## APPENDIX B – SKILLS MATRIX

<table>
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<tr>
<th>Job Title</th>
<th>Qualifications</th>
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| IT Project Assistant/Coordinator | ☐ Minimum five years of experience with IT project management  
☐ Proficiency in use of Microsoft Projects, Primavera or any comparable project management tool  
☐ Proficiency in Microsoft Word, Excel, and PowerPoint  
☐ PMP Certified is required  
☐ Excellent communication, leadership, and project management skills  
☐ Assess project risks and issues and provide solution where applicable  
☐ Ability to manage day-to-day aspects of IT operation projects with regard to scope, schedule, resources and budget  
☐ Demonstrated skill in coordinating logistics for project activities  
☐ Prepare and maintain project documentations including project schedules, status reports, presentations, resource plans, meeting schedules and notes  
☐ Good time management and organizational skills |
| Technical Lead          | ☐ Minimum five years of experience with Oracle EBS ERP applications as a technical lead  
☐ Minimum three to five years of experience working with Oracle Cloud ERP applications as principle consultant or solution architect  
☐ Minimum three years of ERP or Cloud Data Conversion processes inbound and outbound interfaces, integration using Oracle SOA, BI Publisher, PaaS Oracle Integration Cloud (OIC) experience  
☐ Minimum three years of experience integrating Cloud Services (interfaces, conversions and creating applications using FBDI, ADFDI, Oracle ERP Cloud SOAP/REST API and ADF)  
☐ Knowledge in Oracle ERP Cloud (Financials, Project Financial Management, Procurement) and experience in reporting (BI, OTBI, FRS, SmartView, Essbase) |
| | Experience in Oracle Cloud Infrastructure, security, authentication, backup and recovery
| | Ability to gather requirements and communicate clearly with non-technical individuals, implementation teams, and other ancillary project members
| | Experience leading full life cycle Oracle ERP Cloud technical implementations for large complex client delivery
| | Two to five years of experience as a database administrator on Oracle (11g and up) and MS SQL Server (2012 and up), including database maintenance, patching, backup/restore, data conversion
| | Oracle Linux administrator experience
| | Experience in Oracle SQL, PL/SQL, Forms, Reports, XML Publisher, SQL Loader, Jdeveloper, Java, Unix scripting
| | Oracle Cloud Infrastructure Certified is required
| | Oracle Cloud Platform Application Integration Certified is preferred
| | Strong written and oral communication skills; Ability to communicate effectively with technical and non-technical staff
| | Experience with creating complex technical documentation and providing knowledge transfer to IT staff
| | Sharp problem-solving, analytical and innovation skills
| | Basic project management skill to coordinate project implementation task timelines & schedules

| Oracle Integration Developer | Minimum three years of Oracle EBS application development and support experience
| Minimum three years of experience working with Oracle Cloud ERP application
| Experience of ERP or Cloud Data Conversion processes inbound and outbound interfaces, integration using Oracle SOA, BI Publisher, PaaS Oracle Integration Cloud (OIC) experience
| Experience integrating Cloud Services (interfaces, conversions and creating applications using FBDI, ADFDI, Oracle ERP Cloud SOAP/REST API and ADF)
| Oracle Cloud Platform Application Development Certified is preferred
- Knowledge in Oracle Cloud Infrastructure, security, authentication, backup and recovery
- Ability to develop/test scenarios and test scripts, create custom reports, and troubleshoot functional issues within Oracle Cloud, Oracle EBS
- Experience with creating technical documentation and providing knowledge transfer to IT staff
- Knowledge in Oracle ERP Cloud (Financials, Project Financial Management, Procurement) and experience in reporting (BI, OTBI, FRS, SmartView, Essbase)
- Experience with Oracle EBS R12.1.3
- Proficient in Oracle SQL, PL/SQL, Forms, Reports, XML Publisher, SQL Loader, Jdeveloper, Java, Unix scripting
- Knowledge of application architecture, data conversion, interface design and relational databases
- Linux OS experience
- Demonstrated knowledge in one or more of the following: Oracle EBS Financials, Projects, Purchasing, Payables, Receivables, Fixed Assets
- Experience with integration to/from Oracle E-Business Suite and external systems
- In-depth Knowledge of Application’s Architecture and the underlying File System Structure on the Oracle Application Tier, Database Tier including OTBI reporting VO objects
- Proficient in authoring, editing and presenting technical documents
- Strong verbal, written, interpersonal, troubleshooting, and analytical skills
- Ability to translate complex ideas into simple language for non-technical audience