Based on the data migration requirements document, here’s a skills matrix for the roles mentioned in your table.

| **Role** | **Consultant Quantity** | **Years of Experience** | **Primary Skills** | **Secondary Skills** |
| --- | --- | --- | --- | --- |
| **Architect/PM** | 1 |  | Data Architecture, Migration Strategy, ETL Tools (Talend, Informatica, Azure Data Factory, AWS DMS, SAP BODS) | Python, Bash, SQL, Data Security, Compliance (ISO 27001, IT Act 2000) |
| **Senior Developer** | 1 |  | Data Transformation, ETL Pipeline Development, SQL Query Optimization | Python, Bash, Database Performance Tuning, Cloud Platforms (AWS, Azure) |
| **Developer** | 2 |  | Data Cleansing, Mapping, Pre/Post Load Validation, Automated Logging & Error Handling | Python, SQL, API Integration, Zoho CRM/DMS |
| **QA** | 1 |  | Data Validation, Migration Testing, Load Testing | Python, Automation Testing, Data Quality Reporting |