APPENDIX B – SKILLS MATRIX

Job Title	Qualifications
IT Project Assistant/Coordinator	☐ Minimum five years of experience with IT project management ☐ Proficiency in use of Microsoft Projects, Primavera or any comparable project management tool ☐ Proficiency in Microsoft Word, Excel, and PowerPoint ☐ PMP Certified is required ☐ Excellent communication, leadership, and project management skills ☐ Assess project risks and issues and provide solution where applicable ☐ Ability to manage day-to-day aspects of IT operation projects with regard to scope, schedule, resources and budget ☐ Demonstrated skill in coordinating logistics for project activities ☐ Prepare and maintain project documentations including project schedules, status reports, presentations, resource plans, meeting schedules and notes ☐ Good time management and organizational skills
Technical Lead	☐ Minimum five years of experience with Oracle EBS ERP applications as a technical lead ☐ Minimum three to five years of experience working with Oracle Cloud ERP applications as principle consultant or solution architect ☐ Minimum three years of ERP or Cloud Data Conversion processes inbound and outbound interfaces, integration using Oracle SOA, BI Publisher, PaaS Oracle Integration Cloud (OIC) experience ☐ Minimum three years of experience integrating Cloud Services (interfaces, conversions and creating applications using FBDI, ADFDI, Oracle ERP Cloud SOAP/REST API and ADF) ☐ Knowledge in Oracle ERP Cloud (Financials, Project Financial Management, Procurement) and experience in reporting (BI, OTBI, FRS, SmartView, Essbase)

	- Experience in Oracle Cloud Infrastructure, security, authentication, backup and recovery - Ability to gather requirements and communicate clearly with non-technical individuals, implementation teams, and other ancillary project members - Experience leading full life cycle Oracle ERP Cloud technical implementations for large complex client delivery - Two to five years of experience as a database administrator on Oracle (11g and up) and MS SQL Server (2012 and up), including database maintenance, patching, backup/ restore, data conversion - Oracle Linux administrator experience - Experience in Oracle SQL, PL/SQL, Forms, Reports, XML Publisher, SQL Loader, Jdeveloper, Java, Unix scripting - Oracle Cloud Infrastructure Certified is required - Oracle Cloud Platform Application Integration Certified is preferred - Strong written and oral communication skills; Ability to communicate effectively with technical and non-technical staff - Experience with creating complex technical documentation and providing knowledge transfer to IT staff - Sharp problem-solving, analytical and innovation skills - Basic project management skill to coordinate project implementation task timelines & schedules
Oracle Integration Developer	- Minimum three years of Oracle EBS application development and support experience - Minimum three years of experience working with Oracle Cloud ERP application - Experience of ERP or Cloud Data Conversion processes inbound and outbound interfaces, integration using Oracle SOA, BI Publisher, PaaS Oracle Integration Cloud (OIC) experience - Experience integrating Cloud Services (interfaces, conversions and creating applications using FBDI, ADFDI, Oracle ERP Cloud SOAP/REST API and ADF) - Oracle Cloud Platform Application Development Certified is preferred

	☐ Knowledge in Oracle Cloud Infrastructure, security, authentication, backup and recovery ☐ Ability to develop/test scenarios and test scripts, create custom reports, and troubleshoot functional issues within Oracle Cloud, Oracle EBS ☐ Experience with creating technical documentation and providing knowledge transfer to IT staff ☐ Knowledge in Oracle ERP Cloud (Financials, Project Financial Management, Procurement) and experience in reporting (BI, OTBI, FRS, SmartView, Essbase) ☐ Experience with Oracle EBS R12.1.3 ☐ Proficient in Oracle SQL, PL/SQL, Forms, Reports, XML Publisher, SQL Loader, Jdeveloper, Java, Unix scripting ☐ Knowledge of application architecture, data conversion, interface design and relational databases ☐ Linux OS experience ☐ Demonstrated knowledge in one or more of the following: Oracle EBS Financials, Projects, Purchasing, Payables, Receivables, Fixed Assets ☐ Experience with integration to/from Oracle E-Business Suite and external systems ☐ In-depth Knowledge of Application's Architecture and the underlying File System Structure on the Oracle Application Tier, Database Tier including OTBI reporting VO objects ☐ Proficient in authoring, editing and presenting technical documents ☐ Strong verbal, written, interpersonal, troubleshooting, and analytical skills ☐ Ability to translate complex ideas into simple language for non-technical audience