

## **IT roles description**

This document describes different IT roles including its responsibilities and skills.

### **Front-End Developer**

#### **Responsibilities**

- Develop new user-facing features
- Build reusable code and libraries for future use
- Ensure the technical feasibility of UI/UX designs
- Optimize application for maximum speed and scalability
- Assure that all user input is validated before submitting to back-end
- Collaborate with other team members and stakeholders
- {{Add other responsibilities that are relevant}}

#### **Skills And Qualifications**

- Proficient understanding of web markup, including HTML5, CSS3
- Basic understanding of server-side CSS pre-processing platforms, such as LESS and SASS
- Proficient understanding of client-side scripting and JavaScript frameworks, including jQuery
- Good understanding of AngularJS and ReactJS
- Good understanding of asynchronous request handling, partial page updates, and AJAX
- Basic knowledge of image authoring tools, to be able to crop, resize, or perform small adjustments on an image. Familiarity with tools such as Gimp or Photoshop is a plus.

### **Back-End Developer**

#### **Responsibilities**

- Build and maintain websites
- Write high-quality code
- Perform quality assurance (QA) testing
- Assess efficiency and speed
- Troubleshoot and debug
- Train and support

#### **Skills And Qualifications**

- Proficient in .NET and C# programming languages.
- Good understanding in Cloud computing, such as Azure Cloud, GCP and AWS.
- Proficient understanding of MySQL and MongoDB

## **Machine Learning Engineer**

### **Responsibilities**

- Understanding business objectives and developing models that help to achieve them, along with metrics to track their progress
- Managing available resources such as hardware, data, and personnel so that deadlines are met
- Analyzing the ML algorithms that could be used to solve a given problem and ranking them by their success probability
- Exploring and visualizing data to gain an understanding of it, then identifying differences in data distribution that could affect performance when deploying the model in the real world
- Verifying data quality, and/or ensuring it via data cleaning
- Supervising the data acquisition process if more data is needed
- Finding available datasets online that could be used for training
- Defining validation strategies
- Defining the preprocessing or feature engineering to be done on a given dataset
- Defining data augmentation pipelines
- Training models and tuning their hyperparameters
- Analyzing the errors of the model and designing strategies to overcome them
- Deploying models to production

### **Skills And Qualifications**

- Proficiency with a deep learning framework such as TensorFlow or Keras
- Proficiency with Python and basic libraries for machine learning such as scikit-learn and pandas
- Expertise in visualizing and manipulating big datasets
- Proficiency with OpenCV
- Familiarity with Linux
- Ability to select hardware to run an ML model with the required latency

## **IT recruiter**

### **Responsibilities**

- Liaise with clients to understand role requirements to source the most suitable candidates
- Write and post technical job descriptions on specialist IT job boards, social media and any other relevant channels
- Source, screen and compile a shortlist of qualified candidates for various technical roles
- Interview candidates combining various methods (e.g. structured interviews, technical assessments and behavioral questions)

- Build a candidate CRM to ensure a solid pipeline of qualified candidates - ensuring candidate data is kept updated
- Participate in tech conferences and meetups to network with IT professionals
- Keep up to date with new technological trends to form strategic conversations with clients on future hiring needs.

### **Skills And Qualifications**

- Proven work experience in recruitment - ideally as a Technical Recruiter
- Hands-on experience with various interview formats (e.g. Teams, Zoom, Google Hangouts)
- Technical expertise with an ability to understand and explain job requirements for IT roles
- Experience using LinkedIn Talent Solutions to source quality candidates
- Excellent verbal and written communication skills
- Strong tenacity and ability to build a solid network