

All – First off I wanted to thank all for taking time out of your day to help with interviews. The growth of our practice through recruiting is extremely important and is a key success factor in our target of 100% growth in FY18 and planned 400% in FY19. We will be scaling the number of folks that we will be conducting interviews...but I want to lay out a few guidelines that we should be considering for every candidate that we are bringing in. I know our forms don't always represent this, but the main field we are looking for is your comments in the General Comments section that should really be full details of your findings.

WHAT IS THE TYPE OF PERSON WE ARE LOOKING FOR

- Every person in our Cloud Native Engineering practice should be hands on. Even executives. When we get to Senior Managers, sometimes people are a bit hands off, but in our practice we are focusing on hands on engineers at every single level
- People must be immediately staffable. If you see potential, then let's discuss, but the general guideline is immediately staffable. This means both from a skill-set standpoint as well as from a culture fit
- We recognize there are people that are extremely strong and are very excited about, and others less so. Please make sure that excitement is captured in your notes (it typically is)

WHAT ARE THE TYPES OF ROLES WE ARE CURRENTLY LOOKING TO FILL (In order of # of roles)

- **Angular Engineers** – People with deep skills in Angular 4+
- **Cloud Native / Microservices Engineers** – People have the experience developing Microservices typically as dockerized services using the Spring ecosystem (spring boot / spring cloud)
- **Node.js Microservices Engineers** – People with deep skills in backend node service (Front End is optional)
- **Full Stack Engineers** – People with backend node services AND Angular 4+
- **Front End Engineers** – People with Angular 4+ AND React

Attached are the detailed job descriptions, but as you're talking to people, please please make sure you are looking at whether or not you will bring them on as a hands on engineer to your project.

Don't hesitate to reach out to me with questions.

To close out, the recruits that have come in over the past 1 ½ years have been extremely strong due to a lot of the dedication to this process. Thanks again

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Thanks,

Rajeev Kaul

The logo for Accenture Technology, featuring the word "accenture" in black and "technology" in green, with a green arrow pointing right above the "t" in "technology".



Master Technology Architect
Managing Director – Washington DC
Cloud Native Engineering
Mobile: +1 240 988 8862

Rajeev Kaul's Group - Basic Qualifications For Every Role

Team,

Here are ALL of the basic qualification breakdowns for each role this quarter. If/when we schedule you for a skill/close interview, these are the qualifications we will be interviewing for and I will have the title listed in the calendar invite. The “preferred qualifications” are just that – preferred.

If you have any questions, please let me know.

Front-End Engineer | CL8/9

Basic Qualifications:

- Minimum of 3 years of modern web architectures and/or development
- Minimum of 1 year of experience with application design and development using Angular version 2 or higher
- Minimum of 1 year of experience with application design and development using React
- Minimum of 2 years of experience with modern DevOps tools, such as Git, GitHub, and/or Jenkins

Preferred Qualifications:

- Installation, configuration, and development including work within a production environment
- Experience with Responsive Design frameworks, preferably with Twitter Bootstrap or Zurb Foundation
- Experience in developing high performing client-side applications
- Knowledge of CSS/CSS3 - Knowledge of what works in specific browsers
- Responsive CSS (Mobile First, Bootstrap), Semantic HTML, and HTML5 JS based languages, such as CoffeeScript and TypeScript
- This role requires 100% flexibility to travel and work on-site with clients

Full-Stack Engineer | CL8/9

Basic Qualifications:

- Minimum of 3 years of professional development experience
- Minimum of 1 year of experience with application design and development using Angular version 2 or higher
- Minimum of 1 year of experience with application design and development using Node.js
- Minimum of 2 years of experience with modern DevOps tools, such as Git, GitHub, and/or Jenkins

Preferred Qualifications:

- Installation, configuration, and development including work within a production environment
- Experience with Responsive Design frameworks, preferably with Twitter Bootstrap or Zurb Foundation
- Experience in developing high performing client-side applications
- Knowledge of CSS/CSS3 - Knowledge of what works in specific browsers
- Responsive CSS (Mobile First, Bootstrap), Semantic HTML, and HTML5 JS based languages, such as CoffeeScript and TypeScript
- This role requires 100% flexibility to travel and work on-site with clients

Full-Stack Engineer Manager | CL 6/7

Basic Qualifications:

- Minimum of 5 years of professional development experience

- Minimum of 2 year of experience with application design and development using Angular version 2 or higher
- Minimum of 2 year of experience with application design and development using Node.js
- Minimum of 2 years of experience with modern DevOps tools, such as Git, GitHub, and/or Jenkins

Preferred Qualifications:

- Installation, configuration, and development including work within a production environment
- Experience with Responsive Design frameworks, preferably with Twitter Bootstrap or Zurb Foundation
- Experience in developing high performing client-side applications
- Knowledge of CSS/CSS3 - Knowledge of what works in specific browsers
- Responsive CSS (Mobile First, Bootstrap), Semantic HTML, and HTML5 JS based languages, such as CoffeeScript and TypeScript
- This role requires 100% flexibility to travel and work on-site with clients

Angular Engineer | CL8/9

Basic Qualifications:

