



Team DNA

IOVIO / Big Data

Quantitative:	●	●●	●●●	●●●●	●●●●●
Qualitative:	Good	Advanced	Proficient	Expert	Guru

About our Technical Skills:

In IOVIO Big Data we simply employ the best in class consultants that maintain current and sharp with the continuously evolving ecosystem of big data solutions. Our approach is to employ under a rigorous on-boarding process that assesses skills from a generalist point of view around technologies supporting big data, as opposed to the legacy IT of specialist-silo-worker style.

We invest, protect and build profiles in-house by offering career paths in the technical and analytical streams in big data, by continuously collaborating and engaging with niche players in the industry, other peers internationally and the community. Our skill profile is unmatched in the industry and we are proud about our talented, multi-cultural and resourceful team.

			Technical Profile				Analytical Profile	
			Technical Data Engineer (T1-DE)	Technical Data Consultant (T2-DC)	Technical Data Principal (T3-DP)	Technical Data Architect (T4-DA)	Data Analyst (A1-DA)	Data Scientist (A2-DS)
TECHNICAL SKILLS								
1	Software Development		30%	55%	70%	90%	45%	90%
1.1	Core Concepts	Git, OOP, Functional Programming, Dependency Injection, Facades, Unit Test	●●	●●●●	●●●●●	●●●●●	●●●	●●●●
1.2	Interpreted Languages:	Scala, Ruby, Python, JavaScript, Perl, PHP, Go	●●	●●●	●●●	●●●●●	●●	●●●●●
1.3	Compiled Languages:	Java, C, C++, Objective-C, SQL, Memory Management	●	●●	●●●	●●●●●	●●	●●●●
1.4	Scientific Languages:	Matlab, Octave, R, Markdown, Plotting Libraries	●	●●	●●●	●●●	●●	●●●●●
			6	11	14	18	9	18
2	Enterprise Architecture		40%	48%	68%	88%	36%	56%
2.1	Core Concepts	Protocols, Layers, Tiers, Distributed Systems, Virtualisation, Services, Testing, Concurrency, OS's	●●	●●●	●●●●	●●●●●	●	●●
2.2	RDBMS and NoSQL	Data Schemas, Schema-less Data, Normalisation, SQL, Data warehouse, Data lakes	●●●●	●●●●	●●●●●	●●●●●	●●●●	●●●●●
2.3	Canonical Modelling	Actors, Drivers, Interactions, States, Master Sources	●	●●	●●●	●●●●	●	●●●
2.4	SOA and API/REST	JSON, XML, Stubs, Service Virtualisation, Data Orchestration	●●	●●	●●●	●●●●●	●●	●●●
2.5	MicroServices and CORS	Containers, OS Isolation, Data Lineage, Data Streams	●	●	●●	●●●	●	●
			10	12	17	22	9	14
3	Network Infrastructure		24%	36%	44%	72%	20%	32%
3.1	TCP and UDP	Packet composition, WireShark, Tcpdump	●	●●	●●●	●●●●	●	●
3.2	Quality of Service (QoS)	Package relevance, package prioritisation, usage	●	●●	●●	●●●●	●	●
3.3	IPv4 and IPv6	Network standards, differences, use	●	●●	●●	●●●	●	●
3.4	SSL, TLS and Kerberos	Security, Transports, Implementation	●	●	●●	●●●	●	●●
3.5	HTTP/2 and WebSockets	Web transport technologies, web servers, advantages	●●	●●	●●	●●●●	●	●●●
			6	9	11	18	5	8
4	Integration Paradigms		40%	60%	80%	100%	60%	87%
4.1	Queueing Systems	Asynchronous messaging, ZeroMQ, JMS, Pub/Sub	●●	●●●	●●●●	●●●●●	5 ●●	●●●●
4.2	Batch Processing	Scheduling, Cronfab, PL/SQL, Store Procedures, Triggers	●●	●●●	●●●●	●●●●●	5 ●●●	●●●●
4.3	ETL and Data Streams	Mining, Log Parsing, Sinks, Data Pipelines, Consolidation, De-duplication, Reconciliation, Integrity	●●	●●●	●●●●	●●●●●	5 ●●●●	●●●●●
			6	9	12	15	9	13
5	DevOps Competencies		50%	60%	75%	100%	40%	65%
5.1	Continuous Integration / Continuous Development	Build systems, Parallel development, release management, environment management, Chef, Puppet	●●	●●●	●●●●	●●●●●	●●	●●●
5.2	Automation Engineering	Drivers, agents, correlation, parameterisation, unattended execution	●●●●	●●●	●●●	●●●●●	●●●●	●●●●●
5.3	Application Deployment	Packaging, kernels, parcels, compliance, mandates, governance	●●	●●●	●●●●	●●●●●	●	●●
5.4	Enterprise Monitoring	Agent-based, agent-less, system resources, end user experience, analytics, dynamic computing resources	●●	●●●	●●●●	●●●●●	●	●●●
			10	12	15	20	8	13
6	Cloud Environments		35%	50%	65%	85%	30%	65%
6.1	Providers	Amazon Web Services, Microsoft Azure, Google Cloud, IBM Soft-layer	●	●●	●●●	●●●●	●	●●●
6.2	CLI-Interfaces	Orchestration of cloud appliances, Vagrant, Ansible	●●●	●●●	●●●	●●●	●●	●●●
6.3	Features	Acumen in the field, ability to adapt cloud to needs	●●	●●●	●●●●	●●●●●	●	●●●
6.4	Pricing Models	Resourceful about costing, provision of orders of magnitude, spot requests bids	●	●●	●●●	●●●●●	●●	●●●●
			7	10	13	17	6	13
7	Big Data		24%	44%	64%	80%	56%	80%
7.1	Apache Hadoop	HDFS, MapReduce Job monitoring and debugging, MapReduce Job Implementation, Cluster building	●●	●●●	●●●●	●●●●●	●●●●●	●●●●●
7.2	Apache Spark	Scala, Cassandra, HBase, Apache Zeppelin Notebook, Cloudera Impala, RDDs, DFs	●	●●	●●●	●●●	●●●	●●●●
7.3	Apache Solr	Apache Lucene, Indexing, Enterprise Search solutions, Tesseract, OpenCV, Cloudera Search	●	●	●●	●●●●	●●●	●●●●
7.4	Apache MapReduce	Hadoop Streaming, AVRO, Parquet, Hadoop Pipes, Job Management	●	●●	●●●●	●●●●	●●	●●●●●
7.5	Apache YARN	Apache Ambari, Cloudera CM, Data operative system, Cluster Management	●	●●●	●●●	●●●●	●	●●
			6	11	16	20	14	20
8	Data Science		20%	27%	33%	67%	67%	100%
8.1	Statistics	Problem Models, Statistical Inference, exploratory data analysis	●	●●	●●	●●●●	●●●●	●●●●●
8.2	Machine Learning	Linear and Logical Regression, Classification, Neural Networks, Problem Vectorisation, Algorithms, Supervised or unsupervised learning	●	●	●	●●●	●●●	●●●●●
8.3	Probability	Classifiers, Bayesian methods, Boosting and Bagging	●	●	●●	●●●	●●●	●●●●●
			3	4	5	10	10	15
9	Certifications		20%	33%	40%	87%	27%	100%
9.1	Industry Recognised	Msc, Phd, Cloudera, AWS, Prince2, ITIL, ISTQB, PMI, TOGAF, Cisco	●	●●	●●	●●●●●	●●	●●●●●
9.2	Online Courses	Coursera, EDx, Udacity	●	●●	●●	●●●●	●	●●●●●
9.3	Events and Conferences	Internal, Self-paced courses, Meetups, Conferences	●	●	●●	●●●●	●	●●●●●
			3	5	6	13	4	15

About our Soft Skills:

In IOVIO Big Data we understand that a man is not an island, and leaving egos outside is paramount to a lean organisation. We promote interactions and fluent communication as a vehicle for team unison. Our consultants deliver under various principles including: transparency in project delivery, doing the right things as opposed to focusing in doing the things right, and preserve professionalism over customer challenges.

Even when the attitude and aptitude of individuals are relative, we decided to highlight the soft skills of our consultants, by scoring how prominent those factors are in their persona, and structure them alongside their career advancement in the team.

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SOFT SKILLS								
1	Consulting		50%	60%	75%	100%	75%	90%
1.1	Work Ethics	Trustworthy to goals, customer advocacy, loyal to brand their represent, punctual, respectful of ethnicity, culture and beliefs and diplomatic across groups	●●●●●	●●●●●	●●●●●	●●●●●	●●●●●	●●●●●
1.2	Client Presence	Prompt and effective communication, translate needs into solutions, converge complexity into procedural steps	●●	●●●	●●●●	●●●●●	●●●	●●●●●
1.3	Stakeholder Management	Resourceful to demands, transparency and diligence, prevent derailing from objectives, focus on targets	●	●●	●●●	●●●●●	●●●	●●●
1.4	Awareness and Consciousness	Relative mindset, thoughtful about environment, ecosystem, energy consumption and ecological footprints, conscious about alternative ways to approach and resolve challenges	●●	●●	●●●	●●●●●	●●●●	●●●●●
			10	12	15	20	15	18
2	Team Spirit		48%	60%	72%	92%	68%	96%
2.1	Collaboration	Parallelise streams of work, task breakdown, lean methods, focused	●●	●●●	●●●●	●●●●●	●●●●	●●●●●
2.2	Mentoring	Nurturing professionalism around him, listening is the first step to mentoring, win/loss proudness	●	●●●	●●●●	●●●●●	●●	●●●●●
2.3	Execution	Results driven, clear definition of done, completeness attitude	●●●	●●●	●●●●	●●●●●	●●●	●●●●●
2.4	Learning	Eager to learn from everyone and everything, curious, motivated	●●●●●	●●●●●	●●●	●●●●●	●●●●●	●●●●
2.5	Sharing	Knowledge for everyone, understand that differentiation create barriers, identify is the approach	●	●●	●●●	●●●●	●●●	●●●●●
			12	15	18	23	17	24
3	Mantras		68%	84%	92%	100%	84%	80%
3.1	Have fun	We love what we do, and enjoy doing it every day. No problems, just challenges	●●●●●	●●●●●	●●●●●	●●●●●	●●●●●	●●●●●
3.2	Collective success	I am as good as my colleague	●●	●●●●	●●●●	●●●●●	●●●●	●●●●●
3.3	Live Present	I am as good as my last project	●●●	●●●●	●●●●●	●●●●●	●●●●	●●●●●
3.4	Keep it simple	Complex problems, simple solutions	●●	●●●	●●●●	●●●●●	●●●	●●
3.5	Work and life balance	You do better when you feel better	●●●●●	●●●●●	●●●●●	●●●●●	●●●●●	●●●
			17	21	23	25	21	20
4	Attitude		60%	73%	73%	93%	73%	100%
4.1	Curious	I want to know this, I want to know that	●●●	●●●●	●●●●	●●●●●	●●●●●	●●●●●
4.2	Determined	Make things happen, breath and go!	●●●	●●●●	●●●●	●●●●●	●●●●	●●●●●
4.3	Pragmatic	An spaghetti plate is just strings of pasta, no thinking outside of the box as there is no box	●●●	●●●	●●●	●●●●	●●●	●●●●●
			9	11	11	14	11	15