On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!, a menu-driven database system. The INTERNET address GSA Advantage! is: GSAAdvantage.gov.

SCHEDULE TITLE: MULTIPLE AWARD SCHEDULE

FEDERAL SUPPLY GROUP: PROFESSIONAL SERVICES

CONTRACT NUMBER: 47QTCA19D004C

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at fss.gsa.gov.

CONTRACT PERIOD: JANUARY 14, 2019 – JANUARY 13, 2024

PRICING CURRENT THROUGH MAS MOD #A812 EFFECTIVE 2/5/2020

CONTRACTOR: SOFTELEGANCE USA, LLC
17411 HOLLYBERRY LANE
SUGAR LAND, TX 77479

Point of Contact: Roman Beketov
e-mail: rbeketov@softeleganceusa.com
Tel: 281-787-7166
Fax: 281-595-7666
Web: www.softeleganceusa.com

Business Size: Small
CUSTOMER INFORMATION

1a  Awarded SIN: 54151S Information Technology Professional Services

OLM Order-Level Materials (OLM)

1b  Lowest Priced Item: Not Applicable

1c  Hourly Rates & Labor Category Descriptions: See Below

2  Maximum Order: $500,000 – 54151S; $250,000 - OLM

3  Minimum Order: $100

4  Geographic Coverage: Worldwide

5  Point of Production: Sugar Land, TX (Fort Bend County)

6  Discount: Prices shown are net of discount

7  Volume Discounts: 15% for orders exceeding $500,000

8  Prompt Payment Terms: Net 30 Days

Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9a  Government Purchase Cards

Government Purchase Cards are accepted at or below the micro-purchase threshold.

9b  Contract will accept the Government Commercial Credit Card above the micro-purchase threshold.

10  Foreign Items: Not Applicable

11  Time of Delivery:

   a. Normal: As Agreed Upon with Ordering Activity

   b. Expedited: Contact Contractor

   c. Overnight & 2-day delivery: Contact Contractor

   d. Urgent Requirements: Contact Contractor

12  FOB Point(s): Destination for Worldwide Delivery

13a  Ordering Address: 17411 Hollyberry Lane

   Sugar Land, TX  77479

13b  Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Purchase Agreements (BPA’s), are found in Federal Acquisition Regulation (FAR) 8.405-3.

14  Payment Address: Same as Contractor address

15  Warranty Provision: Standard Commercial Warranty
16 Export packing charges, if applicable: Not Applicable
17 Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level): Contact Vendor
18 Terms and conditions of rental, maintenance, and repair (if applicable): Not Applicable
19 Terms and conditions of installation (if applicable): Not Applicable
20 Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): Not Applicable
20a Terms and conditions for any other services (if applicable): Not Applicable
21 List of service and distribution points (if applicable): Not Applicable
22 List of participating dealers (if applicable): Not Applicable
23 Preventive maintenance (if applicable): Not Applicable
24a Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants): Not Applicable
24b Section 508 Compliance for EIT: Not Applicable
25 DUNS Number: 023369953
26 Notification regarding registration in SAM database: Contractor has an Active Registration in the SAM database.

**SoftElegance USA, LLC – 5 Year Pricing**

<table>
<thead>
<tr>
<th>Labor Category</th>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
<th>Year 4</th>
<th>Year 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Software Architect - Domestic</td>
<td>$97.73</td>
<td>$99.69</td>
<td>$101.68</td>
<td>$103.72</td>
<td>$105.79</td>
</tr>
<tr>
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<td>$46.91</td>
<td>$47.85</td>
<td>$48.81</td>
<td>$49.78</td>
<td>$50.78</td>
</tr>
<tr>
<td>Senior Software Development Engineer - Domestic</td>
<td>$78.19</td>
<td>$79.75</td>
<td>$81.35</td>
<td>$82.97</td>
<td>$84.63</td>
</tr>
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<td>$43.86</td>
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<td>$23.39</td>
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<tr>
<td>Position</td>
<td>Domestic</td>
<td>$78.19</td>
<td>$79.75</td>
<td>$81.35</td>
<td>$82.97</td>
</tr>
<tr>
<td>-----------------------------------------</td>
<td>----------</td>
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</tr>
<tr>
<td>Business Analyst - Domestic</td>
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<td>$41.87</td>
<td>$42.71</td>
<td>$43.56</td>
<td>$44.43</td>
</tr>
<tr>
<td>Business Analyst - Overseas</td>
<td>$46.91</td>
<td>$47.85</td>
<td>$48.81</td>
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<td>$50.78</td>
</tr>
<tr>
<td>Data Scientist - Overseas</td>
<td>$46.91</td>
<td>$47.85</td>
<td>$48.81</td>
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<td>$50.78</td>
</tr>
<tr>
<td>Data Engineer - Overseas</td>
<td>$46.91</td>
<td>$47.85</td>
<td>$48.81</td>
<td>$49.78</td>
<td>$50.78</td>
</tr>
<tr>
<td>Technical Team Lead - Overseas</td>
<td>$46.91</td>
<td>$47.85</td>
<td>$48.81</td>
<td>$49.78</td>
<td>$50.78</td>
</tr>
<tr>
<td>Senior Project Manager - Domestic</td>
<td>$97.73</td>
<td>$99.69</td>
<td>$101.68</td>
<td>$103.72</td>
<td>$105.79</td>
</tr>
<tr>
<td>Senior Project Manager - Overseas</td>
<td>$46.91</td>
<td>$47.85</td>
<td>$48.81</td>
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<td>$50.78</td>
</tr>
<tr>
<td>Project Manager - Domestic</td>
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<td>$79.75</td>
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<td>$84.63</td>
</tr>
<tr>
<td>Product Manager - Overseas</td>
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<td>$50.84</td>
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<td>$52.89</td>
</tr>
</tbody>
</table>

The Service Contract Labor Standards (SCLS) is applicable to this contract as it applies to the entire Professional Services Schedule and all services provided. While no specific labor categories have been identified as being subject to SCLS due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CRF 541.300), this contract still maintains the provisions and protections for SCLS eligible labor categories. If and / or when the contractor adds SCLS labor categories / employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS matrix identifying the GSA labor category titles, the occupational code, SCLS labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.
### Labor Category Descriptions

#### Software Architect

**Minimum Experience:** 5 years of experience in software development and proven experience as a software architect.

**Additional requirements:**
- excellent knowledge of software and application design and architecture
- understanding of architecture specifics and choosing the optimal technical stack
- knowledge of cloud computing and cloud architecture
- understanding of software quality assurance principles
- a technical mindset with considerable attention to detail
- ability to understand the complex business logic
- high quality organizational and leadership skills
- strong communication and presentation abilities
- experience in Agile development organizations/teams

**Functional Responsibility:** Collaborate with and assist the corporate architecture team in development and testing of new architectural designs and patterns. Work with project teams to define and review all aspects of development from appropriate technology and systems flow to coding standards. Oversee the progress of development team to ensure consistency with initial software architecture and application design. Ensure software meets all requirements of quality, security, modifiability, extensibility, etc. Communicate all concepts and guidelines to development teams. Approve final product from the software architecture and design perspectives before launch. Develop high-level product design specifications with attention to system integration and feasibility.

**Minimum Certifications and Education:** Bachelor’s degree in computer science, engineering, information technology, or information systems.

#### Senior Software Development Engineer

**Minimum Experience:** 4 years

**Additional requirements:**
- experience in the related technologies to .NET Framework: Web, Desktop: C# \ VB Net, ASP.NET, ADO.NET, WEB Services; SQL + Transact SQL; JScript (JQuery), HTML/CSS; Design Patterns; Knowledge in few ORMs - good understanding of the underlying technologies and principles
- excellent knowledge and experience in technologies that are outside the main technology stack (e.g., third-party libraries, etc.)
- able to describe advantages and disadvantages of those technologies, justify their usage on the project
- able to conduct research and select appropriate technology (inside or outside of the main stack)
- experience in reviewing code
- experience in project/subproject analysis and architecture
- strong in software development processes. Familiarity with Agile and Waterfall.
- able to grasp and clarify requirements from Client and propose technical solutions (prototyping,
architectural, modeling, etc.)
- able to develop a design from scratch for a small or mid-sized project

**Functional Responsibility:** Develop high quality, testable and high-performance software using agile practices. Development new system functionality and introduce changes to existing functionality. Oversee driving systems and software reliability and performance. Perform analysis, verification, and debugging of the software code. Troubleshoot technical issues in real time. Apply best practices to deliver high-quality products on time.

**Minimum certifications and Education:** Bachelor’s degree in computer science, engineering, information technology, or information systems.

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**Middle Software Development Engineer**

**Minimum experience:** 3 years

**Additional requirements:**
- experience in the related technologies to .NET Framework: Web, Desktop: C# \ VB Net, ASP.NET, ADO.NET, WEB Services; SQL + Transact SQL; JavaScript (JQuery), HTML/CSS; Design Patterns; Knowledge in few ORMs - understanding of the underlying technologies and principles
- familiar with all phases of project, including exit/enter criteria and artifacts
- practical experience with version control and bug-tracking tools, IDEs, build systems
- familiar with software development processes
- experience in producing code comments, implementation documents, user/installation/deployment guides, and unit test documentation
- experience working within priorities set by manager
- experience responding to Customer requests without additional clarification by manager

**Functional Responsibility:** Develop high quality, testable and high-performance software using agile practices. Maintain and upgrade existing deployed code and system. Work with other team members to efficiently plan and manage development tasks and project milestones. Work with team members and other teams to investigate and resolve software defects. Contribute to the ongoing development, documentation, and maintenance of programming and systems integration standards.

**Minimum certifications and Education:** Bachelor’s degree in computer science, engineering, information technology, or information systems.

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**Junior Software Development Engineer**

**Minimum experience:** 1 year

**Additional requirements:**
- familiar with all phases of project, including exit/enter criteria and artifacts
- Experience writing code comments and unit test documentation
- understands importance of business/Client priorities and effective communication within the team
**Functional Responsibility:** Develop solution features following best engineering practices. Ensure solution performance and users adoption. Implement new components and enhance the existing ones. Develop integrations with external systems according to defined architecture guidelines. Fix bugs, troubleshoot and resolve problems.

**Minimum certifications and Education:** Bachelor’s degree in computer science, engineering, information technology, or information systems.

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**Senior Software Test Automation Engineer**

**Minimum Experience:** 4 years

**Additional requirements:**
- experience with Selenium WebDriver and TFS/GIT
- experience setting up automation frameworks from scratch
- experience in Agile software development and testing APIs
- advanced knowledge of testing approaches, techniques, and methodologies
- ability to manage test documentation (test plans, test cases, etc.)
- ability to report to a group of people working on the joint tasks

**Functional Responsibility:** Implement and maintain the automation frameworks as part of a continuous integration environment. Perform thorough automation test strategies to ensure comprehensive code coverage. Develop high-quality automated tests to support high-quality software. Investigate failures, perform root cause analysis, and utilize the internal defect tracking tool to create detailed, high-quality defect reports. Produce status reports related to testing process, including test results and defect tracking/prioritization. Develop standard set of testing tools and libraries to support test automation.

**Minimum Certifications and Education:** Bachelor’s Degree in Computer Science, Engineering, Information Technology, or Information Systems.

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**Middle Software Test Automation Engineer**

**Minimum Experience:** 3 years

**Additional requirements:**
- hands-on experience in programming — C# or Java
- experience in test automation for Windows/Mac platform
- test automation framework setup experience
- strong knowledge of test theory
- experience with Selenium, Jira, CI (teamcity, jenkins, gitlab), GIT
- strong communication skills
- strong analytical thinking and attention to details

**Functional Responsibility:** Automates test-case creation and execution. Prepares testing result reports. Analyzes, documents, and reports status, test results, and testing progress according to the
Minimum certifications and Education: Bachelor’s Degree in Computer Science, Engineering, Information Technology, or Information Systems.

**Junior Software Test Automation Engineer**
Minimum Experience: 2 years

Additional requirements:
- basic knowledge of QA methodologies
- programming skills (novice)
- experience with Selenium WebDriver
- continuous integration tools experience, Jenkins or other
- general experience with test and defect management tools
- knowledge/experience with most common Software development lifecycle methodologies
- analytical thinking and attention to details

Functional Responsibility: Build, maintain and extend frameworks and automation solutions for testing. Participate in code/peer reviews with team members. Analyze, document, and report status, test results, and testing progress according to the test plan. Document, track and escalate issues as appropriate, using JIRA or similar tools.

Minimum certifications and Education: Bachelor’s Degree in Computer Science, Engineering, Information Technology, or Information Systems.

**Senior Software Test Engineer**
Minimum Experience: 4 years

Additional requirements:
- knowledge of complex SQL queries (Oracle or MSSQL)
- experience working with REST APIs, SoapUI, XML
- excellent Jira skills and knowledge of bug life cycle
- understanding of Agile/Scrum and test design techniques
- strong experience in estimation, software QA methodologies, tools and processes
- experience writing clear, concise and comprehensive test plans and test cases
- ability to report to a group of people working on the joint tasks
- strong communication and problem-solving skills

Functional Responsibility: Perform requirements analysis and processing. Prepare test cases/checklists and other types of test documentation. Estimate required testing time. Lead and facilitate testing. Execute complex SQL queries.

Minimum certifications and Education: Bachelor’s Degree in Computer Science, Engineering, Information Technology, or Information Systems.
**Middle Software Test Engineer**

**Minimum Experience:** 2 years

**Additional requirements:**
- experience in Jira or other Bug tracker system
- able to analyze system requirements and produce testing specifications from systems requirements
- SQL skills (intermediate)
- strong knowledge of testing approaches, techniques, and methodologies
- experience writing clear, concise and comprehensive test documentation
- understanding of client-server architecture
- strong defect hunting skills
- excellent team player motivated to solve complex tasks
- strong communication and problem-solving skills

**Functional Responsibility:** Creates analysis of requirements and definition of acceptance testing criteria. Supports testing documentation: test-cases, check-lists, etc. Responsible for time planning and evaluation of tasks (timing, prioritization, tasks self-statement). Oversees regression, Functional, Exploratory, UI, Integration, and Performance testing. Tracks problem reports using a bug-tracking system. Maintains project QA-related documents and ensures files are up-to-date. Estimates, prioritizes, plans, and coordinate testing activities.

**Minimum certifications and Education:** Bachelor’s Degree in Computer Science, Engineering, Information Technology, or Information Systems.

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**Junior Software Test Engineer**

**Minimum Experience:** 1 year

**Additional requirements (knowledge):**
- SQL (novice)
- MS SQL server DB development (novice)
- testing fundamentals (intermediate)
- bug reporting (novice)
- test cases management systems (intermediate)
- strong communication and problem-solving skills

**Functional Responsibility:** Create detailed, comprehensive and well-structured test plans and test cases. Produce test evaluation reports. Perform regression, Functional, Exploratory, UI, Integration, and Performance testing. Maintain QA-related documents. Track problem reports using a bug-tracking system. Produce test evaluation reports. Collaborate with project team.

**Minimum certifications and Education:** Bachelor’s degree in computer science, engineering, information technology, information systems or equivalent.
**DevOps Engineer**

Minimum Experience: 3 years

Additional requirements:
- experience in development of infrastructures
- fundamental knowledge of web servers, hardware and networking
- understanding of services such as DNS, HTTP, SSL, TCP/IP
- solid understanding of systems monitoring, alerting and analytics (Zabbix, NewRelic, Cactai, Graphite, Log Stash, Nagios, Ganglia etc.)
- experience with cloud solutions (AWS/Azure or similar)
- experience in Linux/Unix system administration
- experience of practical implementations of continuous integration and continuous delivery tools
- experience with clustering and load balancing
- experience with database administration
- experience with Infrastructure-as-a-code approach
- ability to communicate your decisions to team and support their execution

Functional Responsibility: Participate or lead infrastructure development. Work on release automation (continuous deployment). Work on build automation (continuous integration) and infrastructure monitoring. Oversee security monitoring and administration. Tune systems to ensure rapid response times at all levels. Design, implement, and support tool related to DevOps architecture. Execute day-to-day tasks related to the operation, monitoring and controlling of the environment. Analyze and identify issues, notable trends and potential improvements.

Minimum Certifications and Education: Bachelor’s degree in computer science, engineering, information technology, information systems or equivalent.

**Business Analyst**

Minimum Experience: 2 years

Additional requirements (knowledge):
- knowledge and understanding of business analysis and requirements management basics
- attention to details, ability to competently collect and transform unstructured information into clear requirements
- experience in writing user stories, use cases, and requirements specification documentation
- experience in Atlassian software suite/JIRA/Confluence
- experience in preparation of business requirements/functional specifications for software development
- ability to offer solutions and innovative ideas
- strong organizational skills and ability to organize processes

Functional Responsibility: Communicate with Product Owners to gather high-level requirements. Convert high-level requirements into known formats, including but not limited to: user stories, use cases, user flow diagrams, and requirements specifications. Create documentation, including but
not limited to release notes, and internal articles for developers. Interact with multi-discipline team
to determine business requirements. Develop and describe existing business processes.
Offer suggestions for business process optimization. Execute information system business testing
and new functionality validation. Provide suggestions to optimize interaction of existing
information system. Participate in user acceptance testing and testing of new system functionality.
Develop training curriculum and conduct formal training sessions covering assigned systems module.

Minimum Certifications and Education: Bachelor’s degree in computer science, engineering,
information technology, information systems or equivalent.

Data Scientist
Minimum Experience: 2 years of experience in Machine Learning\Data Science

Additional requirements (knowledge):
- experience with data visualization and data manipulation/data processing
- highly proficient in statistics
- substantial experience using a variety of data mining/data analysis methods
- strong problem-solving skills with an emphasis on product development
- experience using computer languages (R, Python, SQL, etc.) to manipulate data and draw insights
  from large data sets
- close attention to detail, ability to work to very high standards

Functional Responsibility: Analyze large data sets of high-frequency data to test hypotheses and
extract insights. Develop data analysis tools. Monitor and analyze performance of launched A/B tests.
Assess the effectiveness and accuracy of new data sources and data gathering techniques. Develop
custom data models and algorithms to apply to data sets. Identify proper evaluation metrics.
Coordinate with cross-functional team to implement models and monitor outcomes. Use predictive
modeling to increase and optimize customer experiences, revenue generation, ad targeting, and other
business outcomes.

Minimum Certifications and Education: A Bachelor’s degree in computer science, engineering,
information technology, information systems or equivalent.

Data Engineer
Minimum Experience: 2 years of data engineering experience

Additional requirements (knowledge):
- knowledge of relational database models, including aggregate and analytic functions, as well
  as database and query optimization methods
- excellent knowledge of Kafka, AWS EC2/S3, and streaming processing. Knowledge of other
technologies like Hadoop or Spark is a plus
- knowledge of Cassandra or other NoSQL technologies
- proficient understanding of distributed computing principles
- ability to build and maintain large datasets in a modern cloud architecture
- knowledge of various ETL techniques and frameworks
- excellent relation & communication skills to collaborate with other teams
- strong technical, analytical, and mathematical skills
- good communication and team-player skills

**Functional Responsibility:** Responsible for architecting, building and maintaining data pipelines that ensure the quality, integrity, and coherence of high volume of data. Select and integrate Big Data tools and frameworks required to provide requested capabilities. Integrate Machine Learning models into data processing pipelines. Improve solutions at each level of data stack to ensure quality. Design and develop new systems and tools to enable data scientist team to consume and understand data. Develop actionable code and scripts that are ready to be put into production. Engage with client’s top leadership to gain access and share insights from data stores across business units.

**Minimum Certifications and Education:** Bachelor’s degree in computer science, engineering, information technology, information systems or equivalent.

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**Technical Team Lead**

**Minimum Experience:** 5 years of experience in software development and proven experience as a software architect or senior developer.

**Additional requirements:**
- excellent knowledge of software and application design and architecture
- understanding of architecture specifics and determining optimal technical stack
- knowledge of cloud computing and cloud architecture
- understanding of software quality assurance principles
- technical mindset with attention to detail
- ability to understand complex business logic
- strong organizational and leadership skills
- strong communication and presentation abilities
- experience in Agile development organizations/teams

**Functional Responsibility:** Serve as cross group communication point. Responsible for technical aspects of project. Collaborate with and assist corporate architecture team in development and testing of new architectural designs and patterns. Work with project teams to define and review all aspects of development from appropriate technology and systems flow to coding standards. Oversee the progress of development team to ensure consistency with initial software architecture and application design. Ensure software meets all requirements of quality, security, modifiability, and extensibility. Communicate all concepts and guidelines to development teams. Approve final product from the software architecture and design perspectives before launch. Develop high-level product design specifications with attention to system integration and feasibility.

**Minimum Certifications and Education:** Bachelor’s degree in computer science, engineering, information technology, information systems or equivalent.
Senior Project Manager
Minimum Experience: 5 years of experience managing large, complex IT projects

Additional requirements (knowledge):
- general understanding of application programming, internet, database and system design
- proactive, communicative, customer service-oriented and performance driven
- strong interpersonal, presentation and analytical skills
- strong negotiation skills, ability to safeguard the company’s interests
- excellent situational leadership skills, ability and willingness to take the initiative and accept accountability
- cultural awareness and ability to work in an international environment
- experience with Agile methodology (Scrum, Kanban)
- strong technical, analytical, and mathematical skills desired
- excellent communication and team-player skills

Functional Responsibility: Plan, organize, lead and motivate teams to achieve objectives and safeguard effective service delivery. Manage project budget, scope, and quality. Manage issues and risks. Take active part in pre-sales and bid management processes. Overcome communication gap between business requirements and technical specification. Build and maintain customer relationships. Ensure essential quality of service with regard to the agreed contract.

Minimum Certifications and Education: Bachelor’s Degree in Computer Science, or MIS. PMP or Agile Scrum Master certification.

Project Manager
Minimum Experience: 3 years of experience managing IT projects

Additional requirements (knowledge):
- general understanding of application programming, internet, database and system design
- proactive, communicative, customer service-oriented and performance driven
- strong interpersonal, presentation and analytical skills
- strong negotiation skills, ability to safeguard the company’s interests
- excellent situational leadership skills, ability and willingness to take the initiative and accept accountability
- cultural awareness and ability to work in an international environment
- experience with Agile methodology (Scrum, Kanban)
- close attention to detail
- strong technical, analytical, and mathematical skills
- excellent communication and team-player skills

Functional Responsibility: Plan, organize, lead and motivate teams to achieve objectives and safeguard effective service delivery. Manage project budget, scope, and quality. Manage issues and risks. Assume an active part in pre-sales and bid management processes. Overcome
communication gap between business requirements and technical specification. Build and maintain customer relationships. Ensure essential quality of service with regard to the agreed contract.

Minimum Certifications and Education: Bachelor’s Degree in Computer Science or MIS.

Product Manager

Minimum Experience: 5 years of project management and 2 years of product management experience.

Additional requirements (knowledge):
- extensive technical background and expertise in software product management
- experience in managing development teams
- good communication skills
- understanding of marketing basics
- practical experience in Agile/SCRUM
- industry knowledge for specific vertical

Functional Responsibility: Collaborate closely with end users and key stakeholders to identify and capture business and high-level product requirements. Translate high-level requirements into detailed user stories and use cases that design and development teams can easily implement. Work closely with design team to deliver the best UX and UI solutions for the end users. Ensure new features are delivered on time and are fully functional.

Minimum Certifications and Education: Bachelor’s Degree in Computer Science or MIS.