



TALENT MANAGMENT

POSICIONES ABIERTAS SEPTIEMBRE

Descripción breve

Hoja de perfiles requeridos para proyectos por contratación directa cliente (varios)

C4B SA DE CV
talent.management@c4b.mx



C4B

CONSULTING 4 BUSINESS

Contenido

Test Manager	3
Cloud Engineer	3
Outsystems Leader	4
Operations Engineer	4
Test Performance	5
Sight Reliability Engineer	6
Data Engineer	6
Desarrollador .Net Core	6
Angular Developer	7
Automation Tester	7
Azure Application Developer	7
Azure Architect	8
Azure Data Engineering Developer	8
Azure Data Engineering Developer with Python	9
Discovery Developer	9
Hadoop Developer	10
Monitoring specialist	10
Salesforce Classic	11
Salesforce Classic with LWC	11
Sr. Voice Engineer	12
Sr. Voice Engineer (PCCE or UCCE)	12

Test Manager

Duración del proyecto de 2 a 12 meses

Experiencia en ECC and Ariba Experience

12+ years of experience doing performance testing with multiple licensed and free tools.

Has experience with performance testing on web-based & client server applications using multiple protocols.

Experience in functional testing area as well, being in different projects around the globe executing manual testing and automated testing.

Experience on SAP ERP from the business side in multiple modules such as SD, MM, SRM, Basis.

Has been involved in all the phases for a performance and functional testing project, from discovering phase to executing phase. Also has collaborated with business analysts creating strategies to improve the quality of the client's application

Experience on Mobile testing, automating on real devices and executing all types of tests (Functional, Usability, Performance, Safe, interoperability and OS - Device and Hardware Compatibility)

Testing Tools: Load Runner, UFT, ALM, SAP TAO, Chef, Eggplant, Load Runner, Neoload, Jmeter, StormRunner.

Requirements Management Tools: ALM, Excel

Monitoring Tools: MF SiteScope, MF BSM – Business Service Management, MF RUM – Real User Monitor y mobile Testing Tools: Mobile Center, Perfecto Mobile, See Test.

Other Tools: Microsoft Visio, Microsoft Office, Microsoft Access, SharePoint.

Programming Languages: C, C++, Java y Operating Systems: Windows, knowledge of Linux.

Web Technologies: XML, HTML,DHTML.

Cloud Engineer

- Develop tools to improve our monitoring with infrastructure running in Amazon Web Services and Microsoft Azure environments
- Improve technologies and processes while maintaining a rapid delivery cycle
- Provide support during off hours (nights and weekends) when necessary
- Experience 3+ year's managing and maintaining Linux and Windows servers in a multi-server, multi-location environment
- Experience with virtualization solutions (VMware or other)
- Ability to use a wide variety of technologies, including: open source technologies, cloud services (AWS, Azure), IIS, Apache, Tomcat, F5, Azure DevOps, CI/CD, APM

- A working understanding of code and script (Powershell, .NET, Python, Ruby, AngularJS, Node.js, and/or Go).
- Strong understanding across cloud and infrastructure components (server, storage, data, and applications) to deliver end-to-end cloud infrastructure architectures and designs
- Strong critical thinker with problem solving aptitude Preferred: Experience configuring Amazon Web Services or similar cloud-based platforms Automation/configuration management experience in a DevOps environment (using Chef, Ansible, Terraform, Packer or related technology)

Outsystems Leader

- Translate business requirements into intuitive software solutions
- Provide accurate development effort estimations for your work
- Participate in technical design and contribute insights and ideas
- Successfully troubleshoot most application problems independently; determine the root cause and fix the problem
- Contribute to the development of project plans, identify key milestones, and raise critical project issues such as resource needs and contingencies
- Support other developers through problem solving by identifying as well as evolving standards, best practices and reusable solutions
- Document code and system processes and procedures in a clear manner
- Designs small to medium complexity projects.
- Excels at developing on a specific software stack, can work with more than one.
- Makes use of stack-specific best practices naturally and consistently.
- Can create software applications from scratch without assistance.
- Familiarity with all elements in full stack development Experience
- Outsystems certified
- software development using .NET core and/or C#
- Application, UI and/or API design, implementation, and integration
- Experience working in an Agile/SCRUM SDLC process-oriented environment
- Exposure to cloud technologies

Operations Engineer

- Ability to use a wide variety of technologies, including: open source technologies, cloud services (AWS, Azure), IIS, Apache, Tomcat, F5, Azure DevOps, CI/CD, APM
- A working understanding of code and script (Powershell, .Net, Python, Ruby, AngularJS, NodeJS, and/or Go)
- Detail-oriented
- Excellent verbal and written communication skills
- Strong organizational skills with ability to juggle multiple tasks at once

- Work independently and maintain professionalism under pressure
- Ability to identify problems before they happen and implement solutions that detect and prevent outages
- Accurately prioritize projects, make sound judgments, and work to improve the customer experience
- Knowledge of best practices and IT operations in an always-up, always-available service
- Strong critical thinker with problem solving aptitude
- Bachelor's Degree or equivalent experience
- Perform software maintenance and configuration;
- implement the fixes for internally developed code;update, track and resolve technical challenges
- Plan, deploy, and maintain critical business applications
- Design and implement appropriate environments for those applications;
- engineer suitable release management procedures and provide production support
- Provide operations-level support for batch processing systems
- Work with Engineering team to upgrade existing systems and assist in working to eliminate single points of failure
- Automate the provisioning of environments
- Design and develop automation workflows;
- perform unit tests and conduct review to make sure your work is rigorously designed, elegantly coded, and effectively tuned for platform performance, and assess the overall quality of delivered components
- Participate to the Agile DevOps design, development, testing, and release of new capabilities and features with focus on release and post-production support
- Experience 3+ years' of hands-on Windows operating systems engineering and troubleshooting
- Experience with DevOps, specifically automation
- Automation/configuration management using Chef, Ansible, SCCM, etc.

Test Performance

- 4 to 8 Years hands on experience.
- Proficient in understanding the performance testing requirements and converting them to executable performance testing scripts.
- Proficient in automation/performance script creation using HP Load Runner, NeoLoad or other applicable performance test tools.
- Have an in-depth understanding of how to properly perform parameterization, use checkpoints, develop reusable functions, use correlations, schedule iterations, pacing and think time.
- Knowledge in Performance Workload Modeling and Capacity Planning.
- Perform analysis of client side statistics like response times, throughput, hits per second etc.

- Basic knowledge of web servers (Apache, IIS etc.), application servers (Tomcat, JBoss etc.), database servers (Informix, Oracle, MS SQL etc.).
- Experience with monitoring server performance counters, e.g. CPU utilization (Host/Process), host memory utilization, heap memory usage, thread and connection pools, etc., using AppDynamics and other application monitoring tools.
- Strong analytical, documentation, and communication skills.

Sight Reliability Engineer

- 8+ Years of Significant experience in working as Sight Reliability Engineer. • Very Strong in Terraform, Ansible, Packer, Vault, service mesh, API gateway).
- Substantial Knowledge of Monitoring tools like Datadog, New Relic, Prometheus. • Relevant Experience in any cloud platform preferably on GCP/PCF.
- Strong in CICD experience using Jenkins, Harness, Circle CI, Spinnaker.
- Experience in Spanner, BigQuery, Dataflow for ETL.
- Good to have - SLOs/SLAs, Infrastructure-as-code, secrets management, deployment strategies, cloud networking.
- Knowledge about Kubernetes/docker and Helm, familiar with primitives like deployments and cronjob.
- Certain Scripting experience in languages like Java or Python.

Data Engineer

- Knowledge on SQL and NoSQL database (Cassandra)
- 4+ yrs of dedicated Data engineering experience.
- Experience with Very Large Data Lakes like Multi-Petabyte size.
- Experience on managing data on Cloud; on GCP.
- Experience with Code based Pipelines (ex Spark).
- Significant exposure to Python, Java or Scala, Spark, Python, Dataflow, SQL
- Good to have Unix Shell scripting.
- Operational experience managing large data lakes.
- Development experience with Building APIs like REST, BigQuery and Composer.

Desarrollador .Net Core

- .Net + MVC Developer 1. Primary Skill: C# .Net Core, MVC, SQL server/any other Database, WEB API, Microservices
- Must have 5 to 7 years of .Net MVC application development experience & 1-2 years in Net Core
- Should have strong knowledge on Microsoft SQL Server and creating Stored Procedures

- Should have strong knowledge and hands on Web API
- Good Communication and analytic skills
- Knowledge on developing and debugging on Cloud Platform
- Working knowledge of Azure DevOps - Continuous Integration/Continuous Deployment

Angular Developer

- Must have strong experience of 5-7 years as Angular Developer
- Strong proficiency with JavaScript, jQuery, Angular Js1.7, Angular10
- Knowledge on Building front ends in HTML5, CSS, and JavaScript
- Knowledge of User authentication and authorization between multiple systems, servers, and environments
- Understanding differences between multiple delivery platforms, such as mobile vs. desktop, and optimizing output to match the specific platform
- Implementing automated testing platforms and unit tests
- Proficient understanding of code versioning tools, such as Git
- Front end framework (Foundation, Bootstrap, etc.)
- Knowledge on Building middleware using C# / .Net core, AJAX, Web Service Development (SOAP), Web APIs (REST), SQL Server Development, TDD (Test Driven development).
- Basic knowledge of Microsoft Azure Cloud Platform

Automation Tester

- Must have atleast 5+ years of experience as a Software Automation Tester.
- Should be able to write Ready API as well as Selenium scripts
- Should be able to do functional testing.
- Able to write test scenarios and test cases based on requirements.
- Should have experience working Agile environment
- Good To Have: Tosca Testing Tool experience, Azure/cloud resources testing.
- Should have some experience of working on defect management tool

Azure Application Developer

Mandatory:

1. Primary Skill – Microsoft Azure Cloud + .Net Core.
2. Experience of 3-4+ years in Azure Development.
3. Must have experience in developing, testing, Deployment, Managing applications in Azure cloud platform.
4. Must have strong working experience in application side [Azure function, Azure App services, service Bus, Event Grid, Azure Logic apps, Blob]

5. Debugging exp using Log analytics & App insight
6. Must have strong working experience on .Net Core, MVC, SQL server & WEB API.
7. Must have good communication skill and able to present solution and ideas to customer
8. Should be able to understand and deliver the assigned task with minimal help.

Good to Have:

1. Knowledge on Azure services like Azure DevOps, Databases like SQL server, Cosmos DB and web service integration
2. Knowledge on Azure Vnet, , Azure Scaleset, Azure SQL, Load balancer is a plus.
3. Microsoft certified Azure certifications (preferred)
4. Must have knowledge of Azure cloud service offering (covering Azure Compute, Storage, Network, WebApp, Azure Cognitive Services, Azure Functions, Azure AD).

Azure Architect

1. Strong experience with Azure Functions, Serverless Architecture, ARM Templates, Azure SQL DB/DW, Azure Data Factory, Azure Stream Analytics, Azure Analysis Service, Azure AD, Databricks
2. Extensive hands-on experience implementing infra migration, data migration and data processing using Azure services
3. Experience in architecting and designing technical solutions for Microsoft-centric solutions based on industry standards using Azure IaaS, PaaS and SaaS capabilities
5. Working knowledge of Kubernetes & Strong fundamentals on Containerized environment
6. Must have experience with public and hybrid cloud architectures, pros/cons, and migration considerations.
7. Knowledge on Azure services like Azure DevOps, Databases like SQL server, Cosmos DB and web service integration
8. Experience with implementation of cloud applications in a multi-cloud environment
9. Knowledge in cloud security solutions and security controls
10. Experience building mission critical technology components with DR capabilities

