

## **Who We Are – BroadAxis, Inc.**

BroadAxis, Inc. is a Texas-based, minority-owned IT services and consulting company with over six years of experience delivering innovative technology solutions. Headquartered in Plano, Texas, we serve a wide range of clients across industries including government, healthcare, finance, education, retail, and energy.

Our mission is to empower businesses by providing tailored, cutting-edge IT services that drive digital transformation, operational efficiency, and long-term growth. Whether it's modernizing legacy systems, building intelligent cloud infrastructures, or staffing specialized talent for mission-critical roles, BroadAxis is built to solve complex challenges.

We take pride in our client-centric approach, where every engagement is guided by a focus on quality, speed, transparency, and measurable results.

### **Key Highlights:**

- 6+ years of IT delivery excellence
- Certified Minority Business Enterprise (MBE) and GSA vendor
- Trusted partner for state agencies under the Texas DIR ITSAC contract
- Strong portfolio across public, private, and nonprofit sectors
- Known for delivering results in complex, regulated environments

### **Our Expertise**

At BroadAxis, Inc., we offer a comprehensive suite of IT services designed to help businesses modernize operations, enhance security, and adopt emerging technologies. Our team brings deep domain knowledge, technical skills, and delivery experience across the full IT services spectrum.

### **Key Areas of Expertise:**

1. Custom Software Development
  - End-to-end application development tailored to specific business needs
  - Includes requirements analysis, design, development, QA, deployment, and maintenance
2. Web and Mobile Application Development
  - Responsive websites and feature-rich mobile apps for iOS and Android
  - Seamless integration with APIs, CRMs, and legacy systems
3. IT Infrastructure Management
  - Network setup, server management, backup solutions, and security
  - End-to-end infrastructure design and ongoing support
4. Cloud Solutions
  - Cloud migration, architecture, and management (AWS, Azure, GCP)
  - Expertise in IaaS, PaaS, SaaS deployments and hybrid cloud environments
5. Digital Transformation
  - Business process optimization, data analytics, and digital strategy
  - Enhancing customer experience and operational efficiency
6. IT Security
  - Risk assessment, penetration testing, compliance readiness
  - Incident response planning and employee training
7. Artificial Intelligence
  - Custom AI/ML solutions for automation, analytics, and decision-making
  - Expertise in natural language processing (NLP), computer vision, and generative AI
8. IT Staffing and Professional Services
  - Contract staffing, staff augmentation, and full-time placements
  - Technical experts across cloud, data, cybersecurity, development, and more

9. IT Consulting Services
  - Strategic IT planning, project execution, and audit support
  - Helping organizations align technology with business outcomes

### **Custom Software Development**

At BroadAxis, we specialize in building tailored software solutions that solve specific business challenges. Our development process is agile, collaborative, and focused on delivering scalable and high-performing applications.

#### **Our Services Include:**

- **Requirement Analysis & Solution Design**  
We work closely with clients to gather business needs, define use cases, and design scalable architecture that aligns with organizational goals.
- **Full-Cycle Software Development**  
Using modern programming languages and frameworks (such as Java, .NET, Python, React, and Angular), we develop secure and efficient applications—whether web-based, desktop, or system-level.
- **Quality Assurance & Testing**  
We ensure robust quality through manual and automated testing methodologies to identify defects early and maintain performance standards.
- **Deployment & Maintenance**  
Our team manages application rollout, hosting (on-prem or cloud), and provides ongoing maintenance, support, and enhancements post-launch.

#### **Recent Successful Past Performance:**

- **Texas Department of Information Resources (DIR)** – Delivered customized software solutions under the DIR ITSAC framework, supporting public sector transformation.
- **American Petroleum Institute** – Developed internal tools and digital platforms supporting operational efficiency and data-driven decisions.

### **Web and Mobile Application Development**

BroadAxis delivers intuitive, responsive, and high-performing web and mobile applications that align with user expectations and business objectives. From startups to government agencies, we design digital experiences that are both functional and user-friendly.

#### **Our Services Include:**

- **Responsive Web Design & Development**  
Building modern, mobile-friendly websites that adapt seamlessly across all devices and screen sizes.
- **Mobile App Development (iOS & Android)**  
Developing native and cross-platform apps using technologies such as Swift, Kotlin, Flutter, and React Native.
- **System Integration**  
Ensuring smooth integration with CRMs, ERPs, APIs, payment gateways, and third-party services to create a connected digital ecosystem.
- **UX/UI Design**  
Crafting engaging user experiences with clean, accessible, and visually compelling interfaces—focused on ease of use and conversion optimization.

#### **Recent Successful Past Performance:**

- Texas Department of Information Resources (DIR) – Created responsive applications tailored for state-level digital services.
- American Petroleum Institute – Developed mobile-first solutions for internal teams and stakeholders.
- Texas Comptroller of Public Accounts (CPA) – Supported UI/UX and integration enhancements for government-facing applications.

## **IT Infrastructure Management**

BroadAxis provides end-to-end infrastructure services that keep your IT environment stable, secure, and scalable. We support both on-premise and hybrid cloud setups to ensure operational continuity and resilience.

### **Our Services Include:**

- **Network Design, Setup & Maintenance**  
Planning and implementing secure, high-performance network architectures tailored to organizational needs.
- **Server Installation & Management**  
Deploying and managing physical and virtual servers, ensuring optimal configuration, uptime, and performance.
- **Data Storage & Backup Solutions**  
Implementing secure data storage systems and automated backup solutions to ensure data integrity and quick recovery.
- **Security & Disaster Recovery Planning**  
Creating robust DR strategies, redundancy protocols, and incident response plans to minimize downtime and data loss in emergencies.

### **Recent Successful Past Performance:**

- American Petroleum Institute – Delivered secure infrastructure solutions to support scalable internal systems.
- COMCAST – Provided support for network upgrades and disaster recovery planning in high-demand environments.

## **Cloud Solutions**

At BroadAxis, we help organizations embrace the cloud with confidence—migrating legacy systems, optimizing cloud infrastructure, and enabling seamless integration with modern platforms. Our solutions are secure, scalable, and designed to support evolving business needs.

### **Our Services Include:**

- **Cloud Migration & Integration**  
Migrating applications, databases, and infrastructure to leading cloud platforms (AWS, Azure, GCP) with minimal disruption.
- **Infrastructure as a Service (IaaS)**  
Provisioning virtualized computing resources such as servers, storage, and networking to support enterprise workloads.
- **Platform as a Service (PaaS)**  
Delivering platforms and tools for developers to build, test, and deploy applications without managing underlying infrastructure.
- **Software as a Service (SaaS)**  
Deploying ready-to-use cloud-based software solutions tailored to business operations, analytics, and collaboration.

### **Recent Successful Past Performance:**

- American Diabetes Association – Led successful cloud migration and infrastructure optimization.
- American Petroleum Institute – Delivered integrated cloud solutions supporting data access, scalability, and business agility.

### **Digital Transformation**

BroadAxis helps organizations evolve by reimagining business processes, leveraging data, and enhancing customer experiences. We blend strategy, technology, and execution to accelerate digital maturity and create lasting impact.

### **Our Services Include:**

- **Business Process Optimization**  
Identifying inefficiencies, automating workflows, and aligning operations with strategic goals.
- **Digital Strategy Development & Implementation**  
Crafting actionable roadmaps for digital initiatives, including technology adoption, process modernization, and workforce enablement.
- **Data Analytics & Insights**  
Unlocking the power of data through visualization, advanced analytics, and reporting tools to drive smarter decision-making.
- **Customer Experience Enhancement**  
Designing seamless, intuitive digital touchpoints that improve engagement, retention, and satisfaction.

### **Recent Successful Past Performance:**

- American Petroleum Institute – Delivered workflow modernization and digital analytics initiatives.
- America 250 – Supported strategic transformation through digital planning and customer-facing enhancements.

### **IT Security**

At BroadAxis, we prioritize cybersecurity at every layer—helping organizations protect sensitive data, ensure compliance, and respond effectively to emerging threats. Our security experts build resilient environments that support business continuity and stakeholder trust.

### **Our Services Include:**

- **Vulnerability Assessment & Penetration Testing**  
Identifying security gaps through systematic testing of infrastructure, applications, and endpoints.
- **Security Risk Management & Compliance**  
Ensuring alignment with frameworks such as NIST, HIPAA, SOC 2, and state-specific regulatory mandates.
- **Incident Response & Management**  
Developing response playbooks, managing breaches, and restoring systems with minimal downtime.
- **Security Awareness Training & Policy Development**  
Educating users and building organization-wide security posture through tailored training and formal policy creation.

### **Recent Successful Past Performance:**

- Health & Human Services Commission (HHSC) – Delivered critical risk assessments and security controls for sensitive state data.
- America 250 – Supported security program development, user training, and compliance readiness.

### **Artificial Intelligence (AI)**

BroadAxis leverages artificial intelligence to unlock new levels of efficiency, automation, and strategic insight. Our AI offerings combine top-tier talent, technical capability, and real-world application to help organizations adopt AI responsibly and effectively.

#### **Our Services Include:**

- **Excellence in AI Delivery**  
Deploying advanced AI/ML/NLP solutions that drive automation, boost accuracy, and uncover hidden insights.
- **AI Guidance & Enablement**  
Providing expert-led training, strategic planning, and advisory support to help clients navigate the evolving AI landscape.
- **Strategic AI Implementation**  
Designing step-by-step roadmaps—from initial AI readiness assessments to proof-of-concept (PoC) deployments and scalable production rollouts.
- **Access to Elite AI Talent**  
Offering a highly skilled team of AI engineers, data scientists, and solution architects ready to build transformative solutions across industries.

#### **Recent Successful Past Performance:**

- **Internal Platform Development** – BroadAxis successfully built and deployed a proprietary AI/ML/NLP-driven talent acquisition engine, streamlining recruitment and improving operational efficiency through automation.

### **IT Consulting Services**

BroadAxis provides expert IT consulting to help organizations plan strategically, execute effectively, and scale securely. Whether advising on enterprise architecture or overseeing project delivery, our consultants align technology with business outcomes.

#### **Our Services Include:**

- **Technology Strategy & Planning**  
Guiding long-term IT roadmaps, digital transformation initiatives, and modernization efforts aligned with organizational goals.
- **IT Audit & Risk Assessment**  
Conducting in-depth evaluations of systems, security controls, compliance risks, and operational efficiency.
- **Project Management & Implementation Support**  
Providing hands-on leadership and PMO support to ensure projects are delivered on time, within scope, and on budget—using Agile, Waterfall, or hybrid models.

#### **Recent Successful Past Performance:**

- **American Petroleum Institute** – Consulted on enterprise system modernization and audit readiness.
- **America 250** – Delivered strategic technology planning and program management.
- **Texas Education Agency (TEA)** – Supported education-focused technology transformation.

- Austin Energy (AE) – Advised on project governance and infrastructure roadmap.
- Texas Workforce Commission (TWC) – Provided delivery and compliance oversight for workforce technology systems.

## Our Approach

At BroadAxis, our success begins with a deep understanding of each client's unique needs. We take a collaborative, outcome-driven approach to ensure every engagement delivers measurable value and long-term impact.

## How We Work:

- **Understand Your Business Goals**  
We begin by listening—gaining clarity on your objectives, challenges, and opportunities.
- **Build Tailored Solutions**  
Our solutions are never one-size-fits-all. We design strategies and systems aligned to your specific requirements.
- **Apply Industry Best Practices**  
Leveraging proven methodologies, standards, and frameworks to ensure quality, security, and scalability.
- **Ensure Seamless Collaboration**  
We prioritize clear, responsive communication with all stakeholders throughout the project lifecycle.
- **Deliver Ongoing Support**  
Our partnership doesn't end at go-live—we provide long-term support, maintenance, and optimization to help you grow.

## Minority and GSA Certified

BroadAxis is proud to be both a **Certified Minority Business Enterprise (MBE)** and a **GSA-approved vendor**, demonstrating our commitment to inclusion, quality, and public sector excellence.

## What This Means:

- **Certified by the GSA and MBE Programs**  
Recognized for our capabilities in delivering IT services to federal, state, and local government agencies.
- **Trusted by Government Partners**  
Our certifications enable us to participate in set-aside contracts and diversity-focused procurement initiatives.
- **Committed to Diversity & Inclusion**  
We actively support equitable access to technology and talent—within our workforce and through our partnerships.

## Technical Expertise

At BroadAxis, we combine deep technical knowledge with intelligent staffing strategies to help clients scale quickly and confidently. Our specialized focus in cybersecurity, cloud transformation, and AI-enabled recruitment sets us apart in the industry.

## Key Strengths:

- **Domain-Focused IT Staffing**  
We excel in placing top-tier professionals in cybersecurity, cloud architecture, data engineering, software development, and infrastructure roles.

- **AI-Powered Talent Matching**  
Our proprietary in-house AI algorithms accelerate candidate screening, eliminate unconscious bias, and enhance the quality of hires.
- **End-to-End Technical Support**  
From requirement gathering to onboarding and delivery oversight, we provide full lifecycle support to ensure technical and cultural alignment.

BroadAxis doesn't just fill roles—we deliver expertise that drives results.

### **Logistic Support**

BroadAxis goes beyond technical delivery—we also provide flexible logistical and financial support to help clients manage project timelines, budgets, and resource onboarding with ease.

### **Our Support Includes:**

- **Flexible Payment Terms**  
We offer customizable billing plans to accommodate client budget cycles and financial workflows.
- **Project Financing**  
Through our financing partners, clients can spread the cost of IT projects over time—making innovation more accessible and sustainable.
- **Candidate Sponsorship**  
We handle visa sponsorship and compliance for specialized talent, ensuring seamless onboarding and delivery continuity.

This combination of financial flexibility and operational agility enables our clients to move faster without compromising control or compliance.

### **Industries We Serve**

BroadAxis, Inc. brings cross-industry experience and technical versatility to every engagement. Our diverse portfolio reflects our ability to understand sector-specific challenges and deliver solutions that create real business impact.

### **Industries We Support:**

- **Healthcare** – Secure data systems, HIPAA-compliant solutions, and patient-centered platforms
- **Finance** – Data-driven analytics, risk management tools, and cloud-based infrastructure
- **Retail** – E-commerce development, inventory systems, and customer experience optimization
- **Manufacturing** – Workflow automation, IoT integrations, and process digitization
- **Telecommunications** – Network transformation, system integration, and OSS/BSS platforms
- **Government** – State and federal-level IT services through Texas DIR and GSA frameworks
- **Education** – Digital learning environments, student information systems, and compliance platforms
- **Energy** – Infrastructure modernization, reporting systems, and operational dashboards

This wide-ranging expertise enables us to deliver tailored solutions that align with industry standards and regulatory requirements.

### **Why Choose BroadAxis, Inc.**

At BroadAxis, we don't just deliver services—we build lasting partnerships rooted in trust, performance, and innovation. Our team is committed to helping clients succeed by delivering measurable results and long-term value.

### **What Sets Us Apart:**

- **Experienced & Skilled Professionals**  
A diverse team with deep expertise across cloud, data, cybersecurity, software development, and project management.
- **Uncompromising Quality & Customer Focus**  
Every engagement is guided by clear goals, open communication, and a drive for excellence.
- **Flexible & Competitive Models**  
We offer scalable engagement options, transparent pricing, and customized solutions for every client type—startups, enterprises, or public agencies.
- **Proven Track Record**  
Consistent delivery across state agencies (DIR, HHSC, TEA, TWC), nonprofits, and commercial organizations.
- **Strong Partnerships & Technology Stack**  
Relationships with top-tier technology providers and internal frameworks that accelerate time-to-value.
- **End-to-End Services**  
From strategic consulting to hands-on implementation—we support the full technology lifecycle under one roof.

### **In-House Infrastructure**

At BroadAxis, we back our service delivery with a strong, reliable in-house infrastructure designed to support performance, security, and scalability.

### **Our Internal Capabilities Include:**

- **State-of-the-Art Facilities**  
Equipped with enterprise-grade systems that enable seamless execution of complex IT projects.
- **High-Speed Connectivity & Networking**  
Redundant high-speed internet and advanced networking hardware ensure uninterrupted operations and real-time client collaboration.
- **Modern Computing Environment**  
Robust server infrastructure, secure VPN access, and virtualized environments that mirror enterprise client setups.
- **Secure Data Centers**  
Internal data storage, backup systems, and compliance-driven security protocols to ensure data protection and operational continuity.

This infrastructure allows BroadAxis to meet demanding client expectations—supporting projects with speed, resilience, and confidence.

### **Cloud & Cyber Security Expertise**

BroadAxis, Inc. is a trusted provider of advanced cloud and cybersecurity solutions. Our expert team delivers tailored, enterprise-grade services that help organizations modernize securely and operate with confidence.

### **What We Offer:**

- **End-to-End Cloud Services**  
From cloud migration to infrastructure management (AWS, Azure, GCP), we enable seamless, scalable, and cost-effective operations.
- **Enterprise-Grade Cybersecurity**  
We build multilayered defense systems that include threat detection, compliance management, identity protection, and incident response.



- **Customized Solutions**  
Every client engagement is approached uniquely—ensuring cloud and security strategies align with business needs, compliance frameworks, and technical requirements.
- **Business Enablement Through Security**  
By securing systems, data, and networks, we empower organizations to focus on growth, agility, and innovation—without compromising safety.

### **Why BroadAxis?**

We combine technical excellence, rapid implementation, and continuous support to deliver cloud and security solutions that protect what matters most.

### **Business Intelligence & Data Warehousing Expertise**

BroadAxis, Inc. offers end-to-end Business Intelligence (BI) and data integration services designed to empower decision-makers with real-time, actionable insights. As a Texas-based MBE HUB-certified firm with extensive experience across public, non-profit, and commercial sectors, we combine the right talent, tools, and processes to deliver secure, scalable, and user-centric BI solutions.

### **Project Understanding & Capabilities**

We provide full lifecycle BI solutions that:

- Ingest, transform, model, and visualize data from diverse sources
- Ensure data quality, scalability, and security
- Deliver executive dashboards, operational KPIs, and ad-hoc reporting
- Support data governance, access controls, and user enablement

### **Key Deliverables Include:**

- Centralized enterprise data warehouse (on-prem, cloud, or hybrid)
- Metadata-driven ETL/ELT pipelines with robust error handling and audit logs
- Executive dashboards (finance, operations, compliance, geospatial)
- Role-based access, dynamic data masking, and encryption standards
- Documentation, training, and a sustainable support model

### **Our BI Delivery Methodology**

BroadAxis follows a structured, agile methodology to deliver Business Intelligence solutions with precision, transparency, and efficiency. Each phase is designed to align with client goals, ensure data integrity, and support long-term scalability.

#### **1. Discovery & Design**

- Conduct detailed workshops with stakeholders to gather business and technical requirements
- Perform source-to-target mapping and security assessments
- Develop high-level and detailed architecture diagrams including data flow, storage layers, and tooling strategy

#### **2. Data Ingestion & ETL Development**

- Build metadata-driven ETL/ELT pipelines using tools like Informatica, IBM DataStage, Python, Databricks, or SSIS
- Configure batch or CDC-based data loads with logging, audit trails, and automated error alerts
- Establish staging layers, transformation logic, and reconciliation checkpoints

### 3. Data Modeling

- Design and implement dimensional models using star schemas with conformed dimensions
- Build and populate fact tables and slowly changing dimensions (Type 1 and Type 2)
- Optimize performance through indexing, partitioning, and parallelization strategies

### 4. Visualization & Reporting

- Create executive dashboards with embedded KPIs, geospatial maps, and drill-down capabilities
- Develop self-service data marts to empower power users and analysts
- Customize reporting layers for finance, operations, compliance, and other business domains

### 5. Validation, Security & Governance

- Perform data quality checks, end-to-end validation, and reconciliations against source systems
- Implement role-based access control (RBAC), dynamic data masking, and encryption for data in motion and at rest
- Establish documentation protocols, data cataloging, and governance practices

### 6. Deployment & Support

- Set up automated deployment pipelines using CI/CD tools
- Deliver user training sessions and provide quick-reference guides for internal teams
- Offer SLA-driven production support, performance monitoring, and an ongoing enhancement roadmap

### Relevant Experience

- Public Sector: Delivered BI modernization, ETL builds, and analytics dashboards for multiple state-level systems under the Texas DIR contract, both as a prime vendor and subcontractor.
- Non-Profit Sector: Implemented donor engagement analytics and compliance dashboards.
- Commercial Sector: Delivered predictive sales forecasting, operational analytics, and executive dashboards for retail and finance clients.

### Why BroadAxis for BI Projects?

- Deep experience in modern BI stacks: Snowflake, Azure Synapse, AWS Redshift, Tableau, Power BI, Informatica, DataStage, Databricks, Python, and SQL
- Proven ability to deliver mission-critical BI solutions on time and within budget
- Security-first approach: RBAC, encryption, SOC2-compliant data workflows
- Agile methodology with rapid prototyping, frequent demos, and measurable milestones
- Certified MBE HUB vendor, with a commitment to diversity, local economic development, and inclusive sourcing

### BroadAxis, Inc. – Cybersecurity Capabilities Overview

Introduction BroadAxis, Inc. understands the growing complexity and urgency of securing modern IT environments. As a Texas-based MBE HUB-certified firm, we deliver robust cybersecurity solutions rooted in compliance, innovation, and operational excellence.

### Core Cybersecurity Capabilities

**1. Security Operations & Incident Response** We provide Tier 1–3 SOC analysts, SIEM engineers, and incident responders with hands-on experience using Splunk, Microsoft Sentinel, and Elastic SIEM. Our professionals are

trained in threat detection, threat hunting, malware analysis, and incident response using MITRE ATT&CK and structured SOC playbooks.

**2. Identity and Access Management (IAM)** Our IAM services include implementation and support for Okta, Azure AD, and SailPoint IdentityNow. We enforce secure access policies, RBAC, MFA, and Just-In-Time access across hybrid and multi-cloud environments.

**3. Cloud Security** We assess and enhance cloud security posture using tools such as Prisma Cloud, AWS Config, and Defender for Cloud. Our team secures workloads on AWS, Azure, and GCP in alignment with NIST 800-171 and CIS Benchmarks.

**4. Governance, Risk, and Compliance (GRC)** We help organizations implement and operationalize GRC frameworks including NIST 800-53, CJIS, HIPAA, ISO 27001, and FedRAMP. Our services include risk assessments, internal audits, policy development, and security roadmap creation.

**5. Penetration Testing & Vulnerability Management** Our Red Team experts conduct ethical hacking and vulnerability assessments using Nessus, Metasploit, Burp Suite, and other tools. We provide ongoing vulnerability scanning, patch validation, CVSS scoring, and remediation guidance.

**Staffing Capabilities** BroadAxis provides a full spectrum of cybersecurity talent, including:

- SOC Analysts (Levels I–III)
- IAM Engineers
- Cybersecurity Consultants
- Cloud Security Architects
- GRC Analysts
- Penetration Testers
- Incident Response Leads

All professionals are U.S.-based and certified in CISSP, Security+, CEH, CISA, AWS Security, and Microsoft Azure Security Engineer Associate.

### **Staffing Approach**

- Pre-Screening: Technical and behavioral assessments, along with certification verification
- Turnaround: Candidate submissions within 24–48 hours
- Client Collaboration: Weekly status reporting, performance tracking, and issue resolution
- Retention: Focus on cultural fit, career growth, and consultant engagement

### **Differentiators**

- Texas-certified MBE HUB vendor with proven public and private sector delivery
- Experience as both a Prime Vendor and Subcontractor under Texas DIR ITSAC
- Deep footprint in government, nonprofit, and commercial sectors
- Strong understanding of local government environments and culture

**Compliance & Standards Alignment** BroadAxis cybersecurity services are designed to meet or exceed the requirements of:

- NIST SP 800-53, SP 800-171
- CJIS Security Policy
- HIPAA
- ISO/IEC 27001 & 27017
- FISMA

- SOC 2 (Readiness Practices)
- CMMC Level 2 Preparedness

**Certifications Held by Our Teams:** CISSP, CISA, CEH, Security+, CCSP, AWS Certified Security, Azure Security Engineer, GIAC (GSEC, GCIH, GPEN)

**Policy Implementation & Risk Visibility** Beyond compliance, our professionals support policy rollout, internal assessments, tabletop exercises, and the creation of audit-ready dashboards to provide leadership with continuous insight into cybersecurity risk and posture.

BroadAxis is committed to helping organizations build, mature, and secure their environments through expert talent, scalable practices, and industry-aligned frameworks.

#### **Position Title: Director IT Infrastructure & Delivery Services**

##### **Detailed Job Duties:**

- Lead the Delivery Services and IT Consulting operations, ensuring top-tier IT services are provided to both commercial and federal clients.
- Spearhead strategic initiatives, including securing the Texas DIR ITSAC State contract (DIR-CPO-5603) and acting as the primary Point of Contact (POC) for the state.
- Oversee client onboarding, compliance, and performance tracking for government and enterprise accounts.
- Analyze key delivery metrics, identify gaps, and implement corrective strategies to improve service quality and efficiency.
- Establish clear technical roadmaps based on client needs, ensuring alignment with project execution and delivery milestones.
- Supervise company budgets, financial planning, and resource allocation to maintain cost-effective operations.
- Recruit, interview, and evaluate candidates on behalf of clients, playing a hands-on role in talent acquisition and consulting engagements.
- Deliver comprehensive onboarding and SDLC training to new consultants and delivery team members.
- Conduct stakeholder meetings for requirement gathering and roadmap definition.
- Manage cross-functional teams and ensure collaborative execution across product, consulting, and technical tracks.
- Engage with clients such as American Petroleum Institute, America250, Texas HHSC, TEA, TWC, DPS, and others for business expansion and service continuity.

#### **Position Title: Project Coordinator**

##### **Detailed Job Duties:**

- Collaborate with cross-functional teams to define project vision, objectives, and roadmaps aligned with business goals.
- Coordinate Agile ceremonies including sprint planning, daily stand-ups, and retrospectives to ensure timely progress and issue resolution.
- Develop and manage detailed project documentation including proposals, roadmaps, BRDs, and user stories with clearly defined acceptance criteria.
- Track and manage project tasks using tools like JIRA, Azure DevOps, and Microsoft Project, ensuring milestones are delivered on time.
- Interface with stakeholders and subject matter experts to gather, validate, and refine business requirements through gap analysis (As-Is vs To-Be).
- Facilitate communication among development teams, product managers, QA teams, and business stakeholders, ensuring clear understanding and alignment.

- Lead UAT (User Acceptance Testing), define test cases, coordinate issue resolution, and document system defects and corrective actions.
- Integrate and manage cloud-based infrastructure (primarily AWS) for scalable and secure deployments in coordination with DevOps.
- Conduct training sessions and develop user guides for end-user enablement and smoother system adoption.
- Actively participate in AI-based product development for internal CPA-focused platforms, driving automation of bookkeeping and reconciliation processes.
- Ensure system security, data compliance (SOC2, encryption), and continuous improvement using Agile principles.
- Contribute to overall client satisfaction and retention through delivery excellence, timely reporting, and stakeholder engagement.

#### **Position Title: Product**

##### Detailed Job Duties:

- Lead the full product lifecycle — from ideation to deployment — ensuring all deliverables align with business goals and client expectations.
- Develop strategic product roadmaps based on stakeholder requirements, market trends, and performance analysis.
- Translate complex business requirements into product features and technical specifications that guide development.
- Manage product backlogs and ensure effective sprint planning, prioritizing tasks using tools like JIRA and Microsoft Project.
- Conduct A/B testing and utilize data analytics (e.g., Google Analytics, Tableau) to evaluate product performance and user engagement.
- Collaborate closely with UI/UX designers to create wireframes and prototypes using Balsamiq and Figma, enhancing user experience.
- Drive risk assessments and implement mitigation strategies to ensure timely delivery and minimize project-related issues.
- Facilitate Agile development practices and ensure timely delivery of enhancements and updates.
- Lead cross-functional teams—including developers, designers, and analysts—in implementing AI/ML-powered solutions (e.g., automated trading platforms) that optimize decision-making.
- Maintain detailed product documentation and provide regular status updates to stakeholders to ensure transparency and accountability.
- Employ critical thinking to identify optimization opportunities, resulting in improved feature usability, performance, and customer satisfaction.

#### **Position Title: Human Resources Specialist**

##### Detailed Job Duties:

- Oversee HR operations for BroadAxis, especially for state contracts like Texas DIR ITSAC, ensuring compliance with internal standards and external client requirements.
- Manage the end-to-end recruitment cycle, including sourcing, screening, interviewing, and onboarding of candidates across IT, corporate, legal, and engineering roles.
- Lead diversity hiring initiatives and executive searches from Director to C-suite, utilizing tools like Workday, SuccessFactors, Phenom, Taleo, Greenhouse, and AI-powered platforms.
- Maintain and analyze key HR metrics such as time-to-fill, cost-per-hire, quality of hire, source efficiency, and diversity goals, delivering regular performance dashboards.
- Serve as the point of contact for client-facing HR functions, ensuring contractual compliance, satisfaction, and delivery of HR services under frameworks like DIR ITSAC.
- Facilitate seamless onboarding experiences, employee documentation, and policy compliance for all new hires and consultants.

- Support employee relations by addressing escalations, fostering engagement, and ensuring regulatory adherence.
- Implement HR process improvements through automation projects, including resume parsing, chatbot pre-screening (e.g., "Skye"), and RPA tools for offer management.
- Lead talent branding initiatives and create TA content for internal portals and external campaigns, including award submissions (e.g., GPTW, SHRM).
- Conduct internal audits and drive cost-saving HR initiatives through optimized sourcing strategies, referral programs, and strategic vendor partnerships.
- Collaborate with internal teams and department heads to align HR strategies with business goals and hiring forecasts.

**Position Title: Data Analyst**

Detailed Job Duties:

- Design and develop full-stack data-driven applications using Java, Spring Boot, React.js, and MySQL to support internal analytics and reporting needs.
- Build and optimize RESTful APIs and backend services for efficient data ingestion, transformation, and exposure to dashboards or reporting tools.
- Utilize caching mechanisms and optimized SQL queries to enhance data access performance and reduce server load.
- Collaborate with business teams and stakeholders to translate data requirements into scalable data models and front-end visualizations.
- Implement dynamic UI components (tables, forms, avatars, modals) using React.js to support reporting, filtering, and analysis tasks.
- Participate in Agile ceremonies including daily stand-ups and sprint planning to ensure smooth delivery of analytics features aligned with business priorities.
- Apply data visualization techniques to reduce bounce rates and improve user interaction on internal analytics portals.
- Ensure high-performance delivery of backend services and ETL components used for data aggregation and transformation.
- Actively support QA and CI/CD efforts through automated testing using JUnit and Selenium to ensure analytics tools are stable and reliable.
- Contribute to data governance by designing stored procedures, functions, and triggers to maintain consistency across data pipelines.
- Support decision-making processes by providing actionable insights through system log analysis and user interaction metrics.

**Position Title: MS Teams SME**

Detailed Job Duties:

- Act as the Subject Matter Expert (SME) on Microsoft Teams for BroadAxis and its clients, providing advanced support, training, and implementation guidance.
- Lead Teams adoption efforts, including integration with SharePoint, Exchange Online, and other Microsoft 365 components.
- Configure and deploy Microsoft Teams tenants for enterprise-level and government clients, ensuring proper compliance and security settings.
- Migrate communication systems from legacy platforms to Microsoft Teams, including mailbox migration, hybrid Exchange configurations, and Teams voice solutions.
- Automate administrative tasks using PowerShell scripts for Teams, Active Directory, Exchange, and SharePoint.
- Create training manuals and deliver workshops to improve user adoption, optimize collaboration workflows, and reduce support queries.

- Conduct readiness assessments and environment scans for Teams deployment, including bandwidth analysis, licensing review, and infrastructure evaluation.
- Provide Tier-3 level support for Teams-related issues including call routing, app integrations, guest access, and policy enforcement.
- Collaborate with internal IT and project teams to design Teams-based solutions that align with organizational communication strategies.
- Contribute to enterprise-wide transformation projects involving Teams as the central communication and collaboration hub.
- Maintain system documentation, user guides, and deployment logs to ensure audit readiness and knowledge transfer.
- Support federal, commercial, and nonprofit clients with Teams usage optimization, including enabling collaboration across distributed and hybrid teams.

**Position Title: Business Analyst 3**

Detailed Job Duties:

- Gather, document, and analyze business requirements from internal teams and client stakeholders, ensuring alignment with technical solutions and project goals.
- Serve as a liaison between business users and development teams, translating user needs into detailed functional specifications, use cases, and user stories.
- Conduct performance audits, stakeholder interviews, and process mapping to identify gaps and propose optimized workflows or system improvements.
- Facilitate requirements validation through workshops and review sessions, creating “as-is” and “to-be” process documentation.
- Develop and maintain comprehensive requirements traceability matrices to track changes and ensure completeness throughout the SDLC.
- Support system and user acceptance testing (UAT) by developing test cases, validating feature readiness, and coordinating issue resolution.
- Lead and conduct user training, prepare training materials, and provide post-implementation support to ensure successful product adoption.
- Create and maintain business process documentation, system documentation, and reporting templates used by internal and external clients.
- Collaborate closely with cross-functional teams including project managers, developers, QA, and end users to ensure project timelines and deliverables are met.
- Support digital transformation and data integration initiatives across projects (e.g., CountyConnect, TEA, CIRA) by aligning business needs with technology capabilities.
- Contribute to funding and reporting strategy development by compiling stakeholder feedback and compliance metrics.
- Utilize CRM tools, documentation platforms (e.g., Confluence), and project management tools (e.g., JIRA) to manage tasks, user stories, and updates.

**Position Title: Network Engineer**

Detailed Job Duties:

- Design, configure, and maintain secure network infrastructure including Cisco switches, ASA firewalls, routers, and Nexus devices across on-premises and cloud environments.
- Monitor and troubleshoot network performance to ensure uptime, reliability, and optimal system function across BroadAxis's client and internal infrastructure.
- Lead and manage network upgrade projects, from planning and documentation to implementation and testing phases.
- Architect and support LAN/WAN/VLAN solutions, implementing protocols such as BGP, OSPF, EIGRP, and IPsec for secure and scalable connectivity.

- Administer Microsoft Servers (2016/2019), Active Directory, Group Policy, DNS, DHCP, VPN, and SSL certificate configurations for enterprise-wide systems.
- Provide VMware and virtual infrastructure support including ESXi and Dell EMC VxRail management, ensuring high availability and disaster recovery readiness.
- Utilize tools like NetApp SnapMirror, Azure, and Office 365 to manage backups, replication, and hybrid cloud environments.
- Create and maintain detailed documentation including network diagrams, configuration records, and policy manuals to support operations and audits.
- Implement and maintain Barracuda, Meraki, and SonicWall firewalls, as well as spam filters and endpoint security systems (e.g., CrowdStrike, McAfee).
- Provide Tier-3 technical support for complex network, server, and endpoint issues across data centers and remote sites.
- Lead collaboration with cybersecurity and infrastructure teams to assess vulnerabilities, improve policies, and ensure compliance with federal or enterprise-level security requirements.
- Conduct ongoing capacity planning and performance tuning to support growing user demands and new infrastructure rollouts.

**Position Title: Data Analyst / Report Writer**

Detailed Job Duties:

- Analyze and visualize data to support executive decision-making across finance and government operations.
- Develop and manage Business Intelligence dashboards and reports, utilizing tools such as Tableau to present actionable insights.
- Identify data trends and anomalies, turning raw information into meaningful reports that guide strategic planning.
- Collaborate with business stakeholders to gather requirements and translate them into technical specifications for BI solutions.
- Create data models and perform data validation to ensure accuracy and reliability in reporting systems.
- Support ongoing analytics projects for client engagements, particularly in regulated environments such as public safety and financial services.
- Optimize and automate data workflows to reduce manual effort and enhance reporting frequency and timeliness.
- Maintain and manage data sets from various sources, ensuring quality, consistency, and security compliance.
- Provide support for operational performance tracking, contact center analytics, and process improvement initiatives.
- Contribute to the implementation of IVR systems, staff performance metrics, and hiring analytics in support roles held previously.
- Communicate data insights clearly to non-technical stakeholders, aiding in the alignment of business operations with data-driven strategies.

**Position Title: IT Project Manager**

Detailed Job Duties:

- Lead end-to-end execution of IT projects, from initiation and planning to execution, monitoring, and closure, ensuring alignment with business objectives and stakeholder expectations.
- Develop comprehensive project plans including scope, timelines, budgets, resource allocation, risk assessments, and mitigation strategies.
- Coordinate cross-functional teams consisting of developers, analysts, QA engineers, and infrastructure specialists to ensure project milestones are met.



- Facilitate Agile ceremonies such as sprint planning, daily stand-ups, sprint reviews, and retrospectives; or manage waterfall and hybrid project models as required.
- Serve as the primary point of contact for clients and internal leadership, providing regular updates on project status, risks, and deliverables.
- Oversee vendor and third-party coordination, ensuring timely delivery of components, software integrations, or infrastructure solutions.
- Monitor project performance using tools like JIRA, Microsoft Project, or Smartsheet; track KPIs such as velocity, budget adherence, and team utilization.
- Prepare and present executive dashboards and reports detailing progress, risks, and key decisions.
- Manage change control processes, documenting scope changes, budget impacts, and timeline adjustments while maintaining client satisfaction.
- Ensure quality assurance processes are followed by supporting test planning, UAT coordination, and defect resolution workflows.
- Conduct project retrospectives and lessons learned sessions, implementing continuous improvement practices across the PMO.
- Support business development and pre-sales efforts by contributing to RFP responses, project estimates, and technical proposals.

**Position Title: Data Engineer**

Detailed Job Duties:

- Assist the delivery and data teams in gathering, analyzing, and presenting client-specific data using tools such as Power BI, Tableau, and SQL.
- Support the development of dashboards and data visualizations to communicate project performance, client metrics, or operational trends.
- Contribute to the design and deployment of predictive models using Python and cloud services like Microsoft Azure or AWS.
- Participate in requirement gathering, sprint planning, and documentation for AI/ML-driven analytics and IoT-related projects.
- Develop REST APIs to integrate machine learning modules with enterprise cloud systems, enabling real-time data processing and automation.
- Create and maintain analytical storyboards and visualization layers to aid in data-driven decision-making across delivery projects.
- Collaborate with cross-functional teams to understand delivery goals, transform complex data sets into actionable insights, and maintain accuracy in reporting.
- Perform data cleaning, transformation, and optimization to improve dashboard responsiveness and system performance.
- Contribute to system performance tuning and ongoing enhancements under the guidance of senior developers or delivery leads.
- Provide ad-hoc support to client-facing teams by preparing project reports, status summaries, and analytics insights for delivery reviews.

**Position Title: QA Engineer**

Detailed Job Duties:

- Lead end-to-end software testing lifecycle across diverse industries including healthcare, tax, media, pharmaceuticals, and IP management platforms.
- Design, develop, and maintain automation frameworks using Selenium (Java, Python, C#), Cypress, Playwright, RestAssured, and SpecFlow.
- Execute functional, regression, integration, API, and mobile application testing for both Android and iOS platforms using Postman, Appium, and Tosca.
- Implement CI/CD pipelines using Azure DevOps, Jenkins, and Octopus, ensuring seamless deployment and test automation integration.

- Conduct AI/ML model validation, data quality testing, and collaborate with data scientists to evaluate fairness, consistency, and robustness of model outputs.
- Automate RESTful API testing with Postman and RestAssured (Java), performing validation for HTTP methods (GET, POST, PUT, DELETE) and parsing JSON/XML responses.
- Integrate Microsoft Copilot and GitHub Copilot to accelerate coding and test development, conducting knowledge transfer sessions for team adoption.
- Develop and execute test plans, test scripts, and traceability matrices to ensure complete coverage of requirements.
- Lead and mentor QA teams in Agile environments, participating in sprint planning, backlog refinement, and three amigos sessions.
- Conduct peer reviews, write documentation for reusable Cypress custom commands, and debug flaky test cases using advanced tools and logs.
- Perform database validation using SQL queries to ensure backend data accuracy and system integrity.
- Work across full-stack test coverage, validating both UI and backend performance under various load conditions.
- Provide regular testing progress reports, defect metrics, and contribute to stakeholder communication during UAT and go-live phases.
- Engage in product ownership responsibilities including user story refinement, backlog grooming, and acting as a liaison between QA and business stakeholders.

#### **Position Title: Software Developer**

##### Detailed Job Duties:

- Lead full-stack development efforts across enterprise-scale Java applications, focusing on both backend and frontend solutions using Java, Spring Boot, and ReactJS.
- Design and implement RESTful APIs and microservices architecture to modernize legacy systems (e.g., EJB to REST, SOAP to REST) and improve system scalability.
- Perform cloud migration and optimization using AWS services including EKS, S3, Aurora, MSK, CloudWatch, and Route 53 for enhanced performance and reliability.
- Design and develop secure applications by integrating authentication protocols such as OAuth, ADFS, Kerberos, and KMS.
- Employ DevOps tools like Jenkins, GitHub Actions, Kubernetes, and Terraform to automate deployment pipelines and manage infrastructure as code.
- Utilize SQL and NoSQL databases (PostgreSQL, DynamoDB, Oracle, MySQL) to architect robust and optimized data solutions across high-volume systems.
- Implement GraphQL APIs to enhance front-end flexibility and streamline client-server communication for data-driven applications.
- Apply advanced design patterns (Factory, Singleton, Observer) and Object-Oriented Programming (OOP) principles for reusable, maintainable software solutions.
- Collaborate with cross-functional teams including architects, QA, and business analysts to define architecture, manage sprints, and deliver secure and high-performing applications.
- Participate in Agile ceremonies, lead technical discussions, and mentor junior developers across multi-domain projects in insurance, logistics, manufacturing, and airline sectors.
- Contribute to codebase modernization efforts by migrating ANT-based builds to Maven and setting up CI/CD pipelines with integrated quality checks.

#### **Position Title: ETL Developer**

##### Detailed Job Duties:

- Design, build, and maintain robust and scalable ETL pipelines using tools such as IBM DataStage, Informatica PowerCenter, and Python for transforming data across diverse source systems.
- Collaborate closely with data scientists, analysts, and business teams to gather requirements, streamline data flows, and ensure accurate integration aligned with business goals.

- Develop and optimize data warehouse architectures using Snowflake, Teradata, Redshift, and Oracle, ensuring reliable storage, fast access, and efficient querying of large-scale datasets.
- Write and maintain SQL, PL/SQL, and T-SQL scripts for data transformation, validation, and reporting, enabling data-driven decision-making.
- Implement data quality checks and validation routines to ensure completeness, consistency, and accuracy across ETL workflows.
- Leverage cloud platforms (AWS, Azure, GCP) to deploy modern data solutions for cybersecurity, AI-based algorithms, and analytics-driven platforms.
- Develop and document APIs and web-based applications using Python and Django to support data ingestion and visualization processes.
- Automate ETL tasks using UNIX shell scripting, Autosys, and scheduling tools to ensure smooth and efficient batch processing.
- Perform performance tuning and root cause analysis to improve ETL process efficiency, reduce system load, and eliminate bottlenecks.
- Contribute to the development of centralized data models and enterprise data lakes, supporting analytics for recruitment, finance, and delivery teams.
- Document data workflows, data lineage, and transformation logic to support audit readiness and promote internal knowledge sharing.
- Lead and mentor junior ETL developers on best practices, and participate in data governance and compliance initiatives across enterprise data systems.

**Position Title: Data Engineer**

Detailed Job Duties:

- Design, develop, and maintain robust, scalable ETL pipelines to support AI-driven recruitment and operational analytics within BroadAxis.
- Architect high-performance data systems using cloud platforms like AWS, Azure, and GCP to ensure secure and reliable access to structured and unstructured data.
- Build and manage modern data architectures incorporating S3, Snowflake, EMR, EC2, and Airflow to support machine learning models and enterprise analytics.
- Perform data extraction, transformation, and loading (ETL) from various SOR (Sources of Record) into centralized repositories including Snowflake and Oracle.
- Collaborate with data scientists and analysts to enable data-driven decision-making by ensuring accessibility, consistency, and timeliness of datasets.
- Implement rigorous data quality checks and monitoring protocols to maintain the accuracy and integrity of data used across departments.
- Lead cloud migration initiatives, including transitioning data warehouses from Teradata to Snowflake, optimizing performance and reducing infrastructure costs.
- Use PySpark and Linux-based scripting to automate large-scale data ingestion workflows, ensuring efficiency in daily operations and reporting.
- Participate in production support by managing incident tickets via ServiceNow, coordinating with development, infrastructure, and business teams to resolve critical issues.
- Serve as the single point of contact for development and production teams during migration and transformation projects, ensuring SLA and SLE compliance.
- Document data workflows, business logic, and lineage to promote governance, internal knowledge sharing, and long-term maintainability.

**Position Title: AI/ML Engineer**

Detailed Job Duties:

- Design and deploy advanced AI-driven applications using GPT-4o, Azure OpenAI, and LangChain, including a stock market chatbot that improved user engagement by 40%.

- Implement retrieval-augmented generation (RAG) pipelines using Azure Cognitive Search and vector databases to enhance contextual relevance by 50%.
- Develop and fine-tune machine learning models for domain-specific use cases in finance, workforce analytics, and document processing.
- Engineer distributed training workflows with Azure Databricks and PySpark for large-scale model training and data processing.
- Build Flask-based API systems enabling interaction between user interfaces, vector stores, and language models for real-time insights.
- Integrate third-party APIs such as Yahoo Finance and IBKR into Azure Data Lake for financial NLP applications.
- Deploy containerized AI microservices using Docker and Azure Kubernetes Service (AKS), with dynamic GPU autoscaling for cost-efficient model inference.
- Create predictive analytics solutions using XGBoost and PySpark MLlib on AWS SageMaker to forecast employee burnout and attrition risk, achieving over 89% precision.
- Design real-time dashboards in Tableau by integrating Dremio and S3, supporting executive decision-making with actionable insights.
- Utilize Neo4j to build ontology-based visualizations of workforce data, enabling enhanced accessibility for non-technical users.
- Lead development of data preprocessing pipelines using image recognition models (e.g., FasterRCNN), improving annotation efficiency and model performance.
- Collaborate cross-functionally with developers, data scientists, and business stakeholders to align AI initiatives with organizational goals.

#### **Position Title: AI/ML Engineer**

##### **Detailed Job Duties:**

- Design and deploy AI-powered solutions using Python, PyTorch, TensorFlow, and Azure ML to automate document classification and financial data extraction for enterprise use cases.
- Build and fine-tune NLP models (e.g., DistilBERT, BERT) for intelligent document processing, including classification of transactions and OCR-based data parsing.
- Develop and maintain cloud-native MLOps pipelines on Microsoft Azure using services such as Azure Data Factory, Azure Kubernetes Service (AKS), Azure Blob Storage, and Azure SQL.
- Implement role-based access controls and deploy scalable AI applications using Flask, Docker, and Azure App Services for use by CPA firms and corporate clients.
- Utilize Google Cloud Vision API and Spacy NER models to extract structured data (e.g., payee, amount, date) from scanned bank statements and financial documents.
- Integrate Power BI dashboards to deliver real-time insights into financial transactions, categorization accuracy, and user activity metrics.
- Collaborate with cross-functional teams (data engineers, DevOps, analysts) to align AI model deployment and data ingestion workflows across scalable infrastructure.
- Build intelligent automation scripts using Python for ETL tasks, feature engineering, and unstructured data preparation.
- Perform sentiment analysis and customer segmentation using unsupervised ML algorithms (k-means, hierarchical clustering) and deploy real-time feedback systems.
- Create web scraping and data enrichment pipelines with BeautifulSoup, Selenium, and asyncio for analysis of market sentiment and competitor reviews.
- Leverage Azure ML, Terraform, and CLI tools to deploy production-grade AI models with robust monitoring, scalability, and cost-efficiency.
- Apply AI ethics and model governance principles across pipelines to ensure transparency, explainability, and data privacy compliance.
- Document architecture designs, data flows, and model performance metrics to support stakeholder communication and model iteration.

**Position Title: ETL Developer****Detailed Job Duties:**

- Support the migration and modernization of enterprise data infrastructure by transitioning ETL workflows from Teradata to Snowflake.
- Develop and maintain data pipelines using IBM DataStage for data extraction, transformation, and loading from various sources into Snowflake data warehouses.
- Optimize SQL queries and transformation logic to ensure high-performance data integration across large and complex datasets.
- Perform detailed mapping and data validation between legacy Teradata schemas and the new Snowflake-based models to ensure data quality and business continuity.
- Collaborate with cross-functional teams including data analysts, architects, and business users to gather requirements and define transformation rules.
- Conduct unit testing and data reconciliation to validate ETL outcomes and resolve discrepancies in migrated datasets.
- Document ETL workflows, job dependencies, and data lineage to support knowledge transfer, compliance, and audit readiness.
- Monitor and troubleshoot ETL job failures, using logs and scheduling tools to maintain operational efficiency and minimize downtime.
- Participate in Agile ceremonies and project planning to deliver incremental enhancements aligned with client objectives.
- Assist in implementing best practices for data security, access control, and cost optimization in the Snowflake environment.

**Position Title: Solution Architect****Detailed Job Duties:**

- Lead the design and delivery of enterprise-level software solutions, with a focus on Java-based applications, DevOps automation, and scalable microservices architecture.
- Collaborate with cross-functional teams and global stakeholders to translate complex business requirements into technical designs and robust solution architectures.
- Architect and implement DevOps strategies leveraging Docker, Kubernetes, Ansible, and Jenkins to streamline development and deployment pipelines across hybrid environments.
- Design microservices-based platforms using Java, Spring Boot, and Hibernate, ensuring modular, maintainable, and scalable application development.
- Oversee end-to-end software development lifecycle activities including requirement gathering, technical design, development, integration, testing, and deployment.
- Manage solution integration across telecom OSS systems using HPE platforms like HPESD, NFV Director, and Service Activator, enabling real-time network provisioning and orchestration.
- Spearhead cloud-native transformation initiatives across RHEL, CentOS, Ubuntu, and other Linux-based environments, including container orchestration and CI/CD automation.
- Develop DSD (YAML) files and Velocity templates for automated network configuration and orchestration in OpenStack and Kubernetes-based ecosystems.
- Coordinate and lead geographically distributed development teams (India, Spain, Brazil, Romania, etc.) to execute large-scale projects for telecom clients like Verizon, Vivo, Shaw, and BSNL.
- Interface directly with clients and vendors to define architectural strategy, manage API integrations, and ensure compliance with technical standards.
- Implement VPN and CNF deployment solutions, using REST/SOAP web services, CLI automation, and cloud-native tools to support virtualization and network function delivery.
- Maintain project documentation, architecture blueprints, and integration roadmaps to support governance and scalability of solutions.

### **Position Title: Lead Software Engineer**

#### **Detailed Job Duties:**

- Lead design and development of full-stack applications using Java, JavaScript, GoLang, Rust, and SQL across various platforms and client-facing systems.
- Architect and maintain scalable frontend and backend systems, ensuring performance, reliability, and maintainability in production-grade applications.
- Transition RESTful APIs to GraphQL for improved flexibility and client-side efficiency across multiple platforms.
- Build and manage reusable components, libraries, and APIs to streamline feature development and support rapid iteration cycles.
- Plan and implement automation to enhance operational efficiency for content managers and business users.
- Write and maintain unit tests to ensure code coverage and quality, facilitating reliable deployments and early bug detection.
- Participate in daily Agile/Scrum routines including sprint planning, retrospectives, and backlog grooming to ensure timely feature delivery.
- Manage and deploy mobile applications using both native and hybrid frameworks, ensuring responsiveness and optimal user experience.
- Collaborate with product managers, UI/UX designers, and other developers to deliver well-integrated, high-impact software solutions.
- Mentor junior developers and contribute to team code reviews, encouraging adherence to best practices and code quality standards.
- Deliver technical recommendations and solution designs to clients, supporting requirements analysis and project estimation phases.

### **Position Title: Lead Data Engineer**

#### **Detailed Job Duties:**

- Design and implement cloud-native enterprise data hubs and metadata-driven data pipelines using platforms like AWS, Snowflake, and Azure Databricks.
- Architect scalable and automated ETL/ELT pipelines that support real-time and batch data ingestion from various sources (e.g., SFTP, Salesforce APIs, Workday, Clickstream).
- Leverage Snowflake utilities (e.g., SnowSQL, Snowpipe, Streams, Tasks, CDC \$views, Cortex Document AI) for advanced data integration, transformation, sharing, and optimization.
- Develop and maintain Delta Lake medallion architecture (Bronze → Silver → Gold) with Delta Live Tables and Spark SQL for high-performance data processing.
- Create metadata-driven frameworks and automation tools using Python, Airflow (MWAA), JINJA, and YAML to support dynamic DAG generation and pipeline execution.
- Build secure data ecosystems by implementing RBAC, dynamic data masking, and data governance policies in Snowflake and Unity Catalog.
- Lead enterprise-wide data warehouse migration projects from Oracle Exadata and Data360 to cloud-based platforms, ensuring minimal downtime and maximum data fidelity.
- Integrate real-time data streams using Kafka and AWS Kinesis Firehose for streaming analytics and AI/ML pipelines.
- Collaborate with cross-functional teams including data scientists, analysts, architects, and business leaders to align data strategy with business objectives.
- Provide mentorship and technical guidance to junior engineers and offshore teams, conduct code reviews, and define engineering best practices.

- Build observability frameworks to monitor pipeline health, perform data validation, and ensure lineage, audit, and reconciliation processes are in place.
- Spearhead Proof of Concept (PoC) initiatives for automation frameworks (Auto ETL, self-service data loaders, Cortex AI prompts) resulting in major operational cost savings.
- Manage Agile sprints as a Scrum Lead, facilitate user story creation, resolve blockers, and ensure on-time delivery of project milestones.

#### **Position Title: Solutions Architect**

##### Detailed Job Duties:

- Lead architecture and design of enterprise-scale E-commerce and Order Management Systems (OMS), specifically leveraging IBM Sterling OMS/WMS, Spring Boot, and modern microservices.
- Spearhead integration of fraud detection systems (e.g., Forter, Riskified) into E-commerce platforms to enhance order validation and security.
- Design and deploy scalable cloud-native solutions using Azure, Docker, Kubernetes, and Jenkins, ensuring high availability and fault tolerance.
- Implement event-driven architecture using Kafka and publish-subscribe messaging models to support asynchronous communication across services.
- Architect and optimize fulfillment and inventory management modules to support high-volume order processing across multiple distribution centers.
- Conduct root-cause analysis and implement fixes to resolve order misrouting, stock shrinkage, and performance bottlenecks.
- Design and implement RESTful APIs, functional programming patterns (Java 16+), and advanced test coverage using JUnit, Mockito, and Rest-Assured.
- Oversee OMS migration and modernization projects from monolithic to microservices architectures, ensuring minimal downtime and seamless customer experiences.
- Collaborate with DevOps teams to configure CI/CD pipelines, blue-green deployments, container orchestration (Kubernetes), and monitoring via Prometheus/Grafana.
- Mentor and train cross-functional engineering teams on IBM Sterling OMS best practices, cloud architecture, and domain-driven design.
- Develop SOPs, user manuals, and production dashboards to ensure operational continuity and effective team onboarding.
- Participate in Agile ceremonies, architecture review boards (ARB), and design discussions, contributing to both high-level and low-level technical designs.
- Drive enhancements in order lifecycle workflows, catalog management, real-time inventory visibility, and system performance optimization.

#### **Position Title: Technical Recruiter**

##### Detailed Job Duties:

- Lead end-to-end technical recruitment for IT professionals across the U.S. market, aligning candidate profiles with client-specific requirements.
- Source, screen, and assess candidates using platforms like LinkedIn, Monster, Indeed, and other job boards to ensure high-quality talent pipelines.
- Conduct detailed technical interviews and skill assessments to evaluate candidate expertise in software engineering, data, cloud, and DevOps domains.
- Manage salary negotiations, client communications, and onboarding processes, ensuring a seamless transition from offer to deployment.
- Perform reference checks and background screenings to ensure candidate reliability and compliance with client standards.
- Collaborate closely with delivery and HR teams to match consultant availability with open project needs and state contract requirements (e.g., DIR ITSAC).

- Provide ongoing mentorship to junior recruiters, sharing best practices in sourcing, screening, and candidate engagement.
- Maintain accurate and up-to-date records in applicant tracking systems, ensuring traceability and compliance.
- Develop strong candidate relationships, fostering long-term engagement and high retention rates across contract and full-time placements.
- Stay up to date on emerging technologies, workforce trends, and client expectations to align recruitment strategies with evolving market dynamics.
- Represent BroadAxis in candidate interactions with professionalism and transparency, reinforcing the company's reputation for integrity and quality delivery.

**Position Title: Manager – IT Staffing**

Detailed Job Duties:

- Lead strategic sourcing, recruitment, and placement of IT professionals across domains including Cloud, DevOps, Cybersecurity, Software Development, Business Analysis, and Project Management.
- Drive talent acquisition initiatives for both public sector (State of Texas DIR, HHSC, TEA) and commercial projects, ensuring timely and quality submissions.
- Collaborate with hiring managers and delivery teams to align recruitment strategies with project pipelines and client needs.
- Conduct detailed candidate screening and evaluations to ensure skill fit, cultural compatibility, and compliance with job requirements.
- Manage end-to-end hiring cycles, including job posting, applicant tracking, interview coordination, offer negotiation, and onboarding.
- Cultivate and maintain relationships with W2, C2C, H1B, and H4-EAD consultants to support BroadAxis' sponsorship and workforce diversity initiatives.
- Coach candidates on resume refinement, interview preparation, and client communication to maximize submission success rates.
- Engage in business development efforts by building relationships with client decision-makers and generating new staffing opportunities.
- Mentor and lead a team of recruiters, setting performance metrics, providing training, and optimizing recruitment workflows.
- Maintain comprehensive and compliant documentation in ATS/CRM systems for tracking candidate pipelines, submittals, and placements.
- Represent BroadAxis at industry events, networking platforms, and recruitment forums to expand the firm's talent pool and visibility.
- Contribute to strategic planning and reporting by analyzing staffing KPIs and making data-driven improvements to recruitment processes.

**Position Title: Manager – Recruitment Services**

Detailed Job Duties:

- Lead end-to-end recruitment operations for IT roles across the U.S. market, overseeing sourcing, screening, candidate engagement, and placement for federal and commercial clients.
- Manage bench marketing activities by leveraging industry insights and data analytics to enhance competitiveness and reduce time-to-bill.
- Supervise preparation and submission of U.S. work visa applications and transfer documentation, ensuring compliance with USCIS regulations and improving approval efficiency.
- Utilize AI-powered sourcing tools to identify, engage, and track high-quality IT professionals aligned with current and forecasted project demands.
- Conduct technical and behavioral interviews to evaluate candidates' skills, experience, and cultural fit for roles in software engineering, data, cloud, and cybersecurity domains.



- Coordinate interviews, client calls, and follow-ups to streamline hiring processes and maximize closure rates.
- Maintain active communication with consultants on bench to identify suitable opportunities and expedite project placements.
- Develop and maintain documentation for candidate pipelines, submittals, and visa cases using applicant tracking systems (ATS).
- Collaborate with internal delivery teams to align recruitment priorities with project timelines and workforce planning.
- Mentor junior recruitment staff on sourcing strategies, client coordination, and candidate engagement techniques.
- Report recruitment metrics to senior leadership and make data-driven decisions to improve performance and productivity across recruitment cycles.

**Position Title: Associate Recruiter**

Detailed Job Duties:

- Assist in sourcing, screening, and shortlisting qualified IT candidates across domains such as software development, data engineering, cloud, and project management.
- Coordinate job postings, resume reviews, and initial interviews to maintain a strong and responsive recruitment pipeline.
- Engage with candidates via phone, email, and LinkedIn to assess their qualifications, availability, and interest in specific roles.
- Collaborate with senior recruiters and hiring managers to align candidate submissions with project and client requirements.
- Support visa coordination and documentation preparation for candidates on H1B, CPT, OPT, and GC, under guidance from senior team members.
- Maintain and update applicant tracking systems (ATS) with candidate statuses, interview feedback, and submission logs.
- Prepare weekly and ad hoc reports for recruitment metrics, candidate progress, and open requisition updates.
- Assist in onboarding and communication for new hires, ensuring compliance with internal documentation protocols.
- Stay current with market trends, emerging technologies, and recruitment tools to contribute to the optimization of sourcing strategies.
- Participate in team meetings, learning sessions, and peer reviews to continuously improve technical knowledge and recruiting techniques.

**Position Title: Associate Recruiter**

Detailed Job Duties:

- Source and engage with top-tier IT talent in the U.S. market through job boards (Dice, Monster, Indeed), LinkedIn, and internal databases using Boolean search techniques.
- Conduct initial screening calls with candidates to discuss job opportunities, gather relevant qualifications, and assess their fit for client-specific requirements.
- Manage the full recruitment lifecycle including sourcing, screening, interviewing, offer negotiation, and onboarding of IT professionals.
- Maintain accurate and timely updates in the applicant tracking system (ATS), ensuring all candidate communications and recruitment stages are well-documented.
- Build and maintain a strong pipeline of IT candidates including developers, data engineers, project managers, and other technical roles to meet dynamic client needs.
- Collaborate with senior recruiters and account managers to align candidate submissions with role expectations, compliance standards, and client feedback.

- Keep up-to-date with market hiring trends, visa requirements, and salary benchmarks in the U.S. IT recruitment landscape.
- Provide a high-quality candidate experience through clear communication, timely updates, and professionalism throughout the hiring process.
- Coordinate interview scheduling and follow-ups between candidates and clients to ensure a smooth and efficient hiring process.
- Support employer branding initiatives by promoting BroadAxis job opportunities on social media and professional platforms.
- Learn and grow within the recruitment team by participating in training, process optimization discussions, and continuous improvement initiatives.