- Minimum of 3 years of modern web architectures and/or development
- Minimum of 1 year of experience with application design and development using Angular version 2 or higher
- Minimum of 2 years of experience with modern DevOps tools, such as Git, GitHub, and/or Jenkins

Preferred Qualifications:

- Installation, configuration, and development including work within a production environment
- Experience with Responsive Design frameworks, preferably with Twitter Bootstrap or Zurb Foundation
- Experience in developing high performing client-side applications
- Knowledge of CSS/CSS3 - Knowledge of what works in specific browsers
- Responsive CSS (Mobile First, Bootstrap), Semantic HTML, and HTML5 JS based languages, such as CoffeeScript and TypeScript
- This role requires 100% flexibility to travel and work on-site with clients

Node.js Microservices Engineer | CL8/9

Basic Qualifications:

- Minimum of 3 years of professional development experience
- Minimum of 1 year of experience with application design and development using Node.js

Preferred Qualifications:

- Highly prefer previous experience in microservices development
- Installation, configuration, and development including work within a production environment
- Experience with Responsive Design frameworks, preferably with Twitter Bootstrap or Zurb Foundation
- Experience in developing high performing client-side applications
- Knowledge of CSS/CSS3 - Knowledge of what works in specific browsers
- Responsive CSS (Mobile First, Bootstrap), Semantic HTML, and HTML5 JS based languages, such as CoffeeScript and TypeScript
- Bachelor's degree
- This role requires 100% flexibility to travel and work on-site with clients

Cloud Native/Microservices Engineer | CL8/9

Basic Qualifications:

- Minimum of 3 years of development/architecture experience
- Minimum of 2 years of experience with one of more of the following: Spring Boot/Spring Cloud, Play, Docker, and/or Serverless Architecture

Preferred Qualifications:

- Experience with Cloud Native Platforms including Kubernetes, Open Shift, Docker Enterprise, or Cloud Foundry
- Consulting/client serving experience
- Microservices, Actor/Reactor, or other Cloud Native experience
- Development experience in Java and/or Scala
- Installation, configuration and development including work within a production environment
- Experience in web-scale applications
- This role requires 100% flexibility to travel and work on-site with clients

Cloud Native/Microservices Engineering Manager | CL7

Basic Qualifications:

- Minimum of 5 years of development/architecture experience
- Minimum of 2 years of Microservices experience
- Minimum of 2 years of experience with one of more of the following: Spring boot/Spring Cloud, Play, Docker and/or Serverless Architecture

Preferred Qualifications:

- Experience with Cloud Native Platforms including Kubernetes, Open Shift, Docker Enterprise, or Cloud Foundry
- Consulting/client serving experience
- Development experience in Java and/or Scala
- Installation, configuration and development including work within a production environment
- This role requires 100% flexibility to travel and work on-site with clients

Cloud Native/Microservices Senior Manager | CL6

Basic Qualifications:

- Minimum of 8 years of development/architecture experience
- Minimum of 4 years of Microservices experience
- Minimum of 4 years of experience with one of more of the following: Spring boot/Spring Cloud, Play, Docker and/or Serverless Architecture

Preferred Qualifications:

- Experience with Cloud Native Platforms including Kubernetes, Open Shift, Docker Enterprise, or Cloud Foundry
- Consulting/client serving experience
- Development experience in Java and/or Scala
- Installation, configuration and development including work within a production environment
- This role requires 100% flexibility to travel and work on-site with clients

Cloud Native Architect | CL6/7

Basic Qualifications:

- Minimum of 7 years of development/architecture experience

- Minimum of 3 years of experience working with one or more of the following cloud providers: AWS, Azure, GCP, or other
- Minimum of 3 years in scale system design, both on the infrastructure side and application development side

Preferred Qualifications:

- Consulting/client serving experience
- Microservices, Event Driven, or other Cloud Native experience
- Installation, configuration and development experience including working within a production environment
- Experience in designing web-scale applications
- Certification as an AWS Solution Architect (Associate or Pro), Microsoft MCSA or MCSE for Cloud Platform and Infrastructure, Google Professional Cloud Architect or other similar certification
- This role requires 100% flexibility to travel and work on-site with clients

Cloud Native Associate Architect | CL8/9

Basic Qualifications:

- Minimum of 3 years of development/architecture experience
- Minimum of 1 year of experience working within with one or more of the following cloud providers: AWS, Azure GCP or other
- Minimum of 1 year in scale system design, both on the infrastructure side and application development side

Preferred Qualifications:

- Consulting/client serving experience
- Microservices, Event Driven, or other Cloud Native experience
- Installation, configuration and development experience including working within a production environment
- Experience in designing web-scale applications
- Certification as an AWS Solution Architect (Associate or Pro), Microsoft MCSA or MCSE for Cloud Platform and Infrastructure, Google Professional Cloud Architect or other similar certification
- This role requires 100% flexibility to travel and work on-site with clients

David “Andrew” Voigt

HR Shared Services - Accenture Operations

Technology Recruiter

Charlotte, NC, USA

Mobile: 980-335-4193

Email: david.voigt@accenture.com