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

**CANDIDATE REFERENCE**

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| Solicitation Number: 529601521 | Title/Level: Systems Analyst 3 |
| Candidate Name: | Category: Applications/Software Development |

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

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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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| Solicitation Number: 529601521 | 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 |
|  | 12 | Required | Deep hands-on experience in Java and Java EE development, including EJB, JPA, and SOAP-based services. Able to analyze legacy codebases and identify transformation paths for cloud migration. |
|  | 12 | Required | Proficiency in Java SE 1.8 and Java EE 8, including deployment on enterprise-grade application servers. |
|  | 12 | Required | Experience with object-relational mapping and integrating persistence layers with business logic. |
|  | 10 | Required | Ability to work with cross-functional teams including architects, business analysts, and security engineers to align development with business goals. |
|  | 8 | Required | Proven experience with, or strong understanding of, AI code analysis tools for static analysis, code understanding, and pattern recognition. |
|  | 8 | Required | Familiarity with DevSecOps practices, including automated testing, deployment, and monitoring. |
|  | 8 | Required | Exposure to cloud-native transformation strategies, including containerization, elastic scaling, and loosely coupled interfaces. |
|  | 8 | Required | Familiarity with Agile methodologies, sprint planning, and backlog refinement in collaboration with product owners and SMEs. |
|  | 8 | Required | Exceptional analytical and problem-solving skills, with a keen eye for detail. |
|  | 8 | Required | Strong understanding of software design principles and patterns. |
|  | 6 | Preferred | Excellent communication and collaboration skills. |
|  | 6 | Preferred | Experience with requirement elicitation and documentation. |

**CANDIDATE ACKNOWLEDGEMENT**

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| RFO: 445 Solicitation Number: 529601521 | 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 529601521 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:   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |