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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Team Member | Ideal Job | Required Skill Set - General | Require Skill Set - IT Specific | Similarities | Differences | BGD - General Skill Demand | BGD - IT Specific Skill Demand | BGD - 3 Highest IT Specific Job skills not in current skill set | BGD - 3 Highest IT General Skills not in current skill set |
| Aaron B | Business Analyst | * Advanced business analysis * Business Analytical skills * Advanced knowledge of project management * Ability to build and maintain stakeholder relationships * Financial Market knowledge (fixed income and foreign exchange) * Market data provider knowledge * Critical thinking and problem solving skills | * Agile/Scrum software experience | * Analytical skills * Frequent client contact * Project management * Financial industry knowledge * Problem solving skills | * Frequent customer contact * Use of Agile/Scrum software * Financial Industry required | * Problem Solving Skills = High * Analytical Skills = Moderate * Management = Moderately low * Maintain stakeholder relationships = Very low demand * Financial Industry knowledge = Not listed | * Scrum = Low demand * Agile = Very low demand | * Solutions Architect * Graphic Designer * .Net Developer | * Communication Skills * Problem Solving * Organisational Skills |
| Andrew B | Senior Systems Administrator |  |  |  |  |  |  |  |  |
| Carla J | Graduate Paraplanner | * Excellent communication * Excellent report writing * High attention to detail * Analytic aptitude * Researching skills * Time management * Organisational skills * Excellent interpersonal skills | * IT skills (Use of Microsoft suite, Xplan/XTools) | * Communication skills * Attention to detail * Analytical skills * Time management * Organisational skills | * Moderate customer contact * No coding skills required * Use of Xplan/XTools * Financial Industry knowledge required | * Communication skill = Very High * Organisational = High * Writing skills = High demand * Attention to detail = High * Analytic Skills = Moderate * Research = Moderate * Time Management = Moderate * Interpersonal = Not on list | * Microsoft suite, Xplan/XTools = Very low demand in IT industry. | * Solutions Architect * Graphic Designer * .Net Developer | * Problem Solving * Team Work/Collaboration * Trouble-shooting |
| Lachlan S | Mid - Level .Net Developer | * Analytical aptitude * Problem solving skills * Communication skills * Adaptable & quick learner * Project management | * Coding/Language Skills: C#, Javascript, Moq, Unit, N Unit, CI/CD, Design Pattern, SQL Server * Further coding skills: Net core,Css NodeJS, Azure/AWS, React/Amgular/Vue.js, React-Native/Xamarin, Umbraco | * Analytical skills * Problem solving skills * Communication skills * Project management | * Coding and language skills required * Less customer contact * No financial industry knowledge required | * Communication skill = Very High * Problem Solving Skills = High * Analytical Skills = Moderate * Management = Moderately low * Adaptable = Not listed | JavaScript = High  SQL = High  C# = Moderate  Moq, Unit, N Unit, CI/CD, Design Pattern, = Low demand  Net core,Css NodeJS, Azure/AWS, React/Amgular/Vue.js, React-Native/Xamarin, Umbraco = Very low demand | * Solutions Architect * Graphic Designer * .Net Developer |  |
| Sean M | Business Systems Manager |  |  |  |  |  |  | * Solutions Architect * Graphic Designer * .Net Developer |  |
| Adrianna M | Business Rescue & Insolvency Strategist | * Background in financial planning, accounting, business banking or insolvency * Finance related customer service experience and knowledge * Communication skills * Team work ethic * Problem solving skills * Attention to detail * Organisational Skills * Time management |  | * Communication skills * Problem solving * Attention to detail * Organisational skills * Time management | * Frequent customer contact * No coding skills required * Financial industry knowledge required | * Communication skill = Very High * Team Work = High demand * Problem Solving = High * Attention to detail = High * Organisational skills = High * Financial Industry knowledge = Not listed * Customer Service = Not listed * Time management = Moderate |  | * Solutions Architect * Graphic Designer * .Net Developer | * Communication Skills * Problem Solving * Organisational Skills |