ANNEXURE

Role	Role Overview	Key Responsibilities	Preferred Skills/Attributes
AI - IS Architect	Responsible for designing and implementing security frameworks and strategies that protect artificial intelligence (AI) systems and their underlying information systems. This role blends expertise in both AI technologies and information security to ensure the safe deployment, operation, and scalability of AI models and applications. The AI-Information Security Architect ensures that AI solutions are secure, resilient to attacks, and compliant with relevant data protection and privacy regulations.	• AI Security Architecture Design: Design and implement secure AI systems and infrastructure that align with organizational security standards, policies, and business objectives. • Risk Assessment & Management: Conduct security assessments and threat modeling for AI systems and data used in machine learning and AI applications. • Security of AI Data & Models: Ensure the security and privacy of AI training data, particularly when handling sensitive or personally identifiable information (PII). • Model Integrity & Protection: Develop strategies to protect AI models from being compromised or tampered with, such as defending against adversarial machine learning attacks. • Compliance & Governance: Ensure AI and machine learning systems comply with relevant data protection regulations (e.g., GDPR, CCPA, HIPAA) and industry standards. • Incident Detection & Response: Establish systems for monitoring AI systems and applications for suspicious activities, potential attacks, or data breaches.	• Expertise in AI technologies, machine learning, and data science, with a strong understanding of model development, deployment, and monitoring. • Proficiency in cybersecurity principles, tools, and techniques, with specific experience in securing AI systems, models, and data pipelines. • Experience with security protocols and encryption technologies to protect AI data and models (e.g., TLS, AES encryption, secure access controls). • Familiarity with adversarial AI techniques and how to defend against common AI-related vulnerabilities, such as model poisoning, data leakage, and evasion attacks. • Knowledge of cloud security practices, especially in securing AI solutions deployed in cloud environments (e.g., AWS, Azure, Google Cloud).
Android Developer	Responsible for building and maintaining Android applications, proficient in Java and Kotlin, and possess a passion for delivering seamless, high-quality user experiences on mobile devices. Responsible for developing new features, enhancing app performance, and ensuring apps are built to scale and perform on a wide range of Android devices.	• App Development: Design, develop, test, and maintain Android applications using Java, Kotlin, and Android SDK. • UI/UX Implementation: Collaborate with designers to implement intuitive, responsive, and aesthetically pleasing user interfaces that align with Android's design principles. • App Performance: Optimize app performance, ensuring smooth UI/UX, efficient memory use, and fast load times on various devices. • API Integration: Integrate third-party APIs and services, ensuring seamless data exchange between the app and back-end systems. • Bug Fixing & Maintenance: Identify and fix bugs, address issues reported by users, and maintain apps through regular updates and enhancements.	• Experience with Jetpack libraries (e.g., LiveData, ViewModel, Room, Navigation). • Familiarity with MVVM architecture and dependency injection libraries like Dagger or Hilt. • Experience with Android-specific tools like Firebase, Crashlytics, or Analytics. • Familiarity with unit testing and UI testing frameworks for Android. • Knowledge of Android NDK (Native Development Kit) for building performance-critical components.

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Application Architect	Responsible for defining application architecture, creating a blueprint for development, ensuring scalability, security, and performance, and collaborating with cross-functional teams to implement solutions that meet business requirements. This role requires a combination of technical expertise, leadership, and strategic thinking.	▪ Architectural Design & Strategy: Lead the design and architecture of scalable, high-performance, and secure applications. ▪ Technology Evaluation & Selection: Stay up to date with the latest industry trends, technologies, and frameworks. ▪ Collaboration & Communication: Collaborate with business analysts, product managers, and developers to define application requirements and translate business needs into technical solutions. ▪ System Integration & Scalability: Design solutions that integrate with existing systems, third-party services, and APIs. ▪ Performance & Security: Ensure that the architecture is optimized for performance, with a focus on response times, throughput, and resource utilization.	▪ Proficiency in application architecture patterns such as MVC, microservices, layered architecture, and event-driven architecture. ▪ Strong experience in various programming languages such as Java, C#, Python, JavaScript, or others. ▪ Hands-on experience with databases (SQL, NoSQL), API development, and web services. ▪ Familiarity with containerization technologies (Docker, Kubernetes). ▪ Experience with front-end frameworks (e.g., React, Angular) and back-end technologies (e.g., Spring, Node.js).
Business Analyst (IT)	Responsible for understanding the business requirements, analyzing processes, and translating these needs into technical solutions. The role involves working closely with stakeholders, including business leaders and technical teams, to ensure IT projects deliver value and meet business objectives.	▪ Requirement Gathering: Collaborate with business stakeholders to identify, understand, and document business needs and goals. ▪ Business Process Analysis: Analyze current business processes, workflows, and systems to identify inefficiencies and improvement opportunities. ▪ Solution Design: Work with IT and development teams to translate business requirements into technical specifications and system designs. ▪ Change Management: Support the business in adopting new systems, tools, or processes. ▪ Documentation and Reporting: Maintain up-to-date documentation on requirements, workflows, and process changes.	▪ Ability to translate complex business requirements into technical solutions. ▪ Proficiency in business analysis tools (e.g., Microsoft Visio, Jira, Balsamiq, etc.). ▪ Understanding of software development methodologies (e.g., Agile, Waterfall). ▪ Knowledge of IT systems, databases, and enterprise resource planning (ERP) solutions. ▪ Strong interpersonal and stakeholder management skills. ▪ Attention to detail and ability to manage multiple tasks simultaneously.

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Cloud Architect	Responsible for designing, implementing, and managing cloud infrastructure and solutions that align with business goals and technology strategies. Required to work closely with cross-functional teams to ensure that cloud architectures are secure, scalable, and efficient, and that they meet the organization's needs for performance, reliability, and cost-effectiveness.	• Cloud Architecture Design: Develop and design cloud architecture frameworks and strategies to meet business requirements, ensuring scalability, performance, and security. • Implementation and Management: Oversee the deployment and management of cloud infrastructure and services, including compute, storage, networking, and databases. • Cost Management and Optimization: Develop and implement cost management strategies to optimize cloud expenditures and ensure cost efficiency. • Collaboration and Leadership: Collaborate with development, operations, and business teams to gather requirements, provide technical guidance, and ensure successful project delivery. • Continuous Improvement: Stay up to date with the latest cloud technologies, industry trends, and best practices to continuously improve cloud architecture and processes.	• Experience with containerization and orchestration technologies (e.g., Docker, Kubernetes). • Knowledge of hybrid cloud and multi-cloud environments. • Experience with big data and analytics services in the cloud.
Cloud Developer	Responsible for designing, developing, and deploying applications on cloud platforms such as AWS, Azure, or Google Cloud. Should be skilled in cloud-based architectures and work closely with development, operations, and infrastructure teams to build scalable, secure, and efficient cloud applications.	• Cloud Architecture & Solution Design: Design, develop, and implement cloud-based solutions tailored to meet business needs and technical requirements. • Application Development & Integration: Develop cloud-native applications, utilizing cloud services and technologies such as AWS Lambda, Azure Functions, Kubernetes, and cloud databases. • DevOps and CI/CD Pipelines: Work with DevOps teams to create and optimize CI/CD pipelines to automate the development, testing, and deployment of cloud applications. • Cloud Security and Compliance: Implement security best practices in cloud-based applications and services, including identity and access management (IAM), encryption, and secure APIs.	• Strong experience in cloud platforms (AWS, Azure, Google Cloud) and their core services (compute, storage, databases, networking). • Proficiency in cloud-native technologies, including serverless computing, containers, microservices, and Kubernetes. • Expertise in programming languages such as Python, Java, Node.js or Go for cloud application development. • Deep understanding of API design, RESTful services, and integration techniques. • Familiarity with databases (SQL and NoSQL) and distributed systems architecture in the cloud. • Experience with Infrastructure as Code (IaC) tools like Terraform, CloudFormation, or similar. • Knowledge of CI/CD tools (Jenkins, GitLab CI, Azure DevOps) and automation frameworks.

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Data Scientist - AI/ML Engineer	Responsible for designing, developing, and implementing machine learning models and artificial intelligence solutions that drive business value. Required to work closely with data scientists, software engineers, and business stakeholders to create innovative solutions that solve complex problems and enhance decision-making processes.	• Model Development and Deployment: Design, develop, and deploy machine learning models and AI algorithms to address specific business problems. • Data Handling and Analysis: Collect, preprocess, and analyse large datasets from various sources to derive insights and build predictive models. • Algorithm Selection and Optimization: Evaluate and select appropriate algorithms and techniques for different use cases. • Collaboration and Integration: Work closely with cross-functional teams, including data scientists, software developers, and business analysts, to understand requirements and integrate AI/ML solutions into existing systems and workflows. • Research and Innovation: Stay up to date with the latest advancements in AI and machine learning research and technologies.	• Experience with deep learning architectures (e.g., CNNs, RNNs, Transformers) and NLP techniques. • Knowledge of data engineering and big data technologies (e.g., Hadoop, Spark). • Experience with version control systems (e.g., Git) and agile development methodologies.
DevOps Engineer	Responsible to automate and streamline the processes involved in the software development lifecycle, ensuring that code can be deployed efficiently and securely while maintaining system reliability.	• Automation of Infrastructure and Deployment: Implement and maintain automated pipelines (CI/CD) to streamline the building, testing, and deployment of software. • Collaboration with Development and Operations Teams: Work closely with software developers and system administrators to ensure seamless code integration and deployment processes. • Infrastructure Management: Manage cloud infrastructure and services (e.g., AWS, Azure, Google Cloud) to ensure availability, scalability, and security of applications. • Security Best Practices: Implement security best practices for applications and infrastructure (e.g., encryption, secure access, identity management). • Containerization and Orchestration: Work with container technologies like Docker and container orchestration platforms like Kubernetes to manage, scale, and deploy applications.	• Previous experience in software development or IT operations. • Proven experience in building and maintaining automated deployment pipelines. • Familiarity with version control systems (e.g., Git).

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Information Security Engineer	Responsible for designing, implementing, and maintaining the organization's information security infrastructure. You will work with a variety of security devices, including firewalls, web application firewalls (WAF), intrusion detection systems (IDS), intrusion prevention systems (IPS), and other security solutions to protect our network, systems, and applications from security threats. The ideal candidate will have hands-on experience in deploying, configuring, and troubleshooting security devices and tools to ensure robust protection of our IT assets.	▪ Firewall Management: Configure, manage, and optimize enterprise firewall solutions (e.g., Cisco ASA, Palo Alto, Fortinet). ▪ Web Application Firewall (WAF) Management: Implement, manage, and maintain Web Application Firewalls (e.g., F5, AWS WAF, Imperva). ▪ Intrusion Detection and Prevention Systems (IDS/IPS): Deploy, configure, and manage IDS/IPS solutions (e.g., Snort, Suricata, Cisco Firepower). ▪ Vulnerability Management & Security Monitoring: Conduct regular vulnerability assessments using tools like Nessus, Qualys, or OpenVAS to identify potential risks in the network, systems, and applications. ▪ Network Security Architecture: Assist in designing and implementing secure network architectures and security controls. ➢ Recommend best practices for securing network devices, systems, and cloud environments. ➢ Work closely with the IT infrastructure and network teams to ensure proper segmentation, encryption, and secure communication protocols. ▪ Security Incident Response: ➢ Respond to and investigate security incidents, ensuring proper logging, analysis, and reporting. ➢ Perform root cause analysis and develop strategies for incident containment, eradication, and recovery. ➢ Collaborate with the incident response team to develop and update security incident response plans. ▪ Security Policies & Compliance: ➢ Ensure that security controls are in place to comply with industry regulations and standards (e.g., GDPR, PCI-DSS, HIPAA). ➢ Contribute to the development and implementation of information security policies, procedures, and best practices.	▪ Proficient in firewall administration (Cisco, Palo Alto, Fortinet, Juniper, etc.). ▪ Hands-on experience with Web Application Firewalls (WAF) such as AWS WAF, F5, or Imperva. ▪ Familiarity with IDS/IPS solutions and signature-based intrusion detection. ▪ Experience with vulnerability assessment and management tools (e.g., Nessus, Qualys). ▪ Knowledge of network protocols and traffic analysis (TCP/IP, DNS, HTTP/HTTPS, SSL/TLS). ▪ Certifications (Preferred): ➢ Certified Information Systems Security Professional (CISSP) ➢ Certified Ethical Hacker (CEH) ➢ Cisco Certified Network Associate (CCNA) Security or equivalent. ➢ Palo Alto Networks Certified Network Security Engineer (PCNSE).

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iOS Developer	Background in iOS development, proficiency in Swift and Objective-C, and a passion for creating exceptional mobile applications. Required to work closely with designers and other developers to create high-quality, user-friendly apps that run on Apple's mobile platform.	■ App Development: Design, develop, test, and maintain iOS applications for iPhone and iPad. ■ Code Optimization: Write clean, maintainable, and efficient code following best practices and design patterns like MVC, MVVM, etc. ■ UI/UX Implementation: Collaborate with UI/UX designers to implement custom interfaces and ensure the app's design is both functional and visually appealing. ■ Performance Tuning: Optimize app performance to ensure smooth and fast operation. ■ Bug Fixing: Identify, troubleshoot, and resolve bugs and issues to maintain app quality. ■ App Store Submission: Prepare apps for submission to the App Store, including managing app versions, ensuring proper compliance with App Store guidelines, and handling updates.	■ Experience with Swift UI, Combine, and other modern iOS development frameworks. ■ Knowledge of backend technologies such as RESTful APIs, JSON, or cloud services. ■ Familiarity with TestFlight, Cocoa Pods, and other tools for iOS development. ■ Knowledge of Core Data, Core Graphics, or Core Animation for advanced app functionality.
IT GRC Analyst	■ IT GRC Analyst (Level 1) is responsible for conducting IT risk assessments and submitting compliance information to various regulatory bodies and adhering to their directives. ■ The GRC Analyst (Level 2) is responsible for conducting risk assessments and submitting compliance documents based on regulatory communications and directions.	■ Conduct information security risk assessments and assess adequacy of controls by executing audit program steps. ■ Review policies and procedures according to regulatory requirements and Conduct security and privacy gap assessments and produce executive management reports on current practices. Work with external auditors on audits and compliance. ■ Working experience on IT and Risk controls testing and reporting, Coordinate, collate and validate artefacts related to Audit queries. ■ Background of infrastructure services is preferred along with basic knowledge of network OS, DB is required.	■ Experience in IT Security/ Information Security mainly in handling IT risk assessment, compliance related aspects. ■ Good understanding of regulatory guidelines and information security environment. ■ Security certifications such as CEH, ISACA CSX – P/ CRISC.
Java Developer	Responsible for designing, developing, and maintaining high-performance applications. Required to work closely with cross-functional teams to deliver robust, scalable, and efficient solutions.	■ Design, develop, and maintain Java-based applications and services. ■ Write clean, efficient, and well-documented code, adhering to best practices and coding standards. ■ Perform code reviews, identify and resolve performance bottlenecks, bugs, and other issues in the codebase. ■ Participate in the design and architecture of new features and systems. ■ Stay up to date with emerging technologies and industry trends and evaluate their potential application to our projects.	■ Experience with cloud platforms (e.g., AWS, Azure) and containerization technologies (e.g., Docker, Kubernetes). ■ Familiarity with build tools (e.g., Maven, Gradle) and continuous integration/continuous deployment (CI/CD) pipelines. ■ Knowledge of security best practices and design patterns. ■ Experience with other programming languages (e.g., Python, JavaScript) is a plus.

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.NET Developer	Responsible for designing, developing, and maintaining robust software solutions using .NET technologies. Required to work closely with other developers, architects, and stakeholders to deliver high-quality applications that meet business requirements and industry standards.	▪ Software Development: Design, develop, and maintain scalable and high-performance applications using .NET technologies, including ASP.NET, .NET Core, and C#. ▪ System Design and Architecture: Participate in the design and architecture of software solutions, ensuring they are scalable, secure, and maintainable. ▪ Code Review and Mentoring: Conduct code reviews to ensure code quality, security and adherence to best practices.	▪ Experience with cloud platforms (e.g., Microsoft Azure, AWS) and containerization technologies (e.g., Docker, Kubernetes). ▪ Knowledge of microservices architecture and RESTful APIs. ▪ Familiarity with CI/CD pipelines and automation tools (e.g., Jenkins, Azure DevOps).

Network Engineer – L1/L2/L3 and Network Operations	Responsible for resolving network-related issues across various levels, ensuring the seamless performance of network systems, and collaborating with cross-functional teams to implement and support network solutions.	▪ Level 1 (L1) Support:
		  ➢ Initial Troubleshooting
		  ➢ Monitoring & Reporting
		  ➢ Hardware/Software Installation
		
		▪ Level 2 (L2) Support:
		  ➢ Advanced Troubleshooting
		  ➢ Network Configuration & Maintenance
		  ➢ Troubleshooting Network Connectivity
		  ➢ Vendor Coordination
		
		▪ Level 3 (L3) Support:
		  ➢ Expert-Level Troubleshooting
		  ➢ Network Design & Optimization
		  ➢ Security & Compliance
		  ➢ Network Upgrades & Projects
		  ➢ Incident Management & Root Cause Analysis
			▪ L1: Basic knowledge of networking concepts (TCP/IP, DNS, DHCP, VPN, Wi-Fi).
			▪ L2: Advanced knowledge of routing (OSPF, BGP, EIGRP), switching (VLANs, STP), VPN, and firewalls.
			▪ L3: Expertise in advanced network troubleshooting, design, and performance optimization. Knowledge of advanced network protocols and security configurations (MPLS, QoS, VPNs, etc.).
			▪ Familiarity with network monitoring and management tools (SolarWinds, Nagios, PRTG, etc.).
			▪ Experience with network hardware, including routers, switches, firewalls, and load balancers (Cisco, Juniper, Arista, etc.).
			▪ Knowledge of network security and compliance best practices.

Oracle SQL & PostgreSQL Developer	Responsible for designing, developing, and optimizing database solutions using Oracle SQL and PostgreSQL databases. This role involves writing complex queries, managing database structures, and ensuring high performance, scalability, and security of database systems. Required to collaborate closely with application developers, system architects, and data analysts to build and maintain efficient database solutions that meet business requirements.	▪ Database Development: Develop and maintain complex SQL queries, stored procedures, triggers, and views in both Oracle SQL and PostgreSQL environments. ▪ Database Design & Architecture: Collaborate with cross-functional teams to design database schemas, ensuring data integrity, normalization, and scalability. ▪ Data Migration & Integration: Lead data migration projects between Oracle and PostgreSQL environments. ▪ Performance Tuning: Analyze and optimize SQL queries, indexing strategies, and execution plans to improve database performance. ▪ Database Maintenance: Ensure database backup and recovery strategies are implemented and followed.	▪ Strong proficiency in Oracle SQL and PostgreSQL. ▪ Experience with database management tools like Oracle SQL Developer, pgAdmin, and others. ▪ Knowledge of database design principles, normalization, and data integrity practices. ▪ Experience with ETL tools and data migration between different database systems. ▪ Familiarity with version control tools like Git.

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Power Platform Developer	Responsible for designing, developing, and maintaining applications using Microsoft's Power Platform, which includes Power Apps, Power Automate, Power BI, and Power Virtual Agents. Should create low-code solutions to automate workflows, develop custom applications, and analyse business data to improve decision-making processes.	• Application Development: Design and develop custom applications using Power Apps (Canvas Apps and Model-Driven Apps) to meet business requirements. • Workflow Automation: Design and implement automated workflows using Power Automate to optimize business processes, reducing manual tasks and improving efficiency. • Business Intelligence and Reporting: Develop interactive Power BI reports and dashboards that enable data-driven decision-making by providing insights from various data sources. • Chatbot Development: Develop intelligent chatbots using Power Virtual Agents to automate customer service and internal processes. • Integration and Customization: Integrate Power Platform applications with external data sources such as SQL databases, SharePoint, Azure, Dynamics 365, and third-party applications via connectors, APIs, and web services. • Security and Governance: Implement data security and compliance practices for Power Apps, Power Automate, Power BI, and Power Virtual Agents.	• Strong experience with Power Apps, Power Automate, Power BI, and Power Virtual Agents. • Proficiency in DAX (for Power BI) and Power Query for data transformations and data modeling. • Experience integrating Power Platform with SharePoint, Dynamics 365, SQL Server, and other third-party APIs. • Knowledge of Azure services, Power Platform connectors, and custom connectors to extend app functionality. • Familiarity with Common Data Service (Dataverse) for managing and storing data used by business applications. • Experience with REST APIs and web services for integration purposes.
Project Delivery Manager	Responsible for leading and managing IT projects from initiation to completion. This role requires effective coordination, resource management, and communication to ensure the delivery of projects meets client expectations and adheres to established timelines, budgets, and quality standards.	• Project Planning & Coordination: Develop detailed project plans, including timelines, milestones, and resource allocation. • Client Interaction: Act as the main point of contact between the client and the project team • Risk & Issue Management: Identify potential risks early in the project and develop mitigation strategies. • Quality Assurance: Ensure that the project meets predefined quality standards and deliverables are in line with client expectations. • Budget & Timeline Management: Track project budgets, ensuring resources are efficiently used and costs remain within the allocated budget. • Project Handover: Ensure the smooth handover of the project to the client or operations team upon successful completion.	• Strong project management and organizational skills. • Excellent communication and interpersonal skills. • Proficiency in project management tools (e.g., Jira, Trello, Microsoft Project). • Ability to manage multiple projects simultaneously. • PMP (Project Management Professional) or similar certification preferred.

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Project Manager – Banking IT	Responsible for overseeing the planning, execution, and delivery of IT projects tailored to the banking industry. You will manage project timelines, resources, and stakeholder communications to ensure that projects meet their objectives and are delivered on time and within budget.	▪ Project Planning and Execution: Develop detailed project plans, including scope, objectives, deliverables, timelines, and resources required. ▪ Stakeholder Management: Engage with key stakeholders, including senior management, business users, and IT teams, to gather requirements, set expectations, and provide regular updates. ▪ Resource and Budget Management: Allocate and manage resources effectively to ensure project milestones are achieved. ▪ Risk Management: Identify, assess, and mitigate project risks and issues to minimize impact on project delivery. ▪ Quality Assurance: Ensure that all project deliverables meet the required quality standards and comply with banking regulations and IT best practices. ▪ Team Leadership: Lead and motivate project teams, fostering a collaborative and productive working environment.	▪ Experience with digital banking initiatives and fintech solutions. ▪ Knowledge of regulatory and compliance standards specific to the banking industry. ▪ Familiarity with ITIL (Information Technology Infrastructure Library) practices. ▪ Certifications like PMP.
RPA Developer	Responsible to design, develop, and implement bots that automate repetitive business processes and tasks. Expected to work closely with business analysts, IT teams, and stakeholders to ensure the successful deployment and maintenance of RPA solutions.	▪ RPA Solution Design & Development: Design, develop, and deploy RPA robots using the UiPath Studio tool, following best practices and guidelines. ▪ Business Process Analysis: Collaborate with business stakeholders and process owners to identify automation opportunities by analyzing existing manual processes. ▪ UiPath Orchestrator Configuration: Configure and manage bots on UiPath Orchestrator, including monitoring, scheduling, and managing robot deployments.	▪ Strong experience in developing RPA solutions using UiPath Studio. ▪ Hands-on knowledge of UiPath Orchestrator for managing and monitoring robots. ▪ Proficiency in programming languages like VB.NET, C#, or Python for custom activities and scripting. ▪ Experience in working with various UiPath components like UiPath Robots, Orchestrator, Orchestrator APIs, and ReFramework. ▪ Familiarity with data sources such as SQL, Excel, and APIs to integrate with automation workflows. ▪ Knowledge of UI automation techniques, working with web and desktop applications, and handling dynamic elements.

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RPA UiPath Admin Expert	Responsible for managing and maintaining the UiPath automation platform, ensuring that all RPA robots and workflows run smoothly and efficiently. Required to oversee the UiPath Orchestrator, handle deployment tasks, monitor bot performance, and ensure the security and compliance of RPA processes. Required to have close collaboration with RPA developers and business stakeholders to ensure optimal system performance, troubleshooting, and resolving any issues that arise within the UiPath environment.	- Install, configure, and maintain UiPath Orchestrator, Robots, and Studio across development, testing, and production environments. - Manage Orchestrator environments, including setting up, monitoring, and ensuring efficient performance of queues, assets, logs, and schedules. - Perform regular system updates, patches, and upgrades to keep the platform up to date with the latest features and security updates. - Set up security policies for robots, ensuring that robots have the necessary access to perform tasks while complying with security standards. - Troubleshoot and resolve issues related to Orchestrator, robot execution, or communication between robots and Orchestrator. - Implement backup and disaster recovery plans for critical UiPath components, ensuring business continuity in case of failures or system crashes.	- Extensive experience with UiPath Orchestrator, Studio, and Robots. - Hands-on experience in configuring, managing, and optimizing UiPath Orchestrator and related tools. - Familiarity with database management (SQL Server, PostgreSQL) for managing Orchestrator back-end. - Strong understanding of networking, firewalls, and communication protocols to ensure proper communication between robots and Orchestrator. - Experience with virtualization technologies (VMware, Citrix) and managing robot deployment in virtual environments.
SOC Analyst – Incident Management	- The SOC Level 1 Analyst serves as the primary defense in identifying and responding to security incidents. This role entails monitoring security alerts, detecting potential threats, escalating incidents to higher-level analysts, and contributing to the organization's overall security posture - The SOC Level 2 Analyst should have expertise in cybersecurity, threat detection, and incident response. The L2 Analyst is tasked with investigating and analysing security events, offering comprehensive analysis, and responding to security incidents to reduce potential risks to the organization.	Level 1: 24/7 monitoring of security alerts and events to identify and respond to potential threats. Perform initial triage of security alerts, determining the severity of the threat and whether it requires remediation/further actions. - Open and manage security incident tickets in the incident tracking system, ensuring that all relevant details are logged for further investigation. - Follow predefined playbooks to take initial containment actions where appropriate (e.g., isolating infected systems, blocking IP addresses) in the event of a confirmed or suspected security incident. - Review logs and data from different sources (e.g., network devices, servers, endpoints) to identify unusual or suspicious activity. - Continuous monitoring of Health & Wellness of the Security tools and components. Level 2: - Investigate and analyse security events, identifying the nature and scope of potential threats or incidents. Review and correlate data from a variety of security tools to identify advanced threats and anomalies.	Level 1: - Experience in IT Security or SOC with hands-on experience in SIEM tools or other security monitoring solutions and familiarity with incident response processes. - Security certifications such as CEH, CompTIA Security+, EC-Council CSA, ISACA CSX-P or similar. Level 2: - Experience in IT Security with experience in SOC with experience in SIEM platforms and familiarity with Network Security & Endpoint Security tools - Security certifications such as CISM, CRISC, CompTIA CySA+, EC-Council CSA, and security product certification such as SIEM, XDR etc is preferred.

