**IT STAFFING SERVICES SOLICITATION UNDER  
DEPARTMENT OF INFORMATION RESOURCES  
IT STAFF AUGMENTATION CONTRACT (ITSAC)**

**CANDIDATE REFERENCE**

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| Solicitation Number: 529501194R | Title/Level: Systems Analyst 3 |
| Candidate Name: | Category: Applications/Software Development |

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| **Reference Name** (Required): |  | | |
| **Title:** |  | | |
| **Company Name** (Required): |  | | |
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| **Phone Number** (Required include area code): | |  | |
| **E-mail Address:** |  | | |
| **Professional Relationship:** | | |  |

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|  | Peer |  | Co-Worker |  | Supervisor |

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|  | Customer |  | End-User |  | Subordinate |

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| **Company Name** (Required)**:** |  | | |
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| **Phone Number** (Required include area code): | |  | |
| **E-mail Address:** |  | | |
| **Professional Relationship:** | | |  |

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|  | Peer |  | Co-Worker |  | Supervisor |

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| **E-mail Address:** |  | | |
| **Professional Relationship:** | | |  |

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|  | Peer |  | Co-Worker |  | Supervisor |

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|  | Customer |  | End-User |  | Subordinate |

**NOTE: ONLY INCLUDE THE INFORMATION REQUESTED ON THIS FORM. DO NOT INCLUDE ADDITIONAL INFORMATION.**

**CANDIDATE QUALIFICATIONS**

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| Solicitation Number: 529501194R | Title/Level: Systems Analyst 3 |
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| **Minimum Requirements:** Candidates that do not meet or exceed the **minimum** stated requirements (skills/experience) will be displayed to customers but may not be chosen for this opportunity. | | | |
| Actual Years Experience | Years Experience Needed | Required/ Preferred | Skills/Experience |
|  | 8 | Required | Strong overall understanding of Snowflake architecture and its components. |
|  | 8 | Required | Hands-on experience with Snowflake objects such as Databases, Procedures, Tasks, and Streams. |
|  | 8 | Required | Expertise in using Snowflake’s cloning capabilities for databases and schemas. |
|  | 8 | Required | Proven experience in managing Snowflake Warehouses and optimizing performance for efficient query execution. |
|  | 8 | Required | Proficiency in Snowflake RBAC (Role-Based Access Control), including implementation of roles and privileges. |
|  | 8 | Required | Experience with integrating Snowflake SSO (Single Sign-On) and SCIM (System for Cross-domain Identity Management) for secure access and identity management. |
|  | 8 | Required | Familiarity with CI/CD pipelines and version control for managing Snowflake code deployments. |
|  | 8 | Required | Experience working with data integration tools like Informatica and ADF for seamless ETL/ELT processes. |
|  | 8 | Required | Ability to automate administrative tasks using Snowflake SQL and scripting languages like Python or Shell scripting. |
|  | 8 | Required | Expertise in monitoring and troubleshooting Snowflake environments, including usage tracking and query profiling. |
|  | 8 | Required | Strong understanding of Snowflake’s security features such as data masking, encryption, and network policies. |
|  | 8 | Required | Technical writing and diagraming skills, including proficiency with modeling and mapping tools (e.g., Visio, Erwin), and the Microsoft Office Suite (Word, Excel, and PowerPoint) and MS Project. |
|  | 8 | Required | Experience on an agile sprint team |
|  | 8 | Required | Experience with JIRA software |
|  | 8 | Required | Experience working with multiple teams concurrently, being able to prioritize and complete work on time with high quality |
|  | 6 | Preferred | Proven ability to write well designed, testable, efficient code by using best software development practices |
|  | 4 | Preferred | Understanding of security principles and how they apply to healthcare data |
|  | 4 | Preferred | Experience with state of the art software components for a performance metrics data visualization or business intelligence environment |
|  | 4 | Preferred | Excellent oral and written communication skills. |
|  | 4 | Preferred | Effectively manage multiple responsibilities, prioritize conflicting assignments, and switch quickly between assignments, as required. |
|  | 4 | Preferred | Bachelor’s degree in Computer Science, Information Systems, or Business or equivalent experience. |
|  | 3 | Preferred | Prior experience in the Healthcare Industry |
|  | 2 | Preferred | Prior experience with an HHS agency |
|  | 2 | Preferred | Prior experience working with PII or PHI data |
|  | 2 | Preferred | Prior experience working with HL7 data |
|  | 2 | Preferred | Prior experience with Azure |

**CANDIDATE ACKNOWLEDGEMENT**

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| RFO: 445 Solicitation Number: 529501194R | Title/Level: Systems Analyst 3 |
| Candidate Name: | Category: Applications/Software Development |

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| I hereby authorize **Innosoul, Inc. dba Innosoul Information Technologies, Inc.** to submit my resume in response to the temporary staffing Solicitation 529501194R for **Texas Health and Human Services Commission**.  I understand that submission of my resume by multiple vendors may result in my disqualification from this opportunity. Customers reserve the right to hire a candidate submitted by multiple vendors.   Worker signature:  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_   Date:   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |