computer Science. • **Experience**: At least 5 years post qualification experience in the relevant field.
20.	Scanner Operator	• **Education:** Minimum16 years of education. • **Experience**: At least 2 years post qualification experience in the relevant field.
21.	IT Assistant	• **Education:** Minimum16 years of education in IT/ Computer Science. • **Experience**: At least 5 years post qualification experience in the relevant field.
22.	Network Security Engineer	• **Education:** Minimum16 years of education in IT/ Computer Science. • **Experience**: At least 5 years post qualification experience in the relevant field.
23.	Surveyor	• **Education:** 12 years of education or above.
24.	Revenue Officer	• **Education:** Minimum qualification FA/Intermediate, must complete the Patwar Course. • **Experience:** At least eight (08) years of experience in revenue work in the field.

Front-End Developer:

A front-end developer should possess a diverse set of skills that cover various aspects of user interface development, responsiveness, and performance optimization. Here's an overview of key skills typically required for front-end development:

1. Core Technologies

- **HTML5**: Proficiency in creating structured, semantic mark-up.
- **CSS3**: Ability to style and layout websites using modern techniques such as Flexbox, Grid, and responsive design.
- **JavaScript (ES6+)**: Strong understanding of vanilla JavaScript for interactive and dynamic content.
- **TypeScript**: Knowledge of TypeScript for typed JavaScript development.

2. Front-End Frameworks and Libraries

- **React.js**: A popular library for building user interfaces, especially single-page applications (SPA).
- **Vue.js / Angular**: Familiarity with at least one alternative front-end framework.
- **Next.js / Nuxt.js**: Experience with server-side rendering (SSR) frameworks for optimized performance.

3. CSS Frameworks and Pre-processors

- **Sass/SCSS or LESS**: Proficiency in CSS pre-processors for more maintainable styling.
- **Bootstrap / Tailwind CSS**: Knowledge of CSS frameworks for faster design implementation.

4. Version Control

- **Git**: Experience with Git version control and platforms like GitHub, GitLab, or Bitbucket.

5. Responsive and Adaptive Design

- **Media Queries**: Knowledge of responsive design principles for cross-device compatibility.
- **Mobile-First Development**: Understanding of how to design for mobile screens first.

6. APIs and Asynchronous JavaScript

- **REST APIs**: Experience in consuming APIs using fetch, Axios, or similar.
- **GraphQL**: Knowledge of querying APIs using GraphQL.
- **AJAX**: Understanding of asynchronous operations for data fetching.

7. Cross-Browser Compatibility

- **Browser Developer Tools**: Expertise in debugging and testing across different browsers (Chrome, Firefox, Edge).
- **Polyfills**: Understanding of how to use polyfills for backward compatibility (Optional).

8. Performance Optimization

- **Lighthouse Audits**: Knowledge of optimizing web performance metrics like page load time, image optimization, and lazy loading.
- **Code Splitting**: Techniques for splitting JavaScript bundles for faster load times.

9. UI/UX Principles

- **Figma / Sketch / Adobe XD**: Basic understanding of design tools to collaborate with designers.
- **Accessibility (WCAG)**: Knowledge of web accessibility standards and best practices.

10. Soft Skills

- **Problem-Solving**: Strong analytical and problem-solving skills.
- **Collaboration**: Ability to work in agile development environments and collaborate with designers, back-end developers, and product managers.
- **Communication**: Effective communication skills for explaining ideas and problems.

Extra Skills (Optional, but Valuable)

- **Progressive Web Apps (PWAs)**: Knowledge of building installable, offline-capable web apps.
- **Web-Assembly**: Familiarity with optimizing performance through Web-Assembly.
- **SEO (Search Engine Optimization)**: Understanding of basic SEO principles for front-end development.

Minimum requirements:

- **Education:** Minimum16 years of education in IT/ Computer Science.
- **Experience:** At least 5 years post qualification experience in the relevant field.

Back-End Developer:

A back-end developer works on the server-side logic, databases, and APIs to build the behind-the-scenes functionality that powers web and mobile applications. Here's a breakdown of key skills typically required for back-end development:

1. Programming Languages

- **C#/.NET**: For building enterprise applications, especially on the Microsoft stack.
- **JavaScript/Node.js**: Popular for server-side development using frameworks like Express.js.
- **Python**: Widely used with frameworks like Django, Flask, or Fast API.
- **Java**: A common choice for enterprise applications with frameworks like Spring Boot.
- **PHP**: Popular for web development with frameworks like Laravel or Symfony.

2. Web Frameworks

- **ASP.NET Core**: For building web applications with C# on .NET.
- **Express.js**: For Node.js-based server applications.
- **Django / Flask**: Python-based frameworks for rapid development and clean architecture.
- **Spring Boot**: Java-based framework for building robust and scalable APIs.
- **Laravel / Symfony**: PHP frameworks for fast and efficient web development.

3. Database Management

- **SQL Databases**: Knowledge of relational databases like MySQL, PostgreSQL, SQL Server, or Oracle.
- **NoSQL Databases**: Familiarity with databases like MongoDB, Cassandra, or Redis for non-relational data storage.
- **ORM (Object-Relational Mapping)**: Experience with ORMs like Sequelize, SQL-Alchemy, Hibernate, or Entity Framework.

4. API Design and Development

- **RESTful APIs**: Experience in designing and building REST APIs for client-server communication.
- **GraphQL**: Knowledge of querying data using GraphQL for flexible client-side querying.
- **gRPC**: Understanding of this high-performance RPC framework for microservices.
- **Authentication and Authorization**: Knowledge of token-based authentication (JWT, OAuth, etc.).

5. Version Control

- **Git**: Experience with Git and platforms like GitHub, GitLab, or Bitbucket for version control and collaboration.

6. Database Management and Optimization

- **Database Design**: Ability to design efficient, normalized database schemas.
- **Query Optimization**: Knowledge of optimizing SQL queries and indexing for performance.
- **Database Migrations**: Experience managing database schema changes through tools like Flyway, Liquibase, or built-in migrations (Django, Laravel).

7. Server and Hosting

- **Linux/Unix**: Strong understanding of Linux-based systems for server management and configuration.
- **Nginx / Apache**: Experience with web servers like Nginx and Apache for serving applications.
- **Containerization**: Familiarity with Docker for creating containerized applications.
- **Cloud Platforms**: Experience with AWS, Google Cloud, or Azure for deploying and scaling applications.
- **Serverless Architecture**: Knowledge of serverless platforms like AWS Lambda, Google Cloud Functions, or Azure Functions.

8. Data Structures and Algorithms (Optional)

- **Algorithms**: Understanding of common algorithms for problem-solving (sorting, searching, etc.).
- **Data Structures**: Proficiency with structures like arrays, linked lists, stacks, queues, and hash maps.

9. Security Best Practices

- **Encryption**: Knowledge of securing data at rest and in transit using encryption standards.
- **OWASP Top 10**: Familiarity with the top security risks and how to mitigate them (e.g., SQL injection, XSS, CSRF).
- **Authentication/Authorization**: Implementing secure user authentication and access controls (OAuth, JWT).
- **SSL/TLS**: Understanding of HTTPS and certificate management.

10. Testing and Debugging

- **Unit Testing**: Proficiency in writing unit tests for back-end code using frameworks like JUnit (Java), PyTest (Python), or Mocha (Node.js).
- **Integration Testing**: Experience with testing APIs and services for end-to-end functionality.
- **Debugging**: Strong debugging skills to troubleshoot and resolve issues.

11. Performance Optimization

- **Caching**: Knowledge of caching mechanisms (Redis, Memcached) to optimize data access and reduce load.
- **Load Balancing**: Experience in distributing traffic across servers using load balancers.
- **Scaling**: Understanding how to scale applications horizontally and vertically (auto-scaling, database replication).

12. DevOps and CI/CD

- **CI/CD Pipelines**: Experience with continuous integration/continuous deployment pipelines (Jenkins, CircleCI, GitLab CI).
- **Infrastructure as Code**: Knowledge of using tools like Terraform, Ansible, or CloudFormation for infrastructure automation.
- **Monitoring and Logging**: Familiarity with monitoring tools like Prometheus, Grafana, or ELK stack (Elasticsearch, Logstash, Kibana).

13. Microservices and Distributed Systems

- **Microservices Architecture**: Understanding of designing and building applications as microservices for scalability and maintainability.
- **Message Brokers**: Familiarity with messaging systems like RabbitMQ, Kafka, or AWS SQS for event-driven architecture.

14. Soft Skills

- **Problem-Solving**: Strong analytical thinking and ability to solve complex problems.
- **Collaboration**: Ability to work closely with front-end developers, DevOps teams, and other stakeholders.
- **Communication**: Clear communication for explaining technical concepts to non-technical team members.

15. Minimum requirements:

- **Education:** Minimum16 years of education in IT/ Computer Science.
- **Experience:** At least 5 years post qualification experience in the relevant field.

Full-Stack Developer:

A full stack developer combines the skills of both front-end and back-end developers, creating complete, end-to-end web applications that encompass client-side and server-side functionality. Here's a comprehensive overview of the skills a full stack developer should ideally possess:

1. Front-End Development

- **HTML5 & CSS3**: Proficiency in HTML5 for semantic structure and CSS3 for styling.
- **JavaScript (ES6+)**: Strong grasp of modern JavaScript syntax and features.
- **Responsive Design**: Ability to create responsive designs that work across devices using media queries, Flexbox, and CSS Grid.
- **Front-End Frameworks**: Familiarity with popular front-end frameworks like React.js, Angular, or Vue.js for building interactive and dynamic interfaces.
- **CSS Pre-processors**: Knowledge of Sass or LESS for more organized and maintainable styling.
- **UI Libraries**: Experience with libraries and frameworks like Bootstrap or Tailwind CSS for quicker styling and layout.

2. Back-End Development

- **Server-Side Languages**: Proficiency in at least one server-side language, such as Node.js, Python, Java, Ruby, PHP, or C#.
- **Back-End Frameworks**: Knowledge of back-end frameworks like Express (Node.js), Django (Python), Spring Boot (Java), Ruby on Rails, or ASP.NET for efficient API and server development.
- **RESTful and GraphQL APIs**: Experience designing and consuming RESTful APIs and familiarity with GraphQL for flexible data querying.
- **Authentication and Authorization**: Implementation of secure authentication and authorization using JWT, OAuth, or session management.

3. Database Management

- **SQL Databases**: Proficiency in SQL databases like MySQL, PostgreSQL, or SQL Server for handling relational data.
- **NoSQL Databases**: Experience with NoSQL databases like MongoDB or Cassandra for non-relational data storage.
- **Database Design**: Knowledge of designing normalized and efficient database schemas.
- **ORM (Object-Relational Mapping)**: Familiarity with ORM tools like Sequelize (Node.js), SQL-Alchemy (Python), or Entity Framework (C#) to simplify data management.

4. DevOps and Deployment

- **Version Control**: Strong command of Git and platforms like GitHub, GitLab, or Bitbucket.
- **CI/CD Pipelines**: Experience setting up and using CI/CD pipelines (Jenkins, GitHub Actions, or CircleCI) for continuous integration and deployment.
- **Containerization**: Knowledge of Docker for packaging applications into containers.

- **Cloud Services**: Familiarity with cloud providers (AWS, Google Cloud, Azure) and services like EC2, S3, or Firebase for hosting, storage, and serverless functions.
- **Infrastructure as Code**: Basic knowledge of infrastructure automation tools like Terraform or Ansible.

5. Web Servers and Networking

- **HTTP/HTTPS Protocols**: Understanding of the HTTP protocol, headers, cookies, and sessions for effective API and client-server communication.
- **Web Servers**: Familiarity with configuring web servers like Nginx and Apache.
- **Load Balancing and Scaling**: Basic knowledge of load balancing, server clustering, and scaling techniques.

6. Cross-Disciplinary Skills (Optional)

- **Data Structures and Algorithms**: Understanding of fundamental data structures (arrays, stacks, queues, linked lists) and algorithms for problem-solving.
- **Design Patterns**: Knowledge of common design patterns like MVC, Singleton, and Factory, particularly useful in both front-end and back-end code organization.

7. Security Best Practices

- **Data Security**: Understanding of data encryption, securing APIs, and handling sensitive information.
- **OWASP Top 10**: Familiarity with web application security risks and how to prevent them (e.g., SQL injection, XSS).
- **Authentication/Authorization**: Strong understanding of secure user authentication, access control, and permission management.

8. Performance Optimization

- **Caching**: Experience with caching mechanisms (Redis, Memcached) to reduce load and improve response times.
- **Code Optimization**: Knowledge of optimizing front-end assets, code splitting, and bundling for faster page loads.
- **Database Optimization**: Ability to optimize queries, use indexes, and manage large datasets efficiently.

9. UI/UX Principles

- **Basic Design Understanding**: Familiarity with UI/UX concepts like layout, color theory, and typography to create visually appealing interfaces.
- **Prototyping Tools**: Basic understanding of tools like Figma, Sketch, or Adobe XD to collaborate with designers.
- **Web Accessibility**: Knowledge of web accessibility standards (WCAG) for creating inclusive user experiences.

10. Soft Skills

- **Problem-Solving**: Ability to identify and resolve issues across both front-end and back-end layers.
- **Collaboration and Communication**: Skills to work in cross-functional teams and explain technical issues effectively.
- **Adaptability**: Willingness to learn and adapt to new tools, technologies, and best practices.

Extra Skills (Optional, but Valuable)

- **Microservices Architecture**: Understanding of building applications as microservices for better scalability and maintainability.
- **Serverless Architectures**: Familiarity with serverless platforms like AWS Lambda or Azure Functions.
- **Progressive Web Apps (PWAs)**: Knowledge of building PWAs for offline-capable, installable web applications.
- **Unit Testing**: Ability to write unit tests using frameworks like Jest (JavaScript), PyTest (Python), or JUnit (Java).
- **Integration Testing**: Experience testing server-client interactions, typically with Postman, Newman, or Swagger.
- **End-to-End Testing**: Familiarity with tools like Cypress or Selenium for end-to-end user journey testing.
- **Debugging Tools**: Proficiency with browser Dev-Tools, error logging, and debugging practices.
- **Blockchain Fundamentals**: Knowledge of integrating blockchain technology, if applicable.

Minimum requirements:

- **Education:** Minimum16 years of education in IT/ Computer Science.
- **Experience:** At least 5 years post qualification experience in the relevant field.

GIS Developer:

A GIS (Geographic Information System) developer combines skills in geography, data science, and software development to create applications and tools that analyse, visualize, and manage spatial data. Here's a breakdown of essential skills required for a GIS developer:

1. GIS Fundamentals

- **Geospatial Data Types**: Understanding of raster (grids) and vector (points, lines, polygons) data structures.
- **Spatial Analysis**: Skills in spatial analysis methods, including buffering, overlay, proximity analysis, and geocoding.
- **Map Projections and Coordinate Systems**: Knowledge of various coordinate systems and projections (WGS 84, UTM) for accurate spatial data handling.

2. Programming Languages

- **Python**: The primary language for GIS development due to its extensive libraries (e.g., geopandas, shapely, Pyproj, ArcPy for ESRI software).
- **JavaScript**: For building interactive web maps, especially with libraries like Leaflet.js, Mapbox GL JS, and the ESRI JavaScript API.
- **SQL**: For querying spatial databases like PostGIS, and performing geospatial queries and operations.

3. GIS Software and Tools

- **ESRI ArcGIS Suite**: Proficiency with ArcGIS Desktop, ArcGIS Pro, and ArcGIS Online for creating, analysing, and publishing GIS data.
- **QGIS**: Knowledge of QGIS, an open-source alternative to ArcGIS, which is widely used in the GIS community.
- **Google Earth Engine**: Familiarity with Google Earth Engine for large-scale geospatial processing and analysis, especially for remote sensing.

4. Web GIS Development

- **Web Mapping Libraries**: Experience with libraries such as Leaflet, Mapbox GL JS, OpenLayers, and the ESRI JavaScript API for creating interactive web maps.
- **Frontend Frameworks**: Knowledge of front-end frameworks like React, Vue, or Angular for building dynamic user interfaces.
- **REST APIs**: Proficiency in working with RESTful APIs, including ArcGIS REST API and OGC standards (e.g., WMS, WFS, WMTS) for data access and manipulation.
- **Web Design**: Basic understanding of HTML, CSS, and responsive design principles to build accessible and visually appealing map interfaces.

5. Spatial Databases

- **PostGIS**: Proficiency in PostGIS (an extension of PostgreSQL) for managing spatial data and running complex geospatial queries.
- **Geospatial Databases**: Experience with other spatial databases like SQL Server with spatial extensions, MySQL Spatial, or Oracle Spatial.
- **NoSQL Databases (Optional)**: Familiarity with NoSQL databases that support geospatial indexing, like MongoDB or Elasticsearch, for specific use cases.

6. GIS Server Management

- **ArcGIS Server / GeoServer**: Experience with GIS server software like ArcGIS Server or open-source GeoServer for serving spatial data and maps.
- **Map Tile Services**: Understanding of tile caching and map tile services (e.g., XYZ tiles, WMTS) for efficient web map rendering.
- **OGC Standards**: Familiarity with Open Geospatial Consortium (OGC) standards, such as WMS (Web Map Service), WFS (Web Feature Service), and WCS (Web Coverage Service), for interoperable GIS data services.

7. Data Processing and ETL

- **Data Cleaning and Transformation**: Skills in cleaning, transforming, and joining spatial datasets from various sources.
- **ETL Tools**: Knowledge of ETL tools like FME (Feature Manipulation Engine) for automating data import/export and processing.
- **Geospatial Data Formats**: Proficiency in handling different geospatial formats like Shapefiles, GeoJSON, KML, CSV, and GeoTIFF.

8. Automation and Scripting

- **Python Scripting with ArcPy**: For automating workflows and data processing tasks within the ArcGIS ecosystem.
- **GDAL/OGR**: Familiarity with GDAL (Geospatial Data Abstraction Library) and OGR for handling spatial data and performing tasks like reprojection, data conversion, and raster operations.
- **Batch Processing**: Knowledge of batch processing techniques to automate repetitive tasks on large datasets.

9. Soft Skills

- **Problem-Solving**: Ability to analyze spatial problems and apply GIS tools and techniques to solve them.
- **Communication**: Strong communication skills for working with stakeholders to define GIS requirements and explain technical findings.
- **Collaboration**: Effective teamwork skills for working in interdisciplinary teams, often with cartographers, urban planners, data scientists, and software developers.

Extra Skills (Optional, but Valuable)

- **3D GIS**: Experience with 3D GIS data and visualization, such as ESRI's 3D Analyst, Mapbox GL for 3D maps, or Cesium for virtual globes.
- **Augmented Reality (AR) and Virtual Reality (VR)**: Knowledge of AR/VR for applications like interactive maps or virtual tours.
- **Real-Time Data Processing**: Familiarity with tools like Apache Kafka or AWS Kinesis for handling real-time data streams.
- **Remote Sensing**: Knowledge of satellite and aerial imagery analysis techniques, such as image classification and change detection, using libraries like rasterio or software like ENVI/ERDAS.

Minimum requirements:

- **Education:** Minimum16 years of education in IT/ Computer Science/ GIS /Remote Sensing / Geomatics / Space Sciences / Computer Science or equivalent from a HEC recognized University / Institute.
- **Experience:** At least 5 years post qualification experience in the relevant field.

GIS Manager:

A GIS (Geographic Information System) developer combines skills in geography, data science, and software development to create applications and tools that analyse, visualize, and manage spatial data. Here's a breakdown of essential skills required for a GIS developer:

1. GIS Fundamentals

- **Geospatial Data Types**: Understanding of raster (grids) and vector (points, lines, polygons) data structures.
- **Spatial Analysis**: Skills in spatial analysis methods, including buffering, overlay, proximity analysis, and geocoding.
- **Map Projections and Coordinate Systems**: Knowledge of various coordinate systems and projections (WGS 84, UTM) for accurate spatial data handling.

2. GIS Software and Tools

- **ESRI ArcGIS Suite**: Proficiency with ArcGIS Desktop, ArcGIS Pro, and ArcGIS Online for creating, analysing, and publishing GIS data.
- **QGIS**: Knowledge of QGIS, an open-source alternative to ArcGIS, which is widely used in the GIS community.
- **Google Earth Engine**: Familiarity with Google Earth Engine for large-scale geospatial processing and analysis, especially for remote sensing.

3. Web GIS Development

- **Web Mapping Libraries**: Experience with libraries such as Leaflet, Mapbox GL JS, OpenLayers, and the ESRI JavaScript API for creating interactive web maps.
- **Frontend Frameworks**: Knowledge of front-end frameworks like React, Vue, or Angular for building dynamic user interfaces.
- **REST APIs**: Proficiency in working with RESTful APIs, including ArcGIS REST API and OGC standards (e.g., WMS, WFS, WMTS) for data access and manipulation.
- **Web Design**: Basic understanding of HTML, CSS, and responsive design principles to build accessible and visually appealing map interfaces.

4. Spatial Databases

- **PostGIS**: Proficiency in PostGIS (an extension of PostgreSQL) for managing spatial data and running complex geospatial queries.
- **Geospatial Databases**: Experience with other spatial databases like SQL Server with spatial extensions, MySQL Spatial, or Oracle Spatial.
- **NoSQL Databases (Optional)**: Familiarity with NoSQL databases that support geospatial indexing, like MongoDB or Elasticsearch, for specific use cases.

5. GIS Server Management

- **ArcGIS Server / GeoServer**: Experience with GIS server software like ArcGIS Server or open-source GeoServer for serving spatial data and maps.
- **Map Tile Services**: Understanding of tile caching and map tile services (e.g., XYZ tiles, WMTS) for efficient web map rendering.

- **OGC Standards**: Familiarity with Open Geospatial Consortium (OGC) standards, such as WMS (Web Map Service), WFS (Web Feature Service), and WCS (Web Coverage Service), for interoperable GIS data services.

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Extra Skills (Optional, but Valuable)

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- **Remote Sensing**: Knowledge of satellite and aerial imagery analysis techniques, such as image classification and change detection, using libraries like rasterio or software like ENVI/ERDAS.

Minimum requirements:

- **Education:** Minimum16 years of education in GIS /Remote Sensing / Geomatics / Space Sciences / Computer Science or equivalent from a HEC recognized University / Institute.

- **Experience:** At least 5 years of post qualification experience in GIS solutions and applications, and experience in GIS-related projects.

Android Developer:

An Android Developer specializes in creating mobile applications for the Android platform, utilizing a blend of technical skills in software development, UI/UX design, and backend integration. Below is a breakdown of essential skills required for an Android Developer:

1. **Core Android Development Skills**
   - **Android SDK**: Deep understanding of the Android Software Development Kit (SDK) components, including layouts, views, and services.
   - **Activity and Fragment Lifecycle**: Proficiency in managing activities and fragments, and understanding the Android lifecycle to create reliable, optimized applications.
   - **Threading and Asynchronous Programming**: Knowledge of handling background tasks, using techniques such as AsyncTask, Loaders, Kotlin Coroutines, and RxJava to maintain app performance.
2. **Programming Languages**
   - **Kotlin**: Primary language for modern Android development, including a strong grasp of its features and idiomatic practices.
   - **Java**: Proficiency in Java, as it is widely used for Android development and important for understanding legacy code and libraries.
   - **XML**: Familiarity with XML for UI design and Android layout definitions.
3. **User Interface (UI) and User Experience (UX) Design**
   - **Material Design**: Knowledge of Material Design principles and guidelines to create visually consistent, intuitive Android apps.
   - **ConstraintLayout**: Proficiency in ConstraintLayout and other layout systems for designing responsive, adaptable UIs.
   - **Custom Views and Animations**: Ability to create custom views and add animations for a dynamic user experience.
4. **API and Backend Integration**
   - **RESTful APIs**: Experience with RESTful APIs to enable communication between the app and backend services.
   - **Retrofit/OkHttp**: Familiarity with Retrofit or OkHttp for managing network requests and handling HTTP operations.
   - **JSON Parsing**: Skills in parsing JSON data structures for data exchange with backend systems.
5. **Data Storage and Persistence**
   - **SQLite and Room Database**: Proficiency in SQLite and the Room persistence library for efficient local data storage.
   - **Shared Preferences**: Knowledge of using Shared Preferences for simple key-value data storage.
   - **Data Caching**: Techniques for caching data to improve app performance and provide offline functionality.
6. **Version Control and Collaboration**
   - **Git**: Proficiency with Git for version control, including branching, merging, and pull requests.
   - **Collaboration Tools**: Familiarity with collaboration tools like GitHub or Bitbucket for code management and review.

7. **Testing and Debugging**
   o **Unit Testing**: Knowledge of unit testing frameworks such as JUnit and Mockito for ensuring code reliability.
   o **UI Testing**: Experience with UI testing tools like Espresso or Robolectric to verify app interactions.
   o **Debugging Tools**: Familiarity with Android Studio debugging tools, including the debugger, logcat, and profiler.
8. **Performance Optimization**
   o **Memory and CPU Usage**: Understanding of efficient memory and CPU usage to prevent app crashes and ensure smooth operation.
   o **Network Optimization**: Skills in optimizing network requests and handling slow connections for an improved user experience.
   o **App Size Reduction**: Techniques like code shrinking (using ProGuard or R8) and resource optimization to minimize app size.
9. **Firebase and Cloud Integration**
   o **Firebase Authentication**: Setting up Firebase authentication for secure user access.
   o **Firebase Cloud Messaging (FCM)**: Experience with FCM for push notifications and real-time updates.
   o **Firebase Analytics**: Familiarity with Firebase Analytics to monitor app usage and performance.
10. **Continuous Integration/Continuous Deployment (CI/CD)**
    o **CI/CD Pipelines**: Knowledge of CI/CD tools such as Jenkins, GitHub Actions, or Bitrise for automating app builds and deployments.
    o **Automated Testing in CI/CD**: Integrating automated tests within CI/CD pipelines to ensure code stability and quality.
11. **Soft Skills**
    o **Problem-Solving**: Ability to troubleshoot and resolve issues related to Android app development and performance.
    o **Communication**: Strong communication skills for effective collaboration with team members, including designers, backend developers, and product managers.
    o **Collaboration**: Experience working in multidisciplinary teams, often with UX/UI designers, product owners, and QA testers.

Extra Skills (Optional, but Valuable)

- **Cross-Platform Development**: Experience with cross-platform tools like Flutter or React Native for projects that may require multi-platform support.
- **Augmented Reality (AR)**: Familiarity with ARCore for implementing augmented reality features.
- **Machine Learning**: Basic knowledge of TensorFlow Lite or ML Kit for on-device machine learning capabilities.
- **Wear OS Development**: Skills in creating Android apps for Wear OS for wearables and other Android-based smart devices.

Minimum requirements:

- **Education:** Minimum16 years of education in IT/ Computer Science.
- **Experience:** At least 5 years post qualification experience in the relevant field

System Architect:

A System Architect plays a critical role in designing and implementing high-level IT solutions that align with business goals and ensure efficient, scalable, and secure system performance. Combining expertise in infrastructure, software development, security, and project management, the System Architect is responsible for translating business requirements into technical solutions and leading the overall system design. Below are the essential skills required for a System Architect:

1. **System Design and Architecture**
   o **Architectural Patterns**: Proficiency in architectural design patterns (e.g., client-server, microservices, layered, event-driven) to craft adaptable and scalable solutions.
   o **Scalability and Performance**: Experience in designing systems for high availability, fault tolerance, and performance optimization.
   o **System Integration**: Skills in integrating heterogeneous systems, including legacy and third-party systems, ensuring seamless interoperability.
2. **Software Development and Engineering**
   o **Programming Languages**: Proficiency in one or more programming languages, such as Java, Python, or C#, for prototyping and understanding the technical requirements of various components.
   o **API Design and Integration**: Expertise in RESTful and SOAP APIs for component interaction, data exchange, and system integration.
   o **Automation and Scripting**: Knowledge of scripting languages (e.g., Bash, PowerShell) for automating processes and managing deployments.
3. **Infrastructure and Cloud Management**
   o **Cloud Platforms**: Experience with major cloud providers such as AWS, Azure, or Google Cloud Platform for deploying scalable and resilient cloud-based solutions.
   o **Virtualization and Containerization**: Proficiency with Docker, Kubernetes, and virtual machines for isolated and portable deployment environments.
   o **Networking**: Strong understanding of network architecture, including VPNs, firewalls, load balancers, and subnetting to optimize connectivity and security.
4. **Database Management**
   o **Database Design**: Proficiency in both relational and NoSQL databases, such as MySQL, PostgreSQL, MongoDB, or Cassandra, for managing structured and unstructured data.
   o **Data Modeling**: Skills in creating data models that align with business requirements and optimize data access.
   o **Data Storage and Retrieval**: Knowledge of indexing, caching, and partitioning for high-performance data storage and retrieval.
5. **Security and Compliance**
   o **Security Standards**: Knowledge of security standards and practices (e.g., ISO 27001, SOC 2, GDPR) to ensure compliance and data protection.
   o **Threat Modeling and Mitigation**: Skills in threat modeling, vulnerability assessments, and risk analysis to identify and mitigate potential security risks.

- o **Encryption and Authentication**: Proficiency with encryption protocols, SSL/TLS, identity management, and authentication mechanisms (e.g., OAuth, SAML) to protect system data.

6. **Enterprise Architecture Frameworks**
   - o **TOGAF and Zachman Frameworks**: Familiarity with enterprise architecture frameworks such as TOGAF and Zachman for aligning IT systems with business strategies.
   - o **ITIL**: Understanding of ITIL best practices for managing IT services and ensuring system reliability and user satisfaction.
   - o **Modeling Languages**: Knowledge of UML and SysML for creating visual representations of system architecture and workflows.

7. **Project Management and Collaboration**
   - o **Project Planning**: Ability to scope, plan, and schedule system design projects, coordinating with stakeholders to align deliverables with organizational goals.
   - o **Agile and Scrum**: Familiarity with Agile methodologies, including Scrum and Kanban, to drive collaborative and iterative development processes.
   - o **Stakeholder Communication**: Strong communication skills to translate complex technical requirements to stakeholders and present architectural solutions effectively.

8. **Monitoring and Maintenance**
   - o **Performance Monitoring**: Skills in using monitoring tools such as Prometheus, Nagios, or CloudWatch to oversee system health and performance.
   - o **Log Management**: Experience with log management and analysis tools like ELK Stack or Splunk for tracking system activity and troubleshooting.
   - o **Incident Management**: Ability to develop incident response plans and perform root cause analysis to prevent future issues and minimize downtime.

9. **Soft Skills**
   - o **Problem-Solving**: Analytical thinking and troubleshooting skills to anticipate and address system challenges.
   - o **Adaptability**: Willingness to adapt to new technologies and methodologies to meet changing business needs.
   - o **Leadership**: Ability to lead cross-functional teams, mentor junior engineers, and drive projects to successful completion.

Extra Skills (Optional, but Valuable)

- **DevOps Practices**: Knowledge of CI/CD pipelines, infrastructure as code (IaC) tools like Terraform, and configuration management tools such as Ansible or Puppet for automated deployment and provisioning.
- **Machine Learning Integration**: Familiarity with machine learning tools and frameworks (e.g., TensorFlow, PyTorch) for projects involving AI-driven systems.
- **Business Intelligence (BI) Tools**: Experience with BI tools such as Tableau, Power BI, or Looker to integrate data analytics and reporting into systems.

Minimum requirements:

- **Education:** Minimum16 years of education in IT/ Computer Science.
- **Experience:** At least 5 years post qualification experience in the relevant field.

Web Designer:

A Web Designer combines creativity, technical skills, and an understanding of user experience to design and build visually compelling, user-friendly websites. They work closely with development teams to ensure designs are functional and aligned with business goals. Below are the essential skills required for a Web Designer:

1. **Web Design Fundamentals**
   o **UI/UX Design**: Knowledge of user interface (UI) and user experience (UX) principles to create visually appealing and intuitive layouts.
   o **Responsive Design**: Skills in designing responsive layouts that adapt seamlessly to various screen sizes and devices.
   o **Color Theory and Typography**: Understanding of color psychology, typography, and layout principles to establish brand consistency and readability.
2. **Design Tools and Software**
   o **Adobe Creative Suite**: Proficiency in Adobe XD, Photoshop, and Illustrator for wireframing, prototyping, and creating graphic elements.
   o **Figma/Sketch**: Familiarity with Figma or Sketch for collaborative and responsive web design, wireframing, and prototyping.
   o **Prototyping Tools**: Knowledge of prototyping tools like InVision or Marvel to test interactive mockups and share designs with stakeholders.
3. **Front-End Development Basics**
   o **HTML/CSS**: Proficiency in HTML5 and CSS3 to create and style web pages that align with design specifications.
   o **JavaScript (Basic)**: Basic understanding of JavaScript and its libraries (e.g., jQuery) to add interactivity and improve user experience.
   o **CSS Frameworks**: Familiarity with CSS frameworks like Bootstrap or Tailwind CSS to accelerate layout and design processes.
4. **Responsive and Adaptive Design**
   o **Media Queries**: Proficiency in media queries to ensure designs adapt smoothly across devices.
   o **Mobile-First Design**: Skills in designing from a mobile-first approach, optimizing user experience for smaller screens and scaling up.
   o **Grid Systems**: Knowledge of grid systems and flexible layouts for consistency and alignment across different sections of a webpage.
5. **User Experience (UX) Design**
   o **User Research and Personas**: Experience in conducting user research, creating personas, and understanding target audience needs.
   o **Information Architecture (IA)**: Ability to organize content and navigation in a way that enhances user experience and makes information easy to find.
   o **A/B Testing**: Familiarity with A/B testing to validate design choices and improve user engagement based on feedback.
6. **Graphic and Visual Design**
   o **Branding and Logo Design**: Skills in creating or adapting logos, icons, and brand elements to maintain consistency across the site.
   o **Visual Storytelling**: Proficiency in creating engaging visual content that guides users and conveys key messages effectively.
   o **Animation and Micro-interactions**: Experience with basic animations and micro-interactions to enhance user experience and make websites more dynamic.

7. **Content Management Systems (CMS)**
   o **WordPress**: Proficiency with WordPress, the most popular CMS, for designing and customizing sites, including themes and plugins.
   o **Other CMS Platforms**: Familiarity with other CMS platforms like Joomla, Drupal, or Shopify, depending on project requirements.
   o **Template Customization**: Skills in customizing templates and themes to align with design and brand guidelines.
8. **SEO and Web Performance**
   o **SEO Fundamentals**: Basic knowledge of on-page SEO, including meta tags, image optimization, and best practices for faster load times.
   o **Web Performance Optimization**: Experience with techniques such as image compression, lazy loading, and code minification to ensure fast, efficient websites.
   o **Analytics Integration**: Familiarity with integrating tools like Google Analytics to track website performance and user behavior.
9. **Project Management and Collaboration**
   o **Time Management**: Ability to manage multiple projects and deadlines, prioritizing tasks to meet client expectations.
   o **Client Communication**: Strong communication skills to gather requirements, present design concepts, and incorporate client feedback effectively.
   o **Collaboration Tools**: Experience with tools like Slack, Trello, or Asana to facilitate teamwork and maintain project timelines.
10. **Soft Skills**
   o **Creativity**: A keen eye for aesthetics and creativity in design that aligns with brand identity and goals.
   o **Attention to Detail**: Precision in design elements, ensuring that every aspect aligns with the overall visual concept.
   o **Adaptability**: Willingness to adapt to new design trends, tools, and feedback from stakeholders.

Extra Skills (Optional, but Valuable)

- **Motion Graphics**: Basic skills in animation or motion graphics using tools like After Effects to create engaging visual elements.
- **Advanced JavaScript**: Familiarity with advanced JavaScript libraries or frameworks (e.g., React, Vue) for more dynamic and complex web designs.
- **Accessibility Standards**: Knowledge of WCAG accessibility standards for creating websites accessible to users with disabilities.

Minimum requirements:

- **Education:** Minimum16 years of education in IT/ Computer Science.
- **Experience:** At least 5 years post qualification experience in the relevant field.

Database Developer/Administrator:

A Database Developer/Administrator (DBA) combines skills in database design, data management, and performance optimization to ensure the efficient operation, security, and scalability of an organization's databases. DB resources play a pivotal role in handling large volumes of data, optimizing queries, and maintaining data integrity across multiple systems. Below are essential skills and responsibilities for a Database Developer/Administrator:

1. **Database Design and Architecture**
   o **Data Modeling**: Proficiency in creating and maintaining logical, physical, and conceptual data models to align with business requirements.
   o **Normalization and Denormalization**: Knowledge of normalization techniques to reduce redundancy and improve efficiency and the ability to apply denormalization where necessary for performance gains.
   o **Schema Design**: Skills in designing and managing schemas that support application scalability, reliability, and security.
2. **Database Management Systems (DBMS)**
   o **Relational Databases**: Expertise in relational databases such as MySQL, PostgreSQL, SQL Server, and Oracle for handling structured data and relationships.
   o **NoSQL Databases**: Experience with NoSQL databases like MongoDB, Cassandra, and Redis for unstructured data or specialized use cases (e.g., high-volume reads, document storage).
   o **Cloud Databases**: Familiarity with cloud-based databases (e.g., Amazon RDS, Azure SQL Database, Google Cloud Spanner) for managing, deploying, and scaling cloud data solutions.
3. **SQL and Query Optimization**
   o **Advanced SQL**: Proficiency in writing complex SQL queries, including stored procedures, triggers, views, and functions.
   o **Query Optimization**: Skills in tuning queries for optimal performance by using indexes, analyzing execution plans, and reducing resource-intensive operations.
   o **Database Indexing**: Knowledge of indexing techniques and best practices to accelerate query performance and improve overall data retrieval speed.
4. **Performance Tuning and Optimization**
   o **Performance Monitoring**: Ability to monitor database performance using tools like SQL Profiler, Query Store, and Database Activity Monitor.
   o **Optimization Techniques**: Skills in memory allocation, indexing, partitioning, and load balancing to enhance performance.
   o **Backup and Recovery Planning**: Experience in developing and implementing backup strategies, including full, incremental, and differential backups to ensure data availability and resilience.
5. **Data Security and Compliance**
   o **Access Control and Permissions**: Proficiency in managing user roles, permissions, and access controls to safeguard sensitive data.
   o **Data Encryption**: Knowledge of data encryption protocols, both at rest and in transit, to protect data against unauthorized access.
   o **Regulatory Compliance**: Familiarity with compliance standards such as GDPR, HIPAA, and SOX for secure and compliant database management.
6. **Database Administration**

- o **Database Installation and Configuration**: Skills in installing, configuring, and upgrading databases, ensuring alignment with organizational requirements.
  - o **Capacity Planning**: Ability to forecast storage, processing, and memory needs based on data growth and usage trends.
  - o **Automated Maintenance**: Proficiency in automating routine maintenance tasks like index rebuilding, statistics updates, and backup jobs for efficiency.
7. **Data Integration and ETL (Extract, Transform, Load)**
  - o **ETL Processes**: Knowledge of ETL tools like Informatica, Talend, and Apache NiFi to move, transform, and load data between systems.
  - o **Data Cleaning and Transformation**: Skills in data transformation, cleaning, and validation to ensure accurate and consistent data across systems.
  - o **Data Warehousing**: Experience with data warehousing solutions (e.g., Amazon Redshift, Snowflake) for storing and analyzing large datasets.
8. **Data Backup and Disaster Recovery**
  - o **Backup Strategies**: Proficiency in developing backup strategies to ensure data protection, including scheduled backups and testing of backups.
  - o **Disaster Recovery Planning**: Skills in creating and implementing disaster recovery strategies to minimize downtime and data loss.
  - o **Replication and High Availability**: Knowledge of replication, mirroring, and clustering to ensure database availability and resilience in case of hardware failure.
9. **Database Scripting and Automation**
  - o **Scripting Languages**: Proficiency in scripting languages like PowerShell, Python, or Shell scripting to automate tasks and manage repetitive operations.
  - o **Automation Tools**: Familiarity with tools such as Jenkins, Ansible, or Puppet for automating database deployment, configuration, and monitoring.
  - o **Batch Processing**: Skills in batch processing for managing bulk data operations efficiently and consistently.
10. **Soft Skills**

- **Problem-Solving**: Strong analytical skills to troubleshoot issues, optimize queries, and resolve performance bottlenecks.
- **Attention to Detail**: Precision in managing and maintaining data, critical for ensuring data accuracy and integrity.
- **Collaboration**: Ability to work with development, operations, and analytics teams to align database solutions with business objectives.

Extra Skills (Optional, but Valuable)

- **Big Data Technologies**: Experience with Hadoop, Spark, or Hive for managing and analyzing large-scale data.
- **Machine Learning Integration**: Familiarity with machine learning libraries (e.g., TensorFlow, Scikit-learn) and their integration with databases for AI-driven applications.
- **Database Auditing**: Skills in database auditing to log access, changes, and usage patterns for security and compliance.
- **Data Visualization Tools**: Knowledge of data visualization tools like Power BI or Tableau to convert complex data sets into actionable insights.

Minimum requirements:

- **Education:** Minimum16 years of education in IT/ Computer Science/ Data Science.
- **Experience:** At least 5 years post qualification experience in the relevant field.

QA / Test Automation Engineer

Role Description:

Responsible for designing, developing, and executing automated and manual tests to ensure software quality and performance throughout the development lifecycle.

Typical Skills Required:

- Test Automation Tools (Selenium, Cypress, JUnit, TestNG)

- Manual Testing & Regression Testing

- Performance Testing (JMeter, LoadRunner)

- Bug Tracking Tools (JIRA, Bugzilla)

- Writing test cases and test scripts

- CI/CD pipeline integration for automated testing

- Basic programming skills (Java, Python, JavaScript)

Extra Skills:

- Knowledge of security testing

- Experience with API testing (Postman, SoapUI)

- Familiarity with Agile and Scrum methodologies

- Understanding of DevOps practices

Minimum Qualification & Experience:

- **Education:** Minimum 16 years of education in IT/ Computer Science.
- **Experience:** At least 5 years post qualification experience in the relevant field.

Data Scientist

Role Description:

Analyze and interpret complex data to help organizations make data-driven decisions by building models and visualizing insights.

Typical Skills Required:

- Programming (Python, R, SQL)

- Statistical Analysis and Machine Learning (scikit-learn, TensorFlow, PyTorch)

- Data Wrangling and Preprocessing

- Data Visualization (Tableau, Power BI, matplotlib)

- Big Data Tools (Hadoop, Spark)

- Strong mathematical and statistical knowledge

Extra Skills:

- Experience with cloud platforms (AWS, Azure, GCP)

- Natural Language Processing (NLP)

- Deep learning frameworks

- Business acumen and domain knowledge

Minimum Qualification & Experience:

- Education: 16 years in Computer Science, Statistics, Mathematics, or related field

- Experience: At least 5 years post-qualification experience in data science or analytics

Security Specialist

Role Description:

Protect organizational systems and data by implementing security policies, performing risk assessments, and managing vulnerability mitigation.

Typical Skills Required:

- Knowledge of security frameworks (ISO 27001, NIST, GDPR)

- Vulnerability scanning and management (Nessus, Qualys)

- Network security and firewall configuration

- Incident response and forensics

- Identity and access management (IAM)

Extra Skills:

- Security certifications (CISSP, CISA, CEH)

- Experience with cloud security

- Security awareness training

- Penetration testing basics

Minimum Qualification & Experience:

- Education: 16 years in IT, Cybersecurity, or related field

- Experience: At least 5 years post-qualification experience in security roles

Penetration Tester

Role Description:

Perform authorized simulated cyberattacks to identify vulnerabilities and provide recommendations to improve security posture.

Typical Skills Required:

- Proficiency with pentesting tools (Metasploit, Burp Suite, Nmap, Wireshark)

- Web application, network, and mobile penetration testing

- Exploit development and vulnerability analysis

- Reporting and communicating findings clearly

Extra Skills:

- Certifications like OSCP, CEH, CISSP

- Knowledge of scripting languages (Python, Bash)

- Familiarity with security compliance standards

Minimum Qualification & Experience:

- Education: 16 years in IT or Cybersecurity

- Experience: At least 5 years post-qualification experience in penetration testing or ethical hacking

Data Entry Operator

Role Description:

Accurately input, update, and maintain data in databases and systems, ensuring data integrity and confidentiality.

Typical Skills Required:

- Fast and accurate typing skills

- Proficiency in MS Excel, Google Sheets, and database software

- Attention to detail and accuracy

- Basic knowledge of data handling and filing

Extra Skills:

- Familiarity with data management systems

- Basic IT troubleshooting skills

- Ability to handle confidential information responsibly

Minimum Qualification & Experience:

- Education: 12-14 years of general education

- Experience: At least 2 years in data entry or administrative roles

Graphic Designer

Role Description:

Create visual content for digital and print media that communicates messages and enhances brand identity.

Typical Skills Required:

- Proficiency in Adobe Creative Suite (Photoshop, Illustrator, InDesign)

- UI/UX design principles

- Branding and typography skills

- Digital and print media design

Extra Skills:

- Experience with prototyping tools (Figma, Sketch)

- Motion graphics or video editing

- Understanding of web design basics (HTML/CSS)

Minimum Qualification & Experience:

- Education: 16 years in Graphic Design or related field

- Experience: At least 5 years post-qualification experience in graphic design

System Auditor

Role Description:

Conduct independent assessments of IT systems, processes, and controls to ensure compliance with policies and regulations.

Typical Skills Required:

- Knowledge of audit frameworks (ISO, COBIT, ITIL, SOX)

- Risk assessment and management

- Control evaluation and documentation

- Reporting and communication

Extra Skills:

- Audit management tools

- Familiarity with IT security and compliance standards

- Strong analytical and problem-solving skills

Minimum Qualification & Experience:

- Education: 16 years in IT, Accounting, or related field

- Experience: At least 5 years post-qualification experience in IT audit or compliance

Business Analyst

Role Description:

Act as a liaison between business stakeholders and technical teams to gather, analyze, and document requirements.

Typical Skills Required:

- Requirements elicitation and documentation
- Process modeling and workflow diagrams
- Stakeholder management and communication
- Use of tools like JIRA, Confluence, or MS Visio

Extra Skills:

- Agile and Scrum methodologies
- Data analysis and reporting
- Business process improvement

Minimum Qualification & Experience:

- Education: 16 years in Business, IT, or related field
- Experience: At least 5 years post-qualification experience in business analysis

Technical Writer

Role Description:

Develop clear and concise technical documentation to support users, developers, and other stakeholders.

Typical Skills Required:

- Writing and editing technical content
- Experience with documentation tools (Markdown, Confluence, MadCap Flare)
- Ability to simplify complex technical concepts
- Version control and document management

Extra Skills:

- Basic understanding of software development lifecycle
- Familiarity with APIs and software testing concepts
- Collaboration with cross-functional teams

Minimum Qualification & Experience:

- Education: 16 years in English, Communication, IT, or related field
- Experience: At least 5 years post-qualification experience in technical writing