

**Skill-Set Blueprint for Building & Operating HRS Cloud**

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| Competency Category | Must-Have Skills | Why It Matters for HRS Cloud |
| **Cloud Platforms** | - Deep AWS services knowledge—Step Functions, Lambda/ECS, EventBridge, CloudWatch, IAM, VPC, Secrets Manager.  - Working familiarity with Azure & GCP fundamentals (Monitor, Functions, IAM, networking) for upcoming multi-cloud remediation. | Core orchestration runs on AWS; future connectors extend to other clouds. |
| **Workflow Engines** | - Camunda 8 (BPMN/Zeebe) modeling & Java/TypeScript client APIs.  - Amazon States Language for Step Functions.  - Temporal SDK (Go/Java/TypeScript) if chosen for long-running or cross-cloud flows. | Enables team to choose the right engine per playbook and maintain legacy Camunda 7 models. |
| **Programming & Scripting** | - One strongly-typed language (Java, Go, C#) for workers/SDKs.  - Python or TypeScript for Lambda functions & glue code.  - REST/GraphQL design for the Action Gateway. | Custom connectors, data transforms, and workflow workers rely on solid code. |
| **DevOps & IaC** | - Terraform/CloudFormation & Helm for EKS/Zeebe stacks.  - GitHub Actions or AWS CodePipeline for CI/CD of workflows and infrastructure.  - Containerization with Docker; Kubernetes fundamentals. | Guarantees repeatable, version-controlled deployments and fast rollbacks. |
| **Site Reliability Engineering** | - Observability stack: CloudWatch Logs/Metrics, OpenTelemetry, Prometheus-Grafana.  - Incident management tooling (PagerDuty, JIRA Service Mgmt).  - Chaos engineering & load testing. | SRE disciplines keep the remediation platform itself highly available and measurable. |
| **Security & Compliance** | - IAM least-privilege design, KMS encryption, Secrets Manager usage.  - Understanding of PCI/GDPR/SOX controls relevant to automated operations.  - Static code analysis & policy-as-code (OPA, AWS Config, Terraform Sentinel). | Protects credentials, satisfies audits, and prevents privilege escalation via automation. |
| **Networking & Hybrid Connectivity** | - AWS Direct Connect/VPN, Transit Gateway, PrivateLink.  - VPC design, routing, security groups, DNS failover. | Secure low-latency links between HRS Cloud, on-prem Camunda 7, and other clouds. |
| **Process Modeling & Runbook Design** | - BPMN 2.0 proficiency for diagramming complex remediation and BCP flows.  - Incident playbook creation and versioning best practices. | Ensures workflows are understandable, maintainable, and auditable across teams. |
| **Soft Skills** | - Cross-functional collaboration with SRE, security, and application teams.  - Documentation and post-incident review facilitation.  - Continuous learning mindset for fast-evolving cloud services. | Smooths hand-offs, accelerates adoption, and drives iterative improvement. |

**Recommended Team Composition**

1. **Cloud Workflow Engineer (2–3×)**
   * Designs BPMN/ASL state machines, writes Lambda/worker code, and builds connectors.
2. **DevOps/SRE Specialist (1–2×)**
   * Owns IaC, CI/CD pipelines, observability stack, and platform uptime SLAs.
3. **Security Engineer (shared)**
   * Reviews IAM policies, secrets handling, and compliance reporting.
4. **Network & Hybrid Integration Engineer (shared)**
   * Manages Direct Connect/VPN, firewall rules, and cross-cloud connectivity.
5. **Product Owner / Process Designer (1×)**
   * Gathers remediation requirements, prioritizes backlog, and drives adoption.

With this skill matrix and role mix, your team can iteratively evolve HRS Cloud—from AWS-only remediation today to full multi-cloud, hybrid incident automation tomorrow—while maintaining security, reliability, and developer velocity.

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