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		➢ Perform in-depth root cause analysis to understand the origin and impactof security incidents and recommend corrective actions to improve defenses. ➢ Generate detailed incident reports, documenting findings, evidence, impact, and response actions taken during the investigation process. Escalate incidents to concerned teams with well-documented findings and recommendations for containment, mitigation, and remediation. Collaborate with internal teams, including network, security, IT, and system administrators, to coordinate incident response and remediation efforts. ➢ Assist in refining and improving SOC processes, workflows, and playbooks to enhance the overall efficiency of security operations. Periodic review of monitoring use cases & identify new alert requirement based on industry best practices & changes in the environment.	
SOC Analyst – Threat Hunting	The Threat Hunting Professional must have a comprehensive understanding of cyber threats, vulnerabilities, and current attack methodologies. This role entails proactively identifying, detecting, and mitigating potential threats within our network infrastructure to prevent significant damage.	▪ Conduct proactive threat hunting activities and analyse packets to identify potential security threats, vulnerabilities, and anomalous behaviours within the network, discovering attacker's presence (if present). ▪ Analyse and investigate security incidents and network traffic, to identify malicious activity, indicators of compromise (IOCs), and tactics, techniques, and procedures (TTPs) used by attackers. ▪ Develop and maintain threat-hunting playbooks, workflows, and tools to improve detection capabilities. ▪ Collaborate with the incident response team to assist in mitigating and responding to discovered threats and with external agencies to collect the intelligence on the emerging threats and implement necessary controls. ▪ Provide detailed analysis and threat intelligence reports, highlighting actionable insights for management and technical teams. ▪ Conduct the first level of forensic analysis in required cases and support expert agencies in required cases for intensive analysis. Analyse digital evidence to identify root causes, indicators of compromise (IOCs), and attack vectors. Develop forensic and malware analysis capabilities in support of ongoing incident response activities.	▪ Experience in IT Security ▪ Experience in SOC an experience with SIEM platforms and familiarity with Network Security & Endpoint Security tools ▪ Security certifications such as EC-Council CIRP, EC-Council Certified Threat Intelligence Analyst (CTIA), GIAC Certified Incident Handler (GCIH), GIAC Certified Intrusion

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System Administrator - Cloud/OS/ Application/ VMware/NAC /AD & Exchange	Responsible for managing and supporting the organization's cloud infrastructure, operating systems, applications, and various IT services. The role will focus on managing VMware environments, Network Access Control (NAC), Active Directory (AD), Exchange servers, and overall system performance across a range of environments. This position requires a proactive individual who can optimize system functionality, ensure uptime, and troubleshoot and resolve complex issues	▪ Cloud Infrastructure Management: Manage and maintain cloud environments (e.g., AWS, Azure, Google Cloud), ensuring performance, availability, and security of services. ▪ Operating System Administration: Administer and maintain Linux and Windows-based servers, ensuring they are up-to-date and fully functional. ▪ Application Support: Support and maintain various business-critical applications, ensuring proper installation, configuration, and performance. ▪ VMware Infrastructure: Administer VMware vSphere environments, including managing virtual machines, storage, networking, and clusters. ▪ Network Access Control (NAC): Implement and maintain Network Access Control systems to enforce security policies, monitor access, and manage device compliance. ▪ Active Directory (AD) Management: Administer Active Directory (AD) environments, managing user accounts, groups, security policies, and organizational units. ▪ Microsoft Exchange Administration: Administer and support Microsoft Exchange environments, including the management of mailboxes, distribution lists, and email security. ▪ System Monitoring & Performance Optimization: Implement monitoring tools to track system performance, security, and uptime for servers, applications, and network infrastructure. ▪ Backup & Recovery: Develop and implement backup and recovery strategies for all critical systems and data.	▪ Proficiency in administering virtual environments using VMware (vSphere, ESXi). ▪ Experience with Cloud environments (AWS, Azure, Google Cloud) for hosting and managing applications. ▪ Strong understanding of network security, access control systems, and network monitoring tools. ▪ Deep knowledge of Active Directory management, Group Policy, and LDAP configurations. ▪ Experience managing Microsoft Exchange environments (on-premises or hybrid solutions). ▪ Knowledge of backup technologies, disaster recovery, and data replication.
System Analyst (DPDP)	Responsible for analyzing, designing, and implementing systems while ensuring that data protection and privacy regulations are adhered to throughout the system lifecycle. The System Analyst works closely with IT teams, data protection officers, legal, and other stakeholders to design and maintain secure systems that protect sensitive data.	▪ Requirements Gathering & Analysis: Work closely with stakeholders to gather business, functional, and technical requirements while ensuring compliance with data protection and privacy laws. ▪ System Design & Development: Design systems and applications that meet business needs while ensuring the highest standards of data protection, security, and privacy. ▪ Data Protection Compliance: Ensure that system designs comply with industry-standard data protection regulations and internal data governance policies.	▪ Strong understanding of data protection laws and compliance frameworks, such as GDPR, CCPA, HIPAA, and other industry-specific regulations. ▪ Knowledge of system analysis techniques and methodologies such as UML, data flow diagrams, and process modeling. ▪ Familiarity with security standards such as ISO 27001, NIST, and other data security frameworks.

