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

**CANDIDATE REFERENCE**

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| Solicitation Number: 529501234 | Title/Level: Developer/Programmer 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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| --- | --- | --- | --- |
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| **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 | Experience with Identity and Access Management tools, processes, and support and the ability to provide leadership to technical and project teams |
|  | 8 | Required | Experience with IBM Security Identity Manager (ITIM/ISIM), IBM Security Access Manager (TAM/ISAM) or like IAM software |
|  | 8 | Required | Must have analytical and organizational skills and the ability to gather, assemble, correlate, and analyze facts, and propose solutions to problems. |
|  | 8 | Required | Experience with 24x7 Oncall rotation. |
|  | 8 | Required | Knowledge of Identity and Access Management and LDAP best practices. |
|  | 8 | Required | Experience in designing, configuring and implementing Okta solution. |
|  | 8 | Required | Experience with authentication methods such as SAML, OAuth and OIDC. |
|  | 8 | Required | Experience with onboarding applications into Okta. |
|  | 8 | Required | Experience in implementation of user life cycle management with Okta including bulk loads. |
|  | 8 | Required | Experience in authentication, authorization and securing access for applications, devices and users. |
|  | 8 | Required | Experience in integrating applications using Okta Gateway. |
|  | 8 | Required | Experience in migrating users between directories. |
|  | 8 | Required | Experience in implementing Okta integrations involving multi-tenant environments. |
|  | 8 | Required | Experience in implementing automation for Okta solution using Jenkins and/or other related technologies. |
|  | 8 | Required | Experience in implementation of cloud-based solutions, leveraging AWS and demonstrate expertise in authentication and authorization using Okta, SailPoint and/or similar technologies. |
|  | 8 | Preferred | Federated Identity Manager (TFIM/IFIM), Single Sign On (ESSO), Tivoli Directory Integrator (TDI) or like software products |
|  | 8 | Preferred | Skills in written and oral communication, including the ability to make public presentations, write technical information in an understandable format, and produce reports. |
|  | 8 | Preferred | Experience with either RSA IAM, Oracle IdM, DatapoJava, JavaScript, or WebSphere (6.0 - 8.x), and strong technical knowledge of various LDAP repositories such as AD, eDirectory and IBM Security Directory Server (TDS / ISDS) |
|  | 8 | Preferred | Skill in project management, managing projects and able to establish project goals and objectives |
|  | 8 | Preferred | Strong skills in analyzing and evaluating complex federal and state legislation, program, policy, and operations issues as they relate to IAM projects. |
|  | 8 | Preferred | Experience in technologies such as Java, Java Script, HTML, JASON, Python, SQL, Linux |
|  | 8 | Preferred | Experience in integration of Okta with Single Page Applications (Angular, ReactJS or other similar frameworks/libraries) using JWT, OAuth, and other related technologies / standards |
|  | 8 | Preferred | Experience in Websphere or JBoss or similar J2EE application server’s configuration to enable robust authorization using Okta and SailPoint. |
|  | 8 | Preferred | Prior experience in IBM Datapower, IBM Security Identity Manager, Security Access Manager, Security Directory Integrator, ITIM Adapters, IBM Security Directory Server. |
|  | 8 | Preferred | Familiarity with LDAP browsers - LBE, Softerra LDAP Browser, Apache Directory Studio and/or similar tools. |
|  | 8 | Preferred | Hands-on experience with Agile Development Methodologies (preferably Scrum). |
|  | 8 | Preferred | Hands-on experience with CI/CD methodologies and containerized application deployments. |
|  | 8 | Preferred | Security certifications. |

**CANDIDATE ACKNOWLEDGEMENT**

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| RFO: 445 Solicitation Number: 529501234 | Title/Level: Developer/Programmer 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 529501234 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:   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |