**Architect – Java / UI**

* **Coding standards**
  + **Coding practices - Clean code / Effective java / Secure coding**
  + **Sonar**
  + **Code reviews**
* **Testing standards**
  + **Junit / Mockito**
  + **DBUnit**
  + **Jetty**
  + **Fitnesse**
* **SCM standards**
  + **GIT**
  + **SVN**
* **Build & Deployment standards**
  + **Continuous Integration**
  + **Using Maven for automation**
* **Design standards**
  + **Exception handling**
  + **Logging practices**
  + **Layered architecture**
  + **Fault tolerance**
  + **Scalability**
* **Explore & Adapt new technologies**
* **Strong in fundamentals like Core java , Threads , Unix**

**Manager**

* **Planning work using version one**
* **Increasing velocity / productivity of team members**
* **Continuous improvement model using retro meeting**
* **Healthy and responsible work environment**
* **Estimate and eliminate risk**
* **Setting clear goals to team members**
* **Motivate towards better productivity and quality of work**