**CANDIDATE REFERENCE**

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| Solicitation Number: 529501462R | Title/Level: Business 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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| **Phone Number** (Required include area code): | |  | |
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| **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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| Solicitation Number: 529501462R | Title/Level: Business 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 | Progressive experience in a Business Architect role or similar strategic capacity, with a strong emphasis on enterprise-level initiatives. |
|  | 8 | Required | Proven track record of successfully leading or significantly contributing to multiple large-scale digital transformation and business process reengineering projects. Demonstrated ability to drive measurable improvements in operational efficiency and ser |
|  | 8 | Required | Demonstrable expertise with MITA (Medicaid Information Technology Architecture), including practical application in complex system environments. Experience with MITA State Self-Assessments (SS-A) is highly desirable. |
|  | 8 | Required | Exceptional business modeling skills, with expert proficiency in methodologies and tools such as Business Process Model and Notation (BPMN), Unified Modeling Language (UML), ArchiMate, and strong understanding of enterprise architecture frameworks |
|  | 8 | Required | Superior analytical, problem-solving, and critical thinking abilities, with a strong capacity to dissect complex issues and formulate pragmatic solutions. |
|  | 8 | Required | Excellent written and verbal communication, presentation, and interpersonal skills, with the ability to articulate complex concepts clearly and persuasively to both technical and non-technical stakeholders at all levels. |
|  | 8 | Required | Strong negotiation, facilitation, and conflict resolution skills. |
|  | 8 | Required | Bachelor's degree in Business Administration, Information Technology, Computer Science, or a related field. Master's degree preferred. |
|  | 8 | Required | Demonstrated ability to work successfully with technical and non-technical groups on complex business problems, analyzing and evaluating current business methods and procedures for improvements including exhibiting strong oral and written communications |
|  | 8 | Preferred | Strong preference for direct, hands-on experience with Health and Human Services (HHS) integrated eligibility systems (e.g., Medicaid, SNAP, TANF, CHIP). This includes a deep understanding of federal regulations, state-specific policy nuances |
|  | 8 | Preferred | Experience working within a government or public sector environment. |
|  | 8 | Preferred | Relevant certifications such as Certified Business Analysis Professional (CBAP), TOGAF, BPMN, Lean Six Sigma Green or Black Belt. |
|  | 8 | Preferred | Familiarity with Agile and Scaled Agile Framework (SAFe) methodologies. |
|  | 3 | Preferred | Working knowledge of eligibility rules for SNAP, Medicaid, and TANF programs, with experience interpreting and applying state and federal guidelines. |
|  | 3 | Preferred | Proven experience interpreting and applying policy within an integrated eligibility case management system. |

**CANDIDATE ACKNOWLEDGEMENT**

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| RFO: 445 Solicitation Number: 529501462R | Title/Level: Business 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 529501462R 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:   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |