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

**CANDIDATE REFERENCE**

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| Solicitation Number: 529501194R2 | 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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| **E-mail Address:** |  | | |
| **Professional Relationship:** | | |  |

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

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| **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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| **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 | ETL Administrator with a focus on data warehousing and business intelligence solutions. |
|  | 8 | Required | Experience with Informatica IICS Administration, including installation, upgrades, and maintenance of the Informatica IICS environment. |
|  | 8 | Required | Knowledge of Power Exchange Change Data Capture (CDC) on both PowerCenter and IICS. |
|  | 8 | Required | Experience with a cloud background and knowledge of Continuous Integration and Continuous Deployment (CI/CD) tools such as GitHub and Jenkins. |
|  | 8 | Required | Ability to think innovatively and automate various administrative tasks in the admin space using Python and shell scripting skills. |
|  | 8 | Required | Excellent analytical skills to triage and resolve production issues and outages. |
|  | 8 | Required | Proven expertise in designing, developing, and deploying ETL pipelines using industry-standard tools like Informatica and IICS. |
|  | 8 | Required | Familiarity with a wide range of data sources: relational databases (e.g., Oracle, SQL Server, MySQL, Snowflake), flat files, and cloud platforms (e.g., AWS S3, Azure Blob). |
|  | 8 | Required | Experience in data quality, validation, and data migration projects. |
|  | 8 | Required | Linux/Unix experience. |
|  | 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 |
|  | 8 | Required | Knowledge of relational databases and data warehousing, including platforms like Oracle, Snowflake, SQL Server, and MySQL. |
|  | 8 | Required | Proficiency in SQL, Python and Bash. |
|  | 8 | Required | Familiarity with cloud ecosystems like AWS, Azure, or GCP and their respective data services. |
|  | 8 | Required | Data Quality & Modeling: Knowledge of data quality frameworks and data modeling techniques. |
|  | 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 with Azure |

**CANDIDATE ACKNOWLEDGEMENT**

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| RFO: 445 Solicitation Number: 529501194R2 | 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 529501194R2 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:   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |