Industry Data (Burning Glass Data)

* + - What are the Job Titles for your group's ideal jobs? How do each of these rank in terms of demand from employers?
    - Identify a set of skills required for these jobs (referred to as the Group's Required Skill Set). These can be divided into general skills (communication, problem solving, writing etc) and IT-specific skills (Javascript, SQL, etc).

1. How do the IT-specific skills in your required skill set rank in terms of demand from employers?
2. How do the general skills in your required skill set rank in terms of demand from employers?
3. What are the three highest ranked IT-specific skills which are not in your required skill set?
4. What are the three highest ranked general skills which are not in your required skill set?
   * Having looked at the Burning Glass data, has your opinion of your ideal job changed? Why or why not?

**Ideal Jobs with Burning Glass:**

Aaron’s ideal career in the IT environment would be a business analyst. General set of skills required for Aaron’s job are Problem Solving highly demanded by employers, Analytical Skills in moderate demand and Management Skills in moderately low demand from employers. Maintaining stakeholder relationships have been ranked very low in terms of demand from employers. Financial Industry knowledge hasn’t been listed on Burning Glass analysis, which is indicating skills in greatest demand from employers. IT- Specific set of skills required for Aaron’s job are Scrum and Agile software experience, which both have been ranked low in terms of demand from employers.

Andrew found that being a Senior Systems Administrator is an appealing job opportunity to him, because we would love to manage an IT Department in the future. General set of skills required for Andrew’s job are Problem Solving, Team Work, Troubleshooting and Organisational skills highly demanded by employers. Research and Analytical Skills in moderate demand and Multitasking in moderately low demand from employers. Excellent verbal and written communication skills have been ranked very highly in terms of demand from employers. Strong technical documentation knowledge hasn’t been listed on Burning Glass analysis. IT- Specific set of skills required for Andrew’s job are Microsoft Windows knowledge highly demanded by employers, Software Engineering, Microsoft Office and LINUX which have been ranked in moderate level in terms of demand from employers. Server hardware knowledge has been ranked low in terms of demand from employers and operation of Windows Server Operating System hasn’t been listed on Burning Glass analysis. The three highest ranked general skills which are not in Andrew’s required skill set are Planning, exceptional Attention to detail and Creativity.

Carla’s ideal career is to continue her progression in the banking and financial services industry as a Paraplanner. General set of skills required for Carla’s job are Organisation, Planning, Writing and Attention to detail highly demanded by employers. Research, Analytic Skills and Time Management in moderate demand and Interpersonal Skill hasn’t been listed on Burning Glass analysis. Excellent communication skills have been ranked very highly in terms of demand from employers. IT- Specific set of skills required for Carla’s job are Microsoft suite and Xplan/XTools which have been ranked very low in terms of demand from employers in the IT industry. The three highest ranked general skills which are not in Carla’s required skill set are Team Work/ Collaboration, Troubleshooting and Creativity.

Lachlan decided that being a mid level . NET Developer perfectly combines his interest and existing skills with those he’s looking to further invest in. General set of skills required for Lachlan’s job are Communication and Problem Solving highly demanded by employers, Analytical Skills in moderate demand and Management Skills in moderately low demand from employers. Good adaptability to constant changes hasn’t been listed on Burning Glass analysis, which is indicating skills in greatest demand from employers. IT- Specific set of skills required for Lachlan’s job are knowledge of JavaScript/JAVA and SQL highly demanded by employers and knowledge of C# in moderately low demand from employers. Moq, Unit, N Unit, CI/CD, Design Pattern and Net core,Css NodeJS, Azure/AWS, React/Amgular/Vue.js, React-Native/Xamarin, Umbraco have been ranked low in terms of demand from employers in the IT industry.

Sean would like to move into a new industry and work as a Business System Manager, using his knowledge and technical skills to simplify and improve the efficiency of business systems and processes. General set of skills required for Sean’s job are Communication, Teamwork and Problem Solving highly demanded by employers, Quality Assurance and Control and Leadership Skills in moderate demand and Building effective relationships with stakeholders in moderately low demand from employers.  IT- Specific set of skills required for Sean’s job are Business Analytical and Management skills highly demanded by employers and Microsoft Office knowledge, which have been ranked in moderate level in terms of demand from employers. The three highest ranked general skills which are not in Sean’s required skill set are Writing, Troubleshooting and Organisational Skills.

Adrianna’s ideal job selection in the financial industry would be a Business Rescue and Insolvency Strategist, as the concept of finding the best financial strategies for businesses would be meaningful and rewarding to her. General set of skills required for Adrianna’s job are Organisation, Planning, Team Work, Problem Solving and Attention to detail highly demanded by employers. Time Management in moderate demand, but Financial Industry knowledge and Customer Service Skills haven’t been listed on Burning Glass analysis. Excellent communication skills have been ranked very highly in terms of demand from employers. IT- Specific set of skills required for Adrianna’s job are Microsoft suite and Xplan/XTools which have been ranked very low in terms of demand from employers in the IT industry. The three highest ranked general skills which are not in Adrianna’s required skill set are Writing, Troubleshooting and Creativity.

The three highest ranked IT-specific skills which are not in all group member’s required skill set (except Lachlan’s) are knowledge of coding language as SQL, JavaScript and JAVA. The three highest ranked IT-specific skills which are not in Lachlan’s required skill set are Business Management, Microsoft Windows and SAP. The three highest ranked general skills which are not in Aaron’s and Lachlan’s required skill set are Writing, Teamwork/ Collaboration and Organisational Skills.

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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 | BGD - 3 Highest IT General Skills |
| 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 |  SQL   JavaScript   JAVA |  Organisational skills   Writing   Teamwork/ Collaboration |
| Andrew B | Senior Systems Administrator | * Analytical aptitude * Advanced critical thinking and problem-solving skills * Organisational skills * Multi-Tasking * Effective collaborative team work * Excellent verbal and written communication * Strong technical documentation skills * Research * Troubleshooting | * Server hardware and software technology knowledge * Windows Server Operating System/ Active Directory Domain * Microsoft Windows/ MS Exchange * Office 365 administration * LINUX * VMware Sphere 6.x virtualized environment |  Communication skills   Analytical skills   Organisational skills |  Server hardware and software technology knowledge required   Less customer contact   No financial industry knowledge required | * Analytical aptitude = Moderate * Problem Solving Skills = High * Teamwork/ Collaboration= High * Organisational skills= High * Multi-Tasking= Moderately low * Excellent verbal and written communication= Very high * Strong technical documentation skills= Not Listed * Research= Moderate * Troubleshooting= High | * Microsoft Windows= High demand * Software Engineering/ Microsoft Office/ LINUX= Moderate * Server hardware knowledge/ Systems Engineering= Low * Windows Server Operating System/ VMware Sphere 6.x virtualized environment= Not listed |  SQL   JavaScript   JAVA |  Planning   Detail-oriented   Creativity |
| Carla J | Graduate Paraplanner | * Excellent communication * Excellent report writing * High attention to detail * Analytical aptitude * Researching skills * Time management * Organisational skills * Excellent interpersonal skills * Planning 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 * Planning= High | * Microsoft suite, Xplan/XTools = Very low demand in the IT industry. |  SQL   JavaScript   JAVA | * Teamwork/ Collaboration * Troubleshooting * Creativity |
| Lachlan S | Mid - Level .Net Developer | * Analytical aptitude * Problem solving skills * Communication skills * Adaptable & quick learner * Project management | * Coding/Language Skills: C#, Javascript, JAVA, 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/JAVA = 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 | * Business Management * Microsoft Windows * SAP |  Organisational Skills   Writing   Teamwork/ Collaboration |
| Sean M | Business Systems Manager | * Ability to work effectively in a team environment * Improvement of efficiency/ review and audit of business systems and processes * Strong stakeholder management skills * Strong change management skills * Excellent communication skills * Strong people leadership capability | * Office 365 administration * Business Management/ SalesForce Software expertise required * Customer support services/ Zendesk / IP Scape * Advanced knowledge of business system analysis | * Communication skills * Analytical skills * Frequent client contact * Problem solving skills |  Use of Business Softwares as Zendesk / IP Scape/ SalesForce   Financial Industry required   No coding skills required   Team leader capability required   Business Management skills required |  Communication skill = Very High   Teamwork = High demand   Problem Solving = High   Quality Assurance and Control/ Audit of business systems = Moderate   Leadership= Moderate   Management/ Building effective relationships with stakeholders= Moderately low |  Business Analytical/ Management skills= High   Customer service/ Microsoft Office= Moderate |  SQL   JavaScript   JAVA |  Organisational Skills   Writing   Troubleshooting |
| 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/ Planning Skills * Time management | * IT skills (Use of Microsoft suite, Xplan/XTools) | * 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 * Teamwork = High demand * Problem Solving = High * Attention to detail = High * Organisational skills = High * Financial Industry knowledge = Not listed * Customer Service = Not listed * Time management = Moderate * Planning= High | .   * Microsoft suite, Xplan/XTools = Very low demand in the IT industry. |  SQL   JavaScript   JAVA |  Writing   Troubleshooting   Creativity |