**CANDIDATE REFERENCE**

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| Solicitation Number: 529601519R1 | 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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| **Professional Relationship:** | | |  |

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| **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: 529601519R1 | Title/Level: Systems Analyst 3 |
| Candidate Name: | Category: Applications/Software Development |

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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 | Hands-on experience as a business data analyst in the Information Technology industry, demonstrating strong analytical and documentation skills. |
|  | 8 | Required | Proven ability to collaborate with technical and non-technical teams to analyze complex data-driven business problems and recommend actionable solutions. |
|  | 8 | Required | Experience designing and optimizing data workflows and data management processes using modeling or mapping tools. |
|  | 8 | Required | Well-versed in writing Epics and User Stories, including acceptance criteria, to effectively communicate functional and non-functional requirements to development and quality assurance teams |
|  | 8 | Required | Experience creating and maintaining data-related documentation including data dictionaries, business requirement documents, and data mapping specifications. |
|  | 8 | Required | Experience designing and presenting visual data models and dashboards to communicate trends, performance, and project timelines. |
|  | 8 | Required | Demonstrated ability to lead data-focused meetings and interviews, document outcomes, and drive resolution of data-related issues. |
|  | 4 | Preferred | Bachelor's degree in data science, Computer Science, Information Systems, Business Analytics, or a related field. Equivalent experience may be substituted. |
|  | 4 | Preferred | Strong multi-tasking skills with the ability to manage multiple data projects or assignments concurrently. |
|  | 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: 529601519R1 | 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 529601519R1 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:   \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |