Technology Glossary for Recruiters

A Guide to Tech Roles, Skills, and Languages

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Contents

Introduction

The plain truth is this: the tech world changes fast. As a recruiter competing for the best possible talent, how do you manage to stay on top of all the different types of tech roles, programming languages, and which tech roles require which language?

Recruiters oftentimes are salespeople at heart and have inarguable relationship development skills. However, they may lack a degree of technical knowledge that could help them better perform as tech recruiters. This is why we've developed this tech glossary. Now, recruiters of any level of expertise in any industry will be able to have a solid starting point in the tech world. This guide will help you understand:

- **Popular Tech Roles**: what they're called and what they do

- **Programming Languages and Technical Skills:** definitions with a brief description of each

- **Which Tech Roles Require Which Skills**: stop wondering and start searching with greater efficiency

In a tight tech talent market, this glossary can help you communicate more effectively with your clients and the teams that you're recruiting for, as well as with potential candidates. The words you learn in this glossary may seem like just a few simple terms, but they can empower you to talk to developers in their own language and fill high-demand roles with top-notch talent faster than ever.

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Popular Tech-Related Roles

If one of your hiring managers came to you and said, "I need a mobile developer," where would you begin your search? As the way we communicate continues to evolve, so do tech-related roles. For example, today's mobile developer might only need to be proficient in iOS and Android platforms, but if the Windows phone catches on, there's a new and growing niche in the mobile development field.

This section of our tech glossary gives you a list of today's most common tech-related roles - the ones you'll likely be tasked with filling. We'll offer a brief overview of each role's function (though it will vary by company and circumstance), and then a list of the most in-demand programming languages and skills in today's tech landscape. Finally, we'll match those roles with the programming and development skills most commonly required. You'll have everything you need to better understand tech roles, each role's key technical skills, and how these match up with your recruiting efforts.

B

Back End Developer
Focuses on the source code and other behind-the scenes programming that makes the software, website, or other application function correctly

Big Data Engineer
Builds large-scale data processing systems; Big Data Engineers organize and process larger-than-average data sets using specialized tools

Build Release Engineer/ Software Release Engineer/ Gatekeeper
(by any of these names)
Responsible for maintaining the code lines, testing software fixes or releases, maintaining the build system, debugging build errors, and so on; does not need to be proficient in coding, but needs to know basic scripting languages

Business Intelligence Analyst
Collects, summarizes, and analyzes data and provides insight into the data used by a business or organization to make decisions

F

Flash Developer
Uses the Flash platform by Adobe to create vector graphics, animation, and games that can be viewed, played, and executed through the Adobe Flash Player. Flash is commonly used to add interactive media such as ads, video, or music to a web page

Front End Developer
Responsible for collecting input in various forms from the user, then processing it to conform to a specification the back end can use

I

Interactive Developer
Develops interactive media, including audio, video, and 3D technologies

Yuriy Groysman
Data Scientist

"As a data scientist, I extract features from complex, high-dimensional data from multiple sources and design scoring and recommendation models using machine learning techniques, such as sparse matrix factorization, topic modeling, heat diffusion models, and deep learning neural nets."

Core Skills:

Python, Mongo, Redis, SKLearn, C, Matlab

L

Linux/Unix Developer
Proficient in Linux or Unix tools and well-versed in scripting; should be able to customize the Linux/Unix kernel and be able to do user and kernel-level debugging

M

Mobile Developers
Works with one or more of the most common mobile device operating systems

- **Android:** Linux-based operating system designed primarily for touch-screen mobile devices, such as smartphones and tablet computers

- **iOS:** Operating system developed and is distributed by Apple; used for Apple devices, including iPhones and iPads

- **Blackberry:** Mobile operating system specific to Blackberry devices, different from Android or iOS

- **Windows Phone:** Operating system run by Microsoft's Windows Phone that is in the Windows family

Middleware Developer
Experienced in using and/or building frameworks that tie different components of an application together

N

.NET Developer
Intimately familiar with any of the .NET languages, such as C#, VB.NET, etc. and .NET stacks, including ASP .NET and WinForms

O

Oracle Developer
Experienced at using RDBMS, particularly the Oracle Database, and has experience as a database administrator

OS X Developer / Apple Developer
Familiar with OS X operating system, which is unique to Apple computers; also familiar with the languages and tools used by Apple

P

Program Management
Oversees the status and purpose of all projects within a program, as well as all project-level activities to make sure the program's goals will be met

R

Recommender Engines/ Machine Learning Developer
Experienced in building recommendation systems such as Netflix or Pandora

S

SAP Developer
SAP (Systems, Applications and Products in Data Processing) is the world leader in ERP (Enterprise Resource Planning) software

Responsible for designing software or customizing software for client use with the aim of optimizing operational efficiency

SharePoint Developer
Microsoft SharePoint is a Web application platform developed by Microsoft

Responsible for the design, implementation, integration and support of Microsoft technology and infrastructure solutions

Site Reliability Engineer
Maintains large production environments and ensures that the site is not vulnerable to cyber attacks

Software Architect
Makes high-level design choices and dictates technical standards, including software coding standards, tools, and platforms; has experience as a programmer

W

Web Developer
Specializes in developing applications for the World Wide Web

Windows Engineer
Works on the Windows operating system family by Microsoft

Programming Languages and Technical Skills

With technology and development conventions changing as fast as they do, it's not uncommon to come across a programming language you're not familiar with. To help you quickly get up to speed, use this list as a starting point. It will be useful with the keyword search in your recruiting platform. It can also help you have better conversations with hiring managers and team leaders prior to starting your candidate searches.

ABAP
(Advanced Business Application Programming)
High-level programming language created by the German software company SAP; ABAP and Java are the common languages used to develop on SAP products

ActionScript
Open-source, OO language developed by Macromedia, Inc.; superset of the syntax and semantics of JavaScript used to develop websites and software that use the Adobe Flash Player platform.

Agile
Software development methodology based on iterative and incremental development; solutions and requirements evolve through collaboration between self-organizing, cross-functional teams; promotes adaptive learning, evolutionary development and delivery, a time-boxed iterative approach, and encourages a team's rapid and flexible response to change

Ajax
(Asynchronous JavaScript and XML)
Group of interrelated web development techniques used to create asynchronous web applications

Ant
Open source build tool for automating software build processes; implemented using Java and uses XML to describe the build process

Apache HTTP Server
Web server program written in C, developed by the Apache Software Foundation

API
(Application Programming Interface)
Specification of how some software components should interact with each other

Applescript
Scripting language created by Apple Inc. and built into Macintosh operating systems; has some elements of object-oriented programming and natural language programming tendencies in its syntax, but does not strictly conform to either category

ASP
(Answer Set Programming)
Form of declarative programming oriented towards difficult search problems; similar to Perl, Python, and PHP

ASP .NET
Server-side web application framework used it to create dynamic web pages; built on the CLR (Common Language Runtime), allowing developers to write ASP .Net code on any .NET language

Assembly
Back end programming language typically used in a system's boot code, the low-level code that initializes and tests the system hardware prior to booting the operating system; an understanding of Assembly could be helpful for a C or C++ developer

AWK
Scripting language typically used as a data extraction and reporting tool; used on the Unix operating system

Bash Shell
Unix shell built as a free software replacement for the Bourne shell (and therefore sometimes referred to as "Bourne Again" Shell); default shell for Linux and Mac OS X

BI
(Business Intelligence)
Applications that include the activities of query and reporting, OLAP (Online Analytical Processing), statistical analysis, forecasting, and data mining

Jonathan Foley
Data Scientist

"I work on analyzing data and developing models to predict and recommend developers at Gild."

Core Skills:

Python, Mongo, Redis, Git, SKLearn, C, Matlab, R

Big Data
Collection of data sets so large and complex that it becomes difficult to process using database management tools or traditional data processing applications; using Big Data has led to the creation of specialized databases such as NoSQL and frameworks like Hadoop

BigTable
Proprietary data storage system built on Google Technologies

Bourne Shell
Unix shell; the default shell for Unix Version 7

Bourne Again Shell
See Bash Shell

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C

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C
General purpose programming language used quite often with low-level programming such as embedded systems, operating systems, and drivers. C is a procedural language, as compared to C++ and Java, which are OO-based

C++
Programming language that allows programmers to develop in terms of objects that contain both data and methods; runs on a variety of platforms, such as Windows, OS X, and Unix; is a multi-paradig, and supports OO and other useful styles of programming and development based on C

C#
pronounced "C-sharp"
Part of the .NET framework; syntax is similar to the syntax of C and C++, with minor variations; designed to be an OO language

Camping
Framework written in Ruby

Cascades
UI framework for Blackberry

Cassandra
Open source distributed database management system; NoSQL solution used to handle very large amounts of data

CI
(Continuous Integration)
Practice aimed at preventing integration problems that merges all developer workspaces with a shared mainline several times a day

ClearCase
Family of software tools that support SCM (software configuration management) of source code and other software development assets; supports two kinds of use models: UCM (Unified Change Management) and base ClearCase

Neha Karajgikar
Back End Engineer

"I work on the back end team on Gild Source, where I design and write code to add to the data we have in our system."

Core Skills:
Ruby, Ruby on Rails, Redis, Mongo

COBOL
(Common Business-Oriented Language)
One of the oldest programming languages used in business, finance, and administrative systems for companies and governments

Cobra
Open source, general-purpose, OO programming language that runs on the Microsoft .NET and Mono platforms, and is strongly influenced by Python, C#, Eiffel, and Objective-C

Cocoa
Object-oriented API that is native to Apple's OS X; typically developed using tools provided by Apple, such as Xcode and Interface Builder, using Objective-C

Cocoa Touch
API related to Cocoa used for the iOS operating system

Coffeescript
Compiles (translates) into JavaScript

Cognos
IBM's business intelligence and performance management software suite designed to enable business users without technical knowledge to extract corporate data, analyze it and assemble reports

COM
(Component Object Module)
Basis of several Microsoft technologies and frameworks

CORS
(Cross-Origin Resource Sharing)
HTML5 feature that allows one site to access another site's resources despite being under different domain names

CouchDB
(Cluster of Unreliable Commodity Hardware)
Open source, document-oriented NoSQL database by Apache that is accessed using a RESTful JSON API; extremely scalable, with high reliability; Javascript is the query language using MapReduce and HTTP for an API

csh
(C Shell)
Unix shell

Duilio Ruggiero
Web Application Developer

"I work on the server side of the web application, showing the elaborated data to the client side or to other applications (via REST API)."

Core Skills:

Ruby, Ruby on Rails, Sinatra, Grape, Cucumber, RSpec, Mongo, Redis, Git

CSS
(Cascading Style Sheets)
Style sheet language used to describe the presentation semantics (the look and formatting) of a document written in a markup language

CSS3
Latest standard for CSS

CVS
(Concurrent Versions System)
Client-server free software revision control system popular with open source developers that keeps track of all work and tracks changes on files, allowing developers to collaborate

———————— D ————————

DCOM
(Distributed Component Object Model)
Proprietary Microsoft technology for communication among software components distributed across networked computers

Debian
Operating system composed of open source software packages; one of the most popular Linux distributions

Django
Open source web application framework written in Python

DOS
(Disk Operating System)
Able to access hardware directly, making it popular for use in embedded devices

Dynpro / WebDynpro
Framework for development of user interface for use with SAP NetWeaver; supports programming for platform such as Java , ABAP, .NET

———————— E ————————

Eiffel
OO language that emphasizes declarative statements over procedural code; often compiled into C

Emacs
Family of text editors that are characterized by their extensibility

ERP
(Enterprise Resource Planning)
System that integrates internal and external management of information across an entire organization

ETL
(Extract, Transform and Load)
Process in database usage and data warehousing that involves: extracting data from outside sources, transforming it to fit operational needs, and loading it into the end target

———————— F ————————

Frameworks
Reusable set of libraries or classes used to develop applications and products; include support programs, compilers, code libraries, tool sets, and APIs

———————— G ————————

Git
Distributed revision control and source code management system that places an emphasis on speed, allowing developers to track revisions and history; not dependent on network access or a central server

Go
(Golang)
Open source language designed for fast compiling and efficient garbage-collection (automatic memory management); syntax is similar to that of C; it is important to note that it is separate from Go! (a logic-based language)

Gradle
Project automation tool that builds upon Ant and Maven designed for multi-project builds that can grow fairly large and supports incremental builds; associated languages include Java, Groovy, and Scala

Groovy
OO language used for scripting on the Java platform; a dynamic language with similar features to those of Python, Ruby, and Perl

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H

Hadoop
Software library framework by Apache that allows for the distributed processing of large data sets across clusters of computers using simple programming models

HBase
Open source, non-relational, distributed database, modeled after Google's BigTable and written in Java; it runs on top of HDFS (Hadoop Distributed Filesystem)

HDFS
(Hadoop Distributed File System)
File system written in Java for the Hadoop framework

HTML
(HyperText Markup Language)
Main markup language for creating web pages and other information that can be displayed in a web browser; HTML elements form the building blocks of all languages
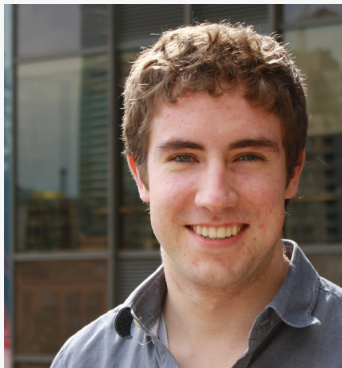
HTML5
Fifth revision of HTML which contains new syntactic features that were not previously available and was built with the consideration of being able to run well on mobile devices

HTTP
(Hypertext Transfer Protocol)
Foundation of data communication for the World Wide Web

Hudson
CI (Continuous Integration) tool written in Java; supports SCM (Source Code Management) tools including CVS, SVN (Subversion), Git, Perforce, and ClearCase

Jake Magner
Data Scientist

"I work on data cleaning, data mining, and algorithm development to improve Gild's products, make predictions, and gain insights."

Core Skills:

Python, Mongo, Redis, SKLearn

I

IDE
(Integrated Development Environment)
Software application that consists of a source code editor, build automation tools, and a debugger

iOS
Operating system for Apple's mobile devices, including iPhone, iPod, and iPad products

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J

J2EE
(Java 2 Platform, Enterprise Edition)
Platform-independent, Java-centric environment for developing, building and deploying Web-based enterprise applications online

Java
General-purpose, OO language; one of the most popular programming languages in use, particularly for client-server web applications

Java Bytecode
Form of instructions that the Java virtual machine executes; not necessary for a Java programmer to be aware of or understand Java bytecode at all

JavaScript
Dynamic, OO, general-purpose, programming language best known as the scripting language for web pages, but is also used in many non-browser environments

Java EE
(Java Platform, Enterprise Edition)
Oracle's enterprise Java platform

Java RMI
(Remote Method Invocation)
Java API that allows a program to execute subroutines both locally or remotely (on another computer) using essentially the same code

JBoss
Application server written in Java that implements Java EE; recently renamed "Wildfly"

Jenkins

Open source CI (Continuous Integration) tool that is written in Java; forked from Hudson and supports SCM tools including CVS, Git, Perforce, SVN (Subversion), Mercurial, and ClearCase

JMS
(Java Message Service)

API that sends messages between 2 or more clients; part of the Java EE platform

jQuery

Free, open source JavaScript library used to navigate HTML documents, handle events, perform animations and add Ajax interactions to Web pages

JRuby

Ruby language interpreter that is written in Java; allows full two-way access between the Java and Ruby code

JSON
(JavaScript Object Notation)

Text-based open standard designed for human-readable data interchange

JVM
(Java Virtual Machine)

Virtual machine that can execute Java bytecode

K

Kernel

Main component of most operating systems; acts as a bridge between data processing at the hardware level and applications

ksh
(Korn Shell)

Unix shell that is backwards compatible with Bourne Shell and includes many feature of C Shell

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L

Linux

Operating system assembled with open source software; similar to Unix

LUA

Gaming framework for iOS

M

Make

Utility that builds programs and libraries automatically from source code especially popular in Unix

MapReduce

Programming model for processing large data sets

Maven

Build automation tool that is primarily used for Java projects

Merb
(Mongrel+Erb)

Model–view–controller web framework written in Ruby

Mercurial

Free, distributed source control management tool

Mongo

Open source, document-oriented database that is part of the NoSQL family of databases; written in C++

Mono

Software platform designed to allow developers to easily create cross platform applications for iPhone and Android-based smartphones

MonoTouch

Software development kit developed by Xamarin that allows developers to create iPhone applications using C# and the .NET framework

MySAP

E-business software integration tool for SAP

MySQL
pronounced "My S-Q-L"

Widely used open source RDBMS (Relational Database Management System) (Relational Database Management System) that runs as a server and provides multi-user access to multiple databases; written in C and C++

MVC
(Model View Controller)

Architecture for building interactive applications that lies at the heart of the Ruby on Rails

Marius Colacioiu
Front End Developer

"I work on the front end team on Gild Source, making sure recruiters and customer sales requests get fully implemented in time."

Core Skills:

Ruby, Javascript, Git, ElasticSearch

framework

N

.NET

.NET is a framework that runs primarily on Windows

Netweaver / SAP Netweaver
SAP's integrated technology computing platform and is the technical foundation for many SAP applications

Nitro
Web development library for the Ruby language

NoSQL
(Not Only SQL)
Database designed for distributed data stores for very large scale data needs; examples are Mongo, CouchDB, and Redis

Francesco Laurita
VP of Engineering

"I work within Gild's software stacks, mainly focused on our back end data analysis system. As a VP of Engineering I'm also responsabile for all of the technical decisions behind our products."

Core Skills:

Ruby, Ruby on Rails, Java, C, C++, NoSQL

O

Objective-C
Main programming language used by Apple for the OS X and iOS operating systems

Objective-C++
Language that can compile files that use a combination of Objective-C and C++ syntax; adds the same extensions to C++ that Objective-C adds to C

OData
(Open Data Protocol)
Data access protocol for querying and updating data from Microsoft

OEM
(Original Equipment Manufacturer)
Manufacturers who resell another company's product under their own name and branding

OLAP
(Online Analytical Processing)
Computer processing that enables a user to easily and selectively extract and view data from different points of view

OO Programming Languages
(Object-Oriented)
Programming methodology organized around objects instead of actions; objects are organized into classes, which allow individual objects to be grouped together to design applications and computer programs; Java, C++, and C# are examples of OO languages

Open Source
Philosophy that promotes free redistribution and access to an end product's design and implementation details

Operating Systems
Collection of software that manages computer hardware resources and provides common services for computer programs; examples include: Android, iOS, Linux, OS X, and Windows

Oracle Database
Object-relational database management system produced and marketed by Oracle Corporation

OS X
Series of Unix-based graphical interface operating systems developed, marketed, and sold by Apple Inc.

P

Perforce
Revision control system

Perl
Family of high-level, general-purpose, dynamic programming languages that borrows features from C, Shell Scripting, AWK, and sed; been nicknamed the "Swiss Army chainsaw of scripting languages" because it is flexible and powerful

PHP
Open Source, server-side, scripting language designed to produce dynamic web pages for web development; similar to Perl, Python, and ASP

Protocol Buffer
Method of serializing structured data, helpful when developing programs to communicate with each other or for storing data

Puppet
Open source SCM tool written in Ruby and designed to manage the configuration of Linux and Windows operating systems declaratively

Python
Open source, OO, extensible, programming language; similar to Perl, PHP, and ASP

R
OO, free software programming language widely used among statisticians and data miners

Rails
See Ruby on Rails

RDBMS
(Relational Database Management System)
Predominant choice for storage of information in new databases; most employ SQL; special system software used to manage the organization, storage, access, security, and integrity of data

Redis
Open source, networked, in-memory, key-value data store, often referred to as a data structure server since keys can contain strings, hashes, lists, sets and sorted sets

REST
(Representational State Transfer)
Style of software architecture for distructed systems such as the World Wide Web; the predominant web API model

RESTful JSON
Series of conventions for: URLs, HTTP methods, HTTP headers, JSON fields

RHEL
(RedHat Enterprise Linux)
Linux-based operating system

RPC
(Remote Procedural Call)
Form of communication that allows a program to execute subroutines both locally or remotely (on another computer) using essentially the same code

Ruby
Dynamic, reflective, general-purpose, OO, programming language

Ruby on Rails
Open source, full stack, web application framework that runs on Ruby

Jade Dominguez
Front End Developer

"I create and maintain Gild's customer-facing web-based applications."

Core Skills:
Ruby, Javascript, HTML, CSS, ElasticSearch

SAP
(Systems, Applications, and Products in Data Processing)
German software company whose products allow businesses to track customer and business interactions; well-known for its ERP (Enterprise Resource Planning) and data management programs

SAP NetWeaver
Provides the development and runtime environment for SAP applications and can be used for custom development and integration with other applications and systems

SAS
(Statistical Analysis System)
pronounced "sass"
Integrated system of software products by the SAS Institute; software used to perform powerful and comprehensive statistical analysis on data sets

Scala
Object-oriented, imperative language intended to be compiled to Java bytecode or .NET

SCM
(Software Configuration Management)
Task of tracking and controlling changes in the software, part of the larger cross-discipline field of configuration management

SCM
(Source Code Management)
Management of changes to programs, web sites, and documents; also know known as revision control

Scripting
Another term for programming

SDK
(Software Development Kit)
Set of software development tools that allows for the creation of applications for a software package, framework, hardware platform, computer system, operating system, or similar development platform

sed
(Stream Editor)
Unix utility that parses text and implements a programming language which can apply transformations to such text

SharePoint
Software platform and an online collaboration tool developed by Microsoft

Shell

Provides an interface to access the services of a kernel; term can also apply to any software that is built around a particular component, like web browsers

Shell Scripting

Script written for the shell, or command line interpreter, of an operating system; often considered a simple domain-specific programming language

Sinatra

Sinatra is an open source library and domain-specific language written in Ruby; alternative to Ruby on Rails, Merb, Nitro, and Camping

SOA
(Service-Oriented Architecture)

Software design and architecture design pattern that allows easy cooperation of multiple computers connected over a network

SOAP
(Simple Object Access Protocol)

Protocol specification for exchanging structured information that relies on XML information set for it message format

SQL
(Structured Query Language)

Designed for managing data held in a RDBMS (Relational Database Management System)

SQL Server

RDBMS (Relational Database Management System developed by Microsoft

SSAS
(SQL Server Analysis Services)

OLAP (Online Analytical Processing) data mining and reporting tool in SQL Server

SSIS
(SQL Server Integration Services)

Component of the SQL Server database software that can be used to perform a broad range of data migration tasks

SSRS
(SQL Server Reporting Services)

Server-based report generation software system from Microsoft

SVN
(Subversion)

Software versioning and revision control system distributed under an open source license

SVN
(Support Vector Network)

Supervised learning models that can analyze data and recognize patterns, used for classification and regression analysis and in machine learning

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T

TCP/IP

Suite of communication protocols used for the Internet

Teradata

Fully scalable relational database management system produced by Teradata Corp; widely used to manage large data warehousing operations

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U

UCM
(Unified Change Management)

OO realization of ClearCase, a set of software tools typically supporting the process area software configuration management

Unit-testing

Method by which units of source code, sets of computer program modules with associated control data, usage procedures, and operating procedures, are tested to determine if they are fit for use

Unix

Multitasking, multi-user operating system; first developed using Assembly, but has been almost completely recoded in C

Unix Shell

Program that interprets commands and acts as an intermediary between the user and the inner workings of the operating system

UI
(User Interface)

The space where interaction between humans and machines occurs

Matt Bailey
Operations Engineer

"At Gild I wrangle cloud infrastructure, architect automation, and ensure service uptime."

Core Skills:
GNU/Linux, Chef, AWS, EC2, Ruby, Nagios

Ignazio Setti
Front End Developer

"I create and manage customer-facing web applications."

Core Skills:
Ruby, Javascript, Mongo, Redis

V

VB.NET
(Visual Basic .NET)
OO language implemented on the .NET framework

Verilog
HDL (Hardware Description Language) used to model electronic systems

VHDL
(VHSIC Hardware Description Language)
HDL (Hardware Description Language) used in the automation of electronic design to describe mixed-signal and digital systems

Visual Basic
Third-generation event-driven programming language and IDE (Integrated Development Environment) from Microsoft for its COM programming model first released in 1991

W

Web Services
Method of communication between two devices over the World Wide Web

WebSocket
Web technology which defines an API establishing "socket" connections between a web browser (client) and a server

Weka
Suite of machine learning software that is written in Java

Wildfly
See JBOSS

Windows CE
(Windows Embedded Compact)
Operating system that Microsoft licenses out to OEMs and device makers; designed WinCE for embedded systems

Windows Server
Series of server operating systems released by Microsoft

WSDL
(Web Services Description Language)
XML-based interface description language used to describe the functionality offered by a web service

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X

XHTML
(Extensible HyperText Markup Language)
Family of XML markup languages that mirror versions of HTML

XML
(Extensible Markup Language)
Markup language that defines a set of rules for encoding documents in a format that is both machine-readable and human-readable

XSL
(Extensible Stylesheet Language)
Language for expressing style sheets; an XSL style sheet is a file that describes how to display an XML document of a given type

Which Tech Roles Require Which Skills

This is where the rubber meets the road. We've given you an overview of the most common tech roles in today's market. We followed those roles with a primer in programming and development languages. In this section, we'll show you the match-up between the most common tech roles and the skills each might require.

We've tried to be as comprehensive as possible in including all of the skills each role might demand. We recommend having a conversation with your hiring manager or the technical team lead prior to starting the recruiting process so you know exactly which skills are needed for a given job. An idea: you can print out the page of this glossary with the tech role you're going to recruit for and share it with the hiring manager. Ask the hiring manager to circle the skills/languages that are most important, if there's any doubt. It's one small extra step, but it can save you time when you need to target candidates with specific skill sets.

Back End	
Back End Developer	*Skills:* C#, Java, PHP, Python, Ruby
	Similar Skill Set: CVS, GIT Java: JDBC, Hibernate, Spring, JBoss, Apache, Tomcat, Webservers, Maven, Eclipse, NetBeans; Perforce, PHP: Unix, MySQL Python: Unix, MySQL, SVN
Business Intelligence Analyst	*Skills:* Business-intelligence, BI, C, C++, C#, Cognos, ETL, Java, jQuery, Objective-C, R, SQL, SAS, SSAS, SSIS, SSRS, Visual Basic, SAPUI5 - CSS, CSS3, HTML5, Javascript, OData Dynpro - ABAP, Dynpro
Data Engineer	*Skills:* C, C++, Cassandra, HBase, HDFS, Java, Puppet, Ruby, Scala
	Similar Skill Set: Hadoop, MapReduce, Mongo, Perl, Python
Data Mining	*Skills:* Perl, Python
Linux/Unix Proficient Developers	*Skills:* AWK, Debian, Emacs Fedora, Linux, Linux-kernel, RHEL, Unix, vi, vim Shell Scripting: Bourne Shell, Bash, Korn, C Shell Scripting: PHP, Python, Perl
Machine Learning/ Recommender Engines	*Skills:* Java, Perl, Python, R, Weka
Oracle Developer	*Skills:* ASP, .NET, SQL Databases: MySQL, Oracle, PostgreSQL, RDBMS
SAP Developer	*Skills:* ABAP, C++, COBOL, ERP, mySAP, Netweaver, Java, SAP
Site Reliability Engineer *Note:* Languages will vary by company	*Skills:* Authentication/Authorization, Cloud, HTTP, Linux/Unix, SQL, Network Design, Security, performance, and disaster recovery, SSL, TCP/IP
Software Architect *Note:* This will vary by company, search on languages, frameworks, APIs, tools, databases, etc.	*Skills:* .NET, Agile, Ant, API, C++, Cassandra, CORS, CouchDB, Git, HTTP, Java, Maven, Mongo, MySQL, MVC, Oracle, Perl, PHP, Python, Redis, Ruby, SOA, SDK, Teradata, Unit-testing, Websocket

Big Data	
Big Data Engineers	*Skills:* Cassandra, Cloud Computing, Hadoop, HBase, MapReduce, Mongo
	Similar Skill Sets: Accumulo, Hypertable, Nutch, Pentaho, Sector/Sphere
Data Engineer	*Skills:* C, C++, Cassandra, HBase, HDFS, Java, Puppet, Ruby, Scala
	Similar Skill Set: Hadoop, MapReduce, Mongo, Perl, Python
Data Mining	*Skills:* Perl, Python
Machine Learning/ Recommender Engines	*Skills:* Java, Perl, Python, R, Weka
Oracle Developer	*Skills:* ASP, .NET, SQL Databases: MySQL, Oracle, PostgreSQL, RDBMS
Platforms Infrastructure	*Skills:* C, C++, Cassandra, HDFS, Go, HTTP, Java, MySQL

Front End and UX	
.NET Developer	*Skills:* ASP, ASP .NET, C#, VB.NET
	Similar Skill Sets: Java, J2EE, other OO languages
Cocoa Developer/OSX Developer	*Skills:* Apple, Applescript, Cocoa, Cocoa Touch, iOS, Objective-C, Objective C++, OS X, Xcode
	Similar Skill Sets: MVC
Flash Developer	*Skills:* ActionScript, Flash
Front End Developer	*Skills:* ActionScript, Ajax, ASP, CoffeeScript, CSS, Flash, HTML, HTML5, JavaScript, JQuery,
	Similar Skill Sets: Ruby on Rails
Interactive Developer	*Skills:* Ajax, CSS, HTML, JavaScript, PHP, XHTML
Rails Developer	*Skills:* Ruby, Ruby-HTML, Ruby on Rails
SharePoint Developer	*Skills:* Ajax, ASP .NET, C# , CSS, HTML, JavaScript, SharePoint, SQL, Windows Server, VB.NET, XML, XSL
Web Developer	*Skills:* Web-Development
Windows Developer	*Skills:* ASP, C, C#, C++, .NET, Windows

Middleware

Middleware Developer	*Skills:* Cobra, DCOM, Java RMI, REST, RPC, SOA, SOAP, Web Services, WSDL, XML
Data Engineer	*Skills:* C, C++, Cassandra, HBase, HDFS, Java, Puppet, Ruby, Scala
	Similar Skill Set: Hadoop, MapReduce, Mongo, Perl, Python
J2EE Developer	*Skills:* EJB (Enterprise Java Beans), Java, J2EE Drivers: Hibernate, JDBC, ODBC Frameworks: Spring, MVC, Struts Servers: JBoss, Apache, Tomcat
Rails Developer	*Skills:* Ruby, Ruby-HTML, Ruby on Rails

Mobile

All Mobile Development	*Skills:* Multithreading, Event-handling, Memory-management
Android Developer	*Skills:* C, C++, HTML5, Java, Linux
	Similar Skill Set: ADT (Android Development Tools)
Blackberry Developer	*Skills:* C, C++, Cascades, HTML5, Java, QT
iOS Developer	*Skills:* C, Cocoa, HTML5, LUA, Objective-C
	Similar Skill Sets: MonoTouch, Xamarin iOS, Titanium SDK
OS X Developer	*Skills:* Cocoa, Cocoa Touch, Objective-C, Objective-C++, OS X, Xcode
Web Developer	*Skills:* Ajax, ASP, CoffeeScript, CSS, HTML, JavaScript, JQuery, JRuby, PHP, Ruby, Ruby on Rails
Ruby on Rails Developer	*Skills:* Ruby, Ruby-HTML, Ruby on Rails
Interactive Developer	*Skills:* Ajax, CSS, HTML, JavaScript, PHP, XHTML
.NET Developer	*Skills:* ASP, ASP .NET, C#, VB.NET
	Similar Skill Sets: Java, J2EE, other OO languages

Other

Embedded Developer	*Skills:* C, C++, Embedded, Firmware, Memory-Management, Microcontroller, Microprocessor, Multi-Threading, VHDL, Verilog
Platform Skills	*Skills:* Apache, C, C++, CI, Dom/Sax, ClearCase, CVS, Git, Perforce, SVN, J2EE, Java, JBoss, JRuby, JMS, JVM, Maven, .NET, OO, PHP, Python, RMI, Ruby, Ruby on Rails, SOA, Tomcat , Unix, Web Services, WSDL, XML

Quality Assurance

Build Release Engineer/Software Release Engineer/Gatekeeper	*Skills:* Scripts: Maven, Perl, Python, Shell, TCL Repository Tools: ClearCase, Git, Perforce, SVN (Subversion) Languages: C++, OO languages Build tools: Aardvark, Ant, Gradle, Hudson, Jenkins, Make, Maven

About Gild

Tech recruiting has been begging for innovation. That's why Gild is here.

Bringing meritocracy to tech hiring, Gild's recruiting solutions harness the power of data to liberate you from the challenges of finding developers.

About Gild Source

Gild Source can dramatically improve how you hire developers. Gild Source is tech recruiting software that helps you solve the challenge of how to effectively recruit developers, by enabling you to easily find and target candidates you know are good.

Using patent-pending technology to analyze programmers' actual code and professional contributions from open source communities and Q&A sites, Gild has **profiled, scored, and ranked millions of developers.** Gild's scores and rankings provide you with an instant assessment of a developer's skills and experience.

With Gild Source:

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• Access comprehensive profiles of developers

• Email candidates directly