Good to Have:

1. Knowledge on Azure Vnet, Azure Scaleset & Load balancer is a plus.
2. Background of .NET Core or .NET & MVC.
3. Microsoft certified Azure certifications (preferred)
4. Must have knowledge on Networking, Windows/Linux virtual machines, Containers, Storage, ELB, Autoscaling

Azure Data Engineering Developer

1. Primary Skill – Microsoft Azure Cloud + .Net Core.
2. Experience of 4+ years in Azure Development.
3. Must have experience in developing, testing, Deployment, Managing applications in cloud platform.

4. Must have experience in data engineering side [Azure Data factory, Data Lake, Databricks/ HDINSIGHT/Synapse analytics, Cosmos DB]
5. Must have good communication skill and able to present solution and ideas to customer
6. Should be able to understand and deliver the assigned task with minimal help.

Good to Have:

1. PYTHON Experience; Knowledge on Azure services like Azure analysis services, Azure DevOps, and web service integration.
2. Cloud security standards and principles including Identity and Access management in Azure
3. Microsoft certified Azure certifications (preferred)
4. Must have knowledge of Azure Functions, Logic apps, Event Grid, service Bus, Container storage, Integration among above.

Azure Data Engineering Developer with Python

1. Primary Skill – Microsoft Azure Cloud + Python
2. Experience of 4+ years in Azure Development.
3. Must have experience in developing, testing, Deployment, Managing applications in cloud platform.
4. Must have strong working experience on Python.
5. Must have experience in data engineering side [Azure Data factory, Data Lake, Databricks, Synapse, Cosmos DB]
7. Must have good communication skill and able to present solution and ideas to customer
8. Should be able to understand and deliver the assigned task with minimal help.

Good to Have:

1. Knowledge on Azure services like Azure analysis services, Azure DevOps, and web service integration.
2. Cloud security standards and principles including Identity and Access management in Azure
3. Microsoft certified Azure certifications (preferred)
4. Must have knowledge of Azure Functions, Logic apps, Event Grid, service Bus, Container storage, Integration among above.

Discovery Developer

Mandatory:

1. 5-7 years of Strong experience in ServiceNow ITSM, CMDB, ServiceNow – Discovery
2. Minimum of 3+ years' experience with Configuration Management.
3. Minimum of 3+ years' experience with ServiceNow Discovery
4. Experience with WMI, SSH, SNMP, PowerShell, REST, SOAP, and JavaScript
5. Experience in creating, updating and maintaining CMDBs, Asset Management Databases and other asset/configuration management repositories in a complex IT environment
6. Design and implementation of solution for maintaining CI data integrity across the CI lifecycle

with due consideration to the ITSM process like Incident, Problem and Change.

7. Experience in identifying and tracking CIs, implementing change control and accounting for discovered/manual CIs in a complex IT system.
8. Managing CMDB health to support Assets and Configuration and CI relationships, as coming from discovered sources, manual sources from like relationship data from network team.
9. Reconcile solution of the CMDB data when exceptions are noted between CMDB, discovery information, and other authoritative production data repositories.
10. Advanced and current understanding and practice in Windows Domain and Unix System Administration
11. Collaborate with Infrastructure Architects to understand IT technology strategy that guide which requirements need to be gathered
12. Good interpersonal skills, including collaboration, communication, relationship building, and negotiation

Hadoop Developer

Mandatory:

1. Need 5-7 years strong working experience in Hadoop ecosystem.
2. Strong working experience in Spark, Scala, Spark Streaming, Hive, Kafka & StreamSets

Good To Have:

1. Usage or knowledge of Mongo DB and Informatica is added advantage.
2. Any Cloud platform knowledge will be good.

Monitoring specialist

- Candidate with 4 plus years of experience in managing and supporting Server and network infrastructure.
- Candidate must be ready to work in US daytime shift
- Very good knowledge of ITIL processes especially incident management and problem management is must
- Candidates need to monitor the infrastructure and provide L1.5 support
Analyse the alerts and identify root causes
- Create and resolve incidents for alerts
- Escalate the incidents to L2 and L3 level and ensure timely closure of it
Build new SOP/KB articles/runbooks with help of SME Ensure maximum number of incidents are closed at IT operation team level
- Identify alerts/issues which can be prevented with proactive problem management
Identify alerts/incidents/tasks which can be automated

Salesforce Classic

1. Experience of 5+ years of Salesforce.com classic experience
2. Understand service cloud in detail and design solutions using the features offered
3. Integrating Force.com with other backend systems
4. Integrate with Force.com Web services including SOAP, WSDL, REST, SSL standards, security models and typical API client architecture
5. Build custom Web services
6. Build Force.com sites, LWC and customer/partner community portals
7. Use Declarative integration features, such as outbound messaging and Salesforce to Salesforce
8. Use additional API techniques such as Salesforce Bulk, REST, SOAP, Streaming and Metadata API
- 9) Create custom force.com applications or customize existing Salesforce applications using Apex programming language, Visualforce
10. Define the application's data model
11. Create advanced workflows and validations
12. Manage data using various data integration techniques between on-premise systems and force.com platform
13. Able to independently work in all stages of the projects from gathering requirements, solution design, development, UAT and deployment
14. Excellent communication skills is a must

Salesforce Classic with LWC

Experience of 4-6+ years of hands-on Salesforce.com LWC experience (1-2 years LWC & rest can be in classic)

- 1) Trained or Experience with LWC (Lightning Web Component). Background in application development using technologies like HTML, CSS, and JavaScript
- 3) Understand sales or service cloud in detail and design solutions using the features offered
- 4) Integrating Force.com with other backend systems
- 5) Integrate with Force.com Web services including SOAP, WSDL, REST, SSL standards, security models and typical API client architecture
- 6) Build custom Web services , sites and customer/partner community portals
- 8) Use Declarative integration features, such as outbound messaging and Salesforce to Salesforce
- 9) Use additional API techniques such as Salesforce Bulk, REST, SOAP, Streaming and Metadata API
- 10) Create custom force.com applications or customize existing Salesforce applications using Apex programming language and Visualforce
- 11) Define the application's data model y Create advanced workflows and validations
- 12) Manage data using various data integration techniques between on-premise systems and force.com platform
- 13) Able to independently work in all stages of the projects from gathering requirements, solution

design, development, UAT and deployment
14) Excellent communication skills is a must

Sr. Voice Engineer

- Good communication with English language. Should be able to speak fluently and understand the client communication very well• Advanced Ability to implement, configure, operate, and administer multi-vendor based VoIP, Voice, Messaging, and Communication and Collaboration platforms.
- 8-10 years experience providing Voice Operations support services in a mid to large size organization supporting a variety of vendor platforms and technologies.
- Advanced knowledge of Telco services (PRI, DID, POTS, GS/LS Trunks, SIP)
- Understanding of TCP/IP, routing and switching protocols including SIP, LAN, WAN, VLAN
- Understanding and/or supporting QoS, MPLS, VLANs, Multicast solutions.

Sr. Voice Engineer (PCCE or UCCE)

Technical skills:

- Ability to implement, configure, operate, and administer Cisco based VoIP Voice and Messaging platforms which include Cisco Unified Communication Manager, TMS, Webex, Unified Contact Center (UCCE, PCCE&UCCX), Unity Unified Messaging, Gateways, Jabber Presence, and Softphone.
- 7+ years experience providing Voice Operations support services in a mid to large size organization supporting a variety of vendor platforms and technologies.

Education & Certification:

- Degree in Engineering or Computer Science or equivalent experience.
- Voice Industry or Vendor Platform Certifications. Cisco CCNA Collaboration or equivalent certification/training essential, CCIE written preferred.
- ITIL Foundation Certification preferred.