Role	Role Overview	Key Responsibilities	Preferred Skills/Attributes
		▪ Collaboration & Stakeholder Management: Collaborate with Data Protection Officers (DPOs), legal teams, and security experts to align system architecture and processes with compliance standards. ▪ Testing & Implementation: Conduct system testing to validate that data protection controls and privacy features are working as intended and meet legal requirements.	▪ Understanding of data privacy technologies (e.g., encryption, data masking, anonymization, and pseudonymization). ▪ Experience with data governance tools, DPIA tools, and privacy impact assessments.
System Analyst (IT)	Responsible for analyzing, designing, and improving information systems and software solutions. Required to work closely with business stakeholders, developers, and IT teams to ensure that technology solutions are functional, scalable, and aligned with organizational needs.	▪ System Analysis: Analyze existing systems, workflows, and processes to identify inefficiencies and improvement opportunities. ▪ System Design: Design and recommend system improvements, enhancements, and solutions that meet business objectives. ▪ Requirements Gathering: Collaborate with business stakeholders to define functional, non-functional, and technical requirements for new systems or enhancements. ▪ Solution Development & Implementation: Work with development teams to design and implement system changes or new applications. ▪ System Support & Maintenance: Provide ongoing support for existing systems and applications.	▪ Familiarity with software development life cycle (SDLC) methodologies, such as Agile or Waterfall. ▪ Experience with system modeling tools (e.g., UML, ERD, Visio). ▪ Proficiency in various programming languages or scripting (e.g., SQL, Python, Java). ▪ Knowledge of IT infrastructure, databases, and enterprise systems. ▪ Certification in systems analysis, software development, or related fields (e.g., Certified Systems Analyst, TOGAF) is a plus.
Testing Engineer	Responsible for leading and executing testing activities to ensure the quality and reliability of our software products. Required to work closely with developers, product managers, and other stakeholders to identify test requirements, create test plans, and oversee the testing process.	▪ Develop and execute comprehensive test plans and test cases based on project requirements and specifications. ▪ Design and implement automated test scripts using industry-standard tools and frameworks. ▪ Perform functional, regression, integration, performance, and user acceptance testing (UAT) to ensure software quality. ▪ Identify, document, and track defects, and work with development teams to resolve issues in a timely manner ▪ Collaborate with cross-functional teams to understand project requirements, design specifications, and acceptance criteria. ▪ Continuously evaluate and improve testing processes, tools, and methodologies to enhance test coverage.	▪ Experience with API testing and tools (e.g., Postman, SoapUI). ▪ Knowledge of scripting languages (e.g., Python, JavaScript) for test automation. ▪ Understanding of software development lifecycles and version control systems (e.g., Git). ▪ Experience in a leadership or mentoring role within a testing team.

Role	Role Overview	Key Responsibilities	Preferred Skills/Attributes
WSO2 Kafka Developer	Responsible for integrating and developing data streaming and messaging solutions using WSO2 middleware technologies and Apache Kafka. This role focuses on designing, implementing, and maintaining systems that use Kafka for message-driven architectures, combined with WSO2's API management, integration, and security products.	• System Design & Integration: Design and develop real-time data streaming solutions using Apache Kafka and WSO2 technologies (e.g., WSO2 API Manager, WSO2 Enterprise Integrator, WSO2 Identity Server). • Kafka Development & Management: Develop Kafka producers and consumers to integrate different systems with WSO2-based middleware. • API Management & Integration: Integrate Kafka messaging with WSO2 API Manager to expose and manage APIs efficiently across multiple platforms. • Real-Time Data Streaming & Event-Driven Architecture: Implement event-driven architecture (EDA) using Apache Kafka to enable real-time event processing and messaging across various systems. • Data Transformation & Routing: Implement data transformation and routing logic using WSO2 Enterprise Integrator and integrate them with Kafka to ensure data is processed and delivered in the required format.	• Strong experience with Apache Kafka (Kafka Streams, Kafka Connect, Kafka Producer/Consumer). • Proficient in WSO2 products, particularly WSO2 API Manager, WSO2 Enterprise Integrator, and WSO2 Identity Server. • Experience with data streaming technologies and event-driven architectures. • Knowledge of microservices architecture and how Kafka can be used for communication in microservices environments. • Familiarity with data serialization formats (e.g., JSON, Avro, Protobuf) for efficient Kafka message transmission. • Hands-on experience with containerization (e.g., Docker, Kubernetes) and deployment of Kafka and WSO2 in cloud or on-prem environments. • Knowledge of RESTful APIs, OAuth, JWT, and other security mechanisms for integrating secure Kafka-based solutions.