**CANDIDATE REFERENCE**

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| Solicitation Number: 537601496 | Title/Level: Database Administrator 3 |
| Candidate Name: | Category: Data/Database Administration |

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

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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 |

**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 |
|  | 10 | Required | Proven experience in designing, developing, and maintaining advanced MS Access databases, including the creation of normalized table structures, sophisticated queries for data extraction and manipulation, intuitive data entry forms, and comprehensive rpts |
|  | 10 | Required | Expert-level relational database design, normalization, ER modeling, schema refactoring, and translating Access data models into scalable SQL schemas |
|  | 10 | Required | Experience with Microsoft Access, including table design, complex queries, forms, reports, and Skilled in leveraging VBA for custom functionalities and workflow automation |
|  | 10 | Required | Experience with migrating legacy databases into at least one major cloud SQL service (Azure SQL Database/Managed Instance. PostgreSQL, AWS RDS for SQL Server/MySQL) |
|  | 8 | Required | ETL tool experience with SSIS, Azure Data Factory, AWS Database Migration Service (DMS), or equivalent |
|  | 8 | Required | creating migration runbooks, data dictionaries, technical documentation, and delivering training or knowledge-transfer sessions |
|  | 8 | Required | Experience with RDBMS admin/console tools such as TOAD, SSMS and/or SQL Developer. |
|  | 8 | Required | Configuring data integration and batch processing solutions in Azure Data Factory and/or SSIS; monitoring data ingestion processes and performance; review query plans and identify problem areas in execution plans. |
|  | 8 | Required | Migrating data from legacy database to new target database |
|  | 6 | Preferred | Hands-on experience with CI/CD methodology, GitHub, JIRA |
|  | 6 | Preferred | Hands-on experience with data visualization/reporting tools such as Power BI, Tableau |
|  | 6 | Preferred | Hands-on experience with Agile Development Methodologies |
|  | 3 | Preferred | Prior experience in healthcare or Public Health |
|  | 3 | Preferred | Experience implementing and using agile methodologies and best practices for 1 or more State of Texas Agencies |

**CANDIDATE ACKNOWLEDGEMENT**

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| RFO: 445 Solicitation Number: 537601496 | Title/Level: Database Administrator 3 |
| Candidate Name: | Category: Data/Database Administration |

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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 537601496 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:   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |