#	Position	Level	Nos	Exp. Range (Years)	Indicative Annual remuneration (in Rs. Lakhs)
1	Project Manager(Ser)	Senior Consultant	1	8+	11.6+
2	Project Manager	Senior Consultant	1	7+	10+
3	IT Operation Manager	Senior Consultant	1	7+	10+
4	Software Architect	Senior Consultant	1	7+	10+
5	Senior Database Analyst	Senior Consultant	1	7+	10+
6	Senior Database Analyst	Senior Consultant	1	7+	10+
7	Business Analyst	Consultant	6	4+	6+
8	Database Analyst	Consultant	1	4+	6+
9	Software Developer - PHP	Consultant	3	4+	6+
10	System Administrator	Consultant	1	4+	6+
11	Software Developer - JAVA	Consultant	2	4+	6+
12	Software Developer - Android	Consultant	2	4+	6+
13	Security Analyst	Consultant	4	4+	6+
14	Business Analyst cum UAT Expert	Consultant	1	4+	6+
15	Application development Manager	Consultant	2	6+	8+
16	Sr. Software Developer (PHP-MySQL, .net, android)	Consultant	6	4+	6+

Sr No	Position / Designation (Level)	No. of positions	Educational Qualifications & Experience
1	Project Manager (Ser) (Senior Consultant)	1	BE / BTech / ME / MTech in Information Technology / Computer Science / Computer Science Engineering / Computer Applications or related discipline; OR Any Bachelors / Masters Degree / PG Diploma with relevant industry experience.

			• Minimum 8 years of total IT experience of which, at least 4 years must be in Team Leadership / Project Management roles using latest web technologies.
			• Proven hands-on expertise in below (essential) –
			   o Customer management and liasoning
			   o Requirements Analysis
			   o Management and execution of software and/or IT projects
			   o Process Re-engineering
			   o IT Operations Management
			   o Field Operations Management
			• Experience in projects involving mobile/cloud computing would be given preference.
			• Quality Management experience would be a plus.
			• Experience in software development for Government applications is desirable.
			• Knowledge of Agile Software Methods is desirable. Experience in executing projects using Agile Methods would a definite plus.

Roles and Responsibilities

- Take ownership of all client (departmental) requirements; ensure satisfactory delivery through effective communication with development and product IT systems teams.
- Provide guidance to both clients (end-users as well as project sponsors) in the areas of business process re-engineering and system requirements – helping them adapt to & adopt new ideas and technologies.
- Actively participate in project management reviews.
- Monitor the implementation of requirements by the development team through structured project activities as requested by the project manager.
- Monitor IT system business operations parameters and keep clients appraised with relevant analyses.
- Pro-actively look for opportunities for scope expansion of the engagement with the clients and work towards adding significant value to the engagement with them.
- Assist the departments in the implementation of different IT systems developed as part of business process improvements.

Sr No	Position / Designation (Level)	No. of positions	Educational Qualifications & Experience
2	Project Manager (Senior Consultant)	1	BE / BTech / ME / MTech in Information Technology / Computer Science / Computer Science Engineering / Computer Applications or related discipline; OR Any Bachelors / Masters Degree / PG Diploma with relevant industry experience.

			• Minimum 7 years of total IT experience of which, at least 4 years must be in Team Leadership / Project Management roles using latest web technologies.
			 • Proven hands-on expertise in below (essential) –
			    o Customer management and liasoning
			    o Requirements Analysis
			    o Management and execution of software and/or IT projects
			    o Process Re-engineering
			    o IT Operations Management
			    o Field Operations Management
			 • Experience in projects involving mobile/cloud computing would be given preference.
			 • Quality Management experience would be a plus.
			 • Experience in software development for Government applications is desirable.
			 • Knowledge of Agile Software Methods is desirable. Experience in executing projects using Agile Methods would a definite plus.

Roles and Responsibilities

- Take ownership of all client (departmental) requirements; ensure satisfactory delivery through effective communication with development and product IT systems teams.
- Provide guidance to both clients (end-users as well as project sponsors) in the areas of business process re-engineering and system requirements – helping them adapt to & adopt new ideas and technologies.
- Actively participate in project management reviews.
- Monitor the implementation of requirements by the development team through structured project activities as requested by the project manager.
- Monitor IT system business operations parameters and keep clients appraised with relevant analyses.
- Pro-actively look for opportunities for scope expansion of the engagement with the clients and work towards adding significant value to the engagement with them.
- Assist the departments in the implementation of different IT systems developed as part of business process improvements.

Sr No	Position / Designation (Level)	No. of positions	Educational Qualifications & Experience
3	Software Architect (Senior Consultant)	1	BE / BTech / ME / MTech in Information Technology / Computer Science / Computer Science Engineering / Computer Applications or related discipline; OR Any Bachelors / Masters Degree / PG Diploma with relevant industry experience / public contributions in Open Source (multiple contributions over a period of 3 years).
			• Minimum 7 years of total IT experience of which, at least 4 years must be in software design and architecture roles using latest web technologies. Project Management experience will be a plus. • Proven hands-on expertise in below (essential) – o Proven expertise in development using Open Source technologies, Web Applications, Databases, Service Oriented Architecture and related products. • Experience in projects involving mobile/cloud computing would be given preference. • Experience with PHP Frameworks and Application Servers will be an added advantage. • Knowledge of implementing and designing High Availability systems. • Exposure to NoSQL is desirable. • Experience in software development for Government applications is desirable.

Roles and Responsibilities

- Responsible for the software architecture and high-level design of the assigned project(s).
- Provide guidance to technical teams and project management on the selection, use and management of technologies, components and products suitable for the specific project – for use during development as well as corresponding deployment.
- Actively participate in technical reviews of projects – especially those pertaining (but not limited) to design and architecture.
- Monitor the implementation of technical design by the development team through structured project activities as requested by the project manager including troubleshooting.
- Assist technology migrations and integration of legacy applications.
- Conduct proactive product and technology research in emerging areas – to assess their suitability for current and upcoming projects.
- Prepare the project teams for early and smooth adoption of new technologies and products either through direct induction or training organized through vendors.

Sr No	Position / Designation (Level)	No. of positions	Educational Qualifications & Experience
4	IT Operations Manager (Senior Consultant)	1	BE / BTech / ME / MTech in Information Technology / Computer Science / Computer Science Engineering or related discipline; OR Any Bachelors / Masters Degree with suitable IT certifications.

			• Minimum 7 years of total system administration / network administration experience of which, at least 5 years must be with the latest web technology products; and 3 years (could overlap) must be in either Development Operations (DevOps) or Production Ops of a medium to large IT project in a Data Center environment.
			• Proven hands-on expertise in below (essential) –
			  o Proven expertise in installation and administration of products and components in Open Source Operating Systems (Linux Variants), Web Applications.
			  o Exposure to Virtualization.
			• Experience with EMS/NMS, Microsoft Products, PHP Frameworks and Application Servers will be an added advantage.
			• Exposure to cloud computing would be an advantage.
			• Understanding of SLAs and performance considerations of the overall environment.
			• Knowledge of High Availability and Business Continuity will be an added advantage.

Roles and Responsibilities

- Take ownership of the administration and management of IT assets of the assigned project(s).
- Do the capacity planning and provide projections based on the project's future vision.
- Provide the necessary level of service for infrastructure and IT operations management for the Development (in case of DevOps) and Production teams – including security administration.
- Install / configure / administer / tune / manage Application Servers, Data Base Servers and other packaged / application software components either on physical servers or create corresponding VM images as may be necessary.
- Provide development / operational environment support (including anti-virus) on end-point systems.
- Setup and support the development / integration environment for 3rd party development teams including the application software components.
- Manage the source code repositories.
- Monitor the systems and take necessary steps to ensure both peak availability and performance.
- Willingness to support 24*7 operations and work in different work timings.

Job Description	
Position / Designation	5Senior Security Analyst
Level / Rank	Senior Consultant
Requirements	
Educational Qualifications	Graduate from reputed institute with proven skills in Information Security. Certification equivalent to SSCP, CEH, CISM, OSCP Security Tube, Wi-Fi security expert is highly desired.
Experience	Minimum 7 Years of experience working with Information Security team.
Other	Should be open to learn new technologies and skills.
Roles & Responsibilities	
• Working with Information Security team of Haryana Government.	

Sr No	Position / Designation (Level)	No. of positions	Educational Qualifications & Experience
6	Senior Database Analyst (Senior Consultant)	1	BE / BTech / ME / MTech in Information Technology / Computer Science / Computer Science Engineering / Computer Applications or related discipline; OR Any Bachelors / Masters Degree / PG Diploma with relevant industry experience.

			• Minimum 7 years of total IT experience of which, at least 4 years should be as a lead designer / database analyst working on enterprise level production databases.
			• Proven hands-on expertise in below (essential) –
			   o Proven hands-on experience in database design and/or administration of MySQL database on Linux / Unix variants.
			   o Must have the ability to automate database management, data management, and administration activities through shell scripts / SQL scripts / other programs or tools.
			   o Sound knowledge and working experience in writing/tuning complex SQL queries/procedures.
			   o Experience in database clustering, replication technologies, performance tuning, backup and recovery tools, etc.
			• Expertise in other databases would be an added advantage.
			• Knowledge of implementing and designing High Availability systems.
			• Exposure to NoSQL is desirable.
			• Experience in working for Government applications is desirable.

Roles and Responsibilities

- Take ownership of production databases, database administration, performance tuning and forming backup strategies and methodolgies.
- Understand the data models and be able to build up on existing models to cater to evolving requirements including aspects such as sizing and impact analysis.
- Take charge of all data import / export / migration requirements related to production data / database operations including data transformations required when importing data from legacy databases.
- Develop as needed, data analysis queries / procedures, data import / export / migration and database monitoring / operations automation tools.
- Undertake timely database / query performance analysis and tuning; as well as suggest improvements for query performance to development teams.
- Take adequate database security measures including protection of PII and sensitive data.
- Willingness to support 24*7 operations and work in different work timings.

Sr No	Position / Designation (Level)	No. of positions	Educational Qualifications & Experience
7	Business Analyst (Consultant)	6	Bachelors / Masters degree in Information Technology / Computer Science / Computer Science Engineering / Computer Applications or related discipline; OR Any Bachelors / Masters Degree / PG Diploma with relevant industry certifications.
			- Minimum 4 years of total IT experience of which, at least 3 years must be in software requirements gathering and analysis with web based applications. - Proven hands-on expertise in below (essential) – - Use of established tools and methodologies for requirements gathering, management and analysis; as well as technology - enabled process re-engineering. - Customer management and laisoning. - Experience in writing SAD, BPE, FS documents etc. - Strong written and verbal communication skills. - Expertise in UML would be a plus. - Experience in software development would also be a plus. - Exposure to systems involving high data volumes is desirable. - Experience in working for Government applications is desirable.

Roles and Responsibilities

- Establish working relationships with client representatives (departmental end users as well as sponsors to facilitate requirements capture as well as process re-engineering).
- Capture requirements through all available methods, analyze, document and communicate them effectively to the software development team.
- Be fully familiar with all applicable laws, rules, regulations, standards, guidelines and practices related to the assigned business domain and use this knowledge to advice both the client as well as the Development Team.
- Actively look for opportunities for process improvements, suggest them at an early stage.
- Monitor the implementation of the requirements closely and provide timely clarifications and course-corrections, working back-to-back with the client representatives as needed.
- Take charge of any residual / User Acceptance Testing phase, act as the Users' agent if needed to ensure that the requirements are met and the software works as intended.

Sr No	Position / Designation (Level)	No. of positions	Educational Qualifications & Experience
8	Database Analyst (Consultant)	1	BE / BTech / ME / MTech in Information Technology / Computer Science / Computer Science Engineering / Computer Applications or related discipline; OR Any Bachelors / Masters Degree / PG Diploma with relevant industry experience.
			- Minimum 4 years of total IT experience of which, at least 2 years should as a database analyst working on production databases. - Proven hands-on expertise in below (essential) – - Proven hands-on experience in administration of MySQL database on Linux / Unix variants. - Must have the ability to automate database management, data management, and administration activities through shell scripts / SQL scripts / other programs or tools. - Sound knowledge and working experience in writing/tuning complex SQL queries/procedures. - Expertise in other databases would be an added advantage. - Experience in working for Government applications is desirable.

Roles and Responsibilities

- Take ownership of database management operational tasks.
- Understand the data models and be able to build up on existing models to cater to evolving requirements.
- Develop all data import / export / migration scripts related to production data / database operations including data transformations required when importing data from legacy databases.
- Develop as needed, data analysis queries / procedures, data import / export / migration and database monitoring / operations automation tools.
- Undertake timely database / query performance analysis and tuning..

Sr No	Position / Designation (Level)	No. of positions	Educational Qualifications & Experience
9	System Administrator (Consultant)	1	BE / BTech / ME / MTech in Information Technology / Computer Science / Computer Science Engineering or related discipline; OR Any Bachelors / Masters Degree with suitable IT certifications.
			• Minimum 4 years of total system administration / network administration experience of which, at least 3 years must be with the latest web technology products; and 2 years (could overlap) must be in either DevOps or Production Ops of a large IT project in a Data Center. • Proven hands-on expertise in below (essential) – o Proven expertise in installation and administration of products and components in Open Source Operating Systems, Web Applications, and Databases. o Exposure to Virtualization. • Experience with EMS/NMS, Microsoft Products, PHP Frameworks and Application Servers will be an added advantage.

Roles and Responsibilities

- Take ownership of the administration and management of IT assets of the assigned project(s).
- Provide the necessary level of service for infrastructure and IT operations management for the Development (in case of DevOps) and Production teams – including security administration.
- Install / configure / administer / tune / manage Application Servers, Data Base Servers and other packaged / application software components either on physical servers or create corresponding VM images as may be necessary.
- Provide development / operational environment support (including anti-virus) on end-point systems.
- Setup and support the development / integration environment for 3rd party development teams including the application software components.
- Manage the source code repositories.
- Monitor the systems and take necessary steps to ensure both peak availability and performance.

Sr No	Position / Designation (Level)	No. of positions	Educational Qualifications & Experience
10	Software Requirements Analyst cum Developer – JAVA/J2EE (Consultant)	2	BE / BTech / ME / MTech in Information Technology / Computer Science / Computer Science Engineering or related discipline; OR Any Bachelors / Masters Degree with suitable IT experience.

			• Minimum 4 years of total software development/maintenance experience in JAVA/J2EE technologies.
			• Proven hands-on expertise in below (essential) –
			  o Strong core JAVA concepts.
			  o Frameworks like Spring MVC, Hibernate, JPA etc
			  o Front-end technologies like mark-up in HTML/CSS/AJAX/JQuery/Java Script.
			  o Strong knowledge in writing complex SQL queries/procedures, familiarity with HQL.
			  o Debugging JAVA applications, fixing bugs and incorporating enhancements.
			  o Configuration management tools, build tools (ANT/MAVEN), and unit testing tools (jUnit).
			  o Experience in web services with Javascript/XML/JSON.
			• Good skills with CSS, Bootstrap, Responsive design is desired.
			• Exposure to NoSQL is desirable.

Roles and Responsibilities

- Understand business requirements and implement the same as per project schedule.
- Build the application and Unit test the same (automate as much as possible).
- Seek clarifications (if any) and suggest the technical implications of implementing any new change in the software.
- Log the efforts and keep the project tracking tools upto date with the exact status.

Sr No	Position / Designation (Level)	No. of positions	Educational Qualifications & Experience
11	Software Requirements Analyst cum Developer - PHP (Consultant)	3	BE / BTech / ME / MTech in Information Technology / Computer Science / Computer Science Engineering or related discipline; OR Any Bachelors / Masters Degree with suitable IT experience.

			• Minimum 4 years of total software development/maintenance experience.
			• Proven hands-on expertise in below (essential) –
			   o Expert level jQuery/AngularJS/ NodeJS knowledge is must
			   o Strong knowledge of PHP web frameworks Yii / Cakephp / Codeigniter / Laravel
			   o Knowledge of some CMS like Wordpress / Joomla
			   o Effective English Communication Skills
			   o Knowledge of Agile, Unit Testing Build deployment, Code Versioning
			   o Experience in web services with Javascript/XML/JSON
			   o Passion for best design and coding practices.
			• Good skills with CSS, Bootstrap, Responsive design is desired.
			• Exposure to NoSQL is desirable.

Roles and Responsibilities

- Understand business requirements and implement the same as per project schedule.
- Build the application and Unit test the same (automate as much as possible).
- Seek clarifications (if any) and suggest the technical implications of implementing any new change in the software.
- Log the efforts and keep the project tracking tools upto date with the exact status.

Sr No	Position / Designation (Level)	No. of positions	Educational Qualifications & Experience
12	Software Developer - Android (Consultant)	2	BE / BTech / ME / MTech in Information Technology / Computer Science / Computer Science Engineering or related discipline; OR Any Bachelors / Masters Degree with suitable IT experience.

			• Minimum 4 years of total software development/maintenance experience of which, minimum of 2 years should be in developing or maintaining Android applications.
			• Proven hands-on expertise in below (essential) –
			  o Candidate Should be able to design and build advanced applications on Android SDK
			  o Strong technical expertise on the Android device platform, exposure to custom UI development, framework APIs for GPS, camera, accelerometer, gestures, third party libraries etc.
			  o Should have a sound knowledge of SQLite
			• Good skills with CSS, Bootstrap, Responsive design is desired.

Roles and Responsibilities

- Understand business requirements and implement the same as per project schedule.
- Build the application and Unit test the same (automate as much as possible).
- Seek clarifications (if any) and suggest the technical implications of implementing any new change in the software.
- Log the efforts and keep the project tracking tools upto date with the exact status.

Job Description	
Position / Designation	13 Security Analyst
Level / Rank	Consultant
Requirements	
Educational Qualifications	Graduate from reputed institute with proven skills in Information Security. Certification equivalent to SSCP, CEH, CISM, OSCP Security Tube, Wi-fi security expert is highly desired.
Experience	Minimum 4 Years of experience working with Information Security team.
Other	Should be open to learn new technologies and skills.
Roles & Responsibilities	
• Working with Information Security team of Haryana Government.	

Sr No	Position / Designation (Level)	No. of positions	Educational Qualifications & Experience
14	Business Analyst cum UAT Expert (Consultant)	1	BE / BTech / ME / MTech in Information Technology / Computer Science / Computer Science Engineering or related discipline; OR Any Bachelors / Masters Degree with suitable IT experience.

			• Minimum 4 years of experience in manual/automated testing of web and mobile applications.
			• Proven hands-on expertise in below (essential) –
			  o Should have experience in web apps and mobile apps testing.
			  o Should be expert in complete functional testing and performance testing.
			  o Should have knowledge of complete QA Process and QA documentation.
			• Hands-on experience in selenium is highly desired.

Roles and Responsibilities

- Develop and execute test cases against new and/or modified software programs to verify that programs function according to user requirements and conform to established guidelines.
- Test and assure quality of Advanced Web / Mobile application using with/without Open Source testing tools.
- Perform manual/automated testing across applications. Perform regression testing in case of bug fixing and new releases.
- Meet deadlines and deliver bug free releases.
- Develop user manuals for the end users.

Sr No	Position / Designation (Level)	No. of positions	Educational Qualifications & Experience
15	Application development Manager	2	BE / BTech / ME / MTech in Information Technology / Computer Science / Computer Science Engineering or related discipline; OR Any Bachelors / Masters Degree with suitable IT experience.
			• Minimum 6 years of experience in manual/automated testing of web and mobile applications. .

Roles and Responsibilities

- Develop and execute test cases against new and/or modified software programs to verify that programs function according to user requirements and conform to established guidelines.
- Test and assure quality of Advanced Web / Mobile application using with/without Open Source testing tools.
- Perform manual/automated testing across applications. Perform regression testing in case of bug fixing and new releases.
- Meet deadlines and deliver bug free releases.
- Develop user manuals for the end users.

Sr No	Position / Designation (Level)	No. of positions	Educational Qualifications & Experience
16	Sr. Software Developer (PHP-MySQL, .net, android)	0	BE / BTech / ME / MTech in Information Technology / Computer Science / Computer Science Engineering or related discipline; OR Any Bachelors / Masters Degree with suitable IT experience.

			• Minimum 4 years of experience in manual/automated testing of web and mobile applications.
			• Proven hands-on expertise in below (essential) –
			  o Should have experience in web apps and mobile apps testing.
			  o Should be expert in complete functional testing and performance testing.
			  o Should have knowledge of complete QA Process and QA documentation.
			• Hands-on experience in selenium is highly desired.

Roles and Responsibilities

- Will be responsible for managing and supporting IT infrastructure initiatives
- Assist in preparation of Technical Specifications
- Possess high level of expertise in technologies, tools and platforms related to IT Infrastructure and its management
- Coordination with various entities/agencies including vendors and project partners
- Participate in Issue Resolution
- Support/facilitate technology and other technical matters including specific tasks and responsibilities as may be defined in the initiatives assigned, from time to time
- Managing all project specific resources
- Develop technical documents
- Provide technical deliverables
- Address matters related to performance/service levels, acceptance, etc.
- Manage procurement, recommend for payments
- Address techno-commercial issues as may be necessary