Special Technology Zones Authority

Cabinet Division

Government of Pakistan

Expression of Interest (EOI) for the Provision of IT Managed Services to STZA

1.   Special Technology Zones Authority ("**STZA**"), an autonomous body established under the Special Technology ZonesAuthority Act 2021 invites Expressions of Interest "**EOI**" from Companies ("**bidders**") who are on the Active Taxpayers List of the Federal Board of Revenue to provide IT Managed Services to STZA.

2.   Request for EOI documents, (containing detailed terms and conditions, etc. are available on the STZA website (www.stza.gov.pk). EOI documents can also be downloaded from PPRA website www.ppra.org.pk free of cost.

3.   The EOI prepared in accordance with the instructions in this document, must reach at Special Technology Zones Authority Head Office,16th Floor, New State Life Tower, Plot # 61, Jinnah Avenue, Islamabad by 1100 hours on 28th April 2022. The packages will be opened on the same day 28th April 2022 at 1130 hrs. Submission will be in hard copy only.

Mehwish Iqbal
Manager Procurement
mehwish.iqbal@stza.gov.pk

Special Technology Zones Authority
16th Floor, New State Life Tower, Plot # 61, Jinnah Avenue, Islamabad

Special Technology Zones Authority

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EXPRESSION OF INTEREST

FOR

THE PROVISION OF IT MANAGED SERVICES

TO

SPECIAL TECHNOLOGY ZONES AUTHORITY

INSTRUCTIONS TO BIDDERS

1. BACKGROUND

1.1. Special Technology Zones Authority (**"STZA"**) is an autonomous body established under Special Technology Zones Authority Act, 2021. The Authority has been mandated to provide institutional and legislative support for the technology sector with internationally competitive and export-oriented structures and ecosystem, to attract FDI, to connect academia, research and technology industry, to increase the productivity and decrease the costs of production through high-tech interventions, intensive innovation and futuristic entrepreneurship, to enable job creation, to commercialize technological knowledge and more. This will be manifested through creation of Special Technology Zones (STZs) across the country bearing science and technology parks, incubation centers, R&D centers, technology production centers, universities, technical training centers etc. More details can be obtained from official website of STZA.

1.2. STZA intends to pre-qualify eligible **bidders** through this request for an Expression of Interest **"EOI"**.

   1.2.1. Those bidders who pre-qualify in this EOI will be invited to participate in Request for Quotation for providing **IT Managed Services to STZA**. Bidder giving the lowest financial bid will be hired for services.

2. INVITATION TO SUBMITT AN EXPRESSION OF INTEREST

2.1. Eligible bidders are invited to submit a proposal to participate in STZA's pre-qualification process for providing **IT Managed Services to STZA**. Bidders should submit their proposals, detailing their experience and qualifications in the form provided in this document.

3. TERMS AND CONDITIONS

3.1. This request for EOI will be subject to the Public Procurement Regulations 2004, and any other relevant rules.

3.2. STZA will ensure all data submitted by prospective bidder is treated as confidential. All bidders will be expected to keep any information received from STZA confidential.

3.3. All expenses related to participating in this request for EOI will be borne by the bidders.

3.4. STZA reserves the right to verify any information submitted by bidders.

3.5. Any information which is found by STZA to be false will be ground for rejection. Any misstatement or concealment will also be grounds for rejections.

3.6. STZA reserves the right to at any time cancel this procurement process without notice and disclaims all and any liability in that instance in accordance with applicable laws.

3.7. All queries must be in writing or through email.

3.8. In responding to this request for EOI, all bidders accept the responsibility fully to understand this EOI document in its entirety, and in detail, including making any inquiries to STZA as necessary to gain such understanding. STZA reserves the right to disqualify any bidder who demonstrates less than such understanding. Further, STZA reserves the right to determine, at its sole discretion, whether the bidder has demonstrated such understanding. That right extends to cancellation of award if award has been made. Such disqualification and/or cancellation shall be at no fault, cost, or liability whatsoever to STZA.

4. DEADLINE FOR SUBMISSION AND PROCEDURE

4.1. All prospective bidders must send an email to mehwish.iqbal@stza.gov.pk with their contact details. STZA will not be liable for any missed communications due to a failure to provide this information.

4.2. By 1100 hours on 28th April 2022, all proposals must reach the STZA office andproposals will be opened at 1130 hours on 28th April 2022 at the STZA office located at:

Plot # 61, 16th Floor, New State Life Tower, Jinnah Avenue, Islamabad

4.3. Submission cannot be through email.

4.4. All envelopes must be sealed, include all documents required and must be clearly marked:

"**EOI TO PRE-QUALIFY THE PROVISION OF IT MANAGED SERVICES TOSTZA**"

5. TERMS OF REFERENCE
Successful bidders will be required to provide the following services:

5.1. The STZA through this EOI intends to hire well reputed bidders for provisioning of IT Technical / Support Team for STZA through Managed Services for continued, sustainable and smooth operations for its Head Quarter (HQ) located at Islamabad. The selected vendor / service provider is responsible for on job training and capacity building

of STZA Staff by utilizing its Technical / Support Team in the areas of their expertise during the currency of contract.

6. DOCUMENTS

6.1. All bidders **must** submit in a sealed envelope:

6.2. An EOI in a sealed envelope (labelled as "EXPRESSION OF INTEREST" and indicating the bidders's name) whichincludes:

6.2.1.1. A letter of introduction briefly detailing the prospective bidder's suitability for this assignment;

6.2.1.2. A profile of the bidder;

6.2.1.3. CV's of all partners and key staff;

6.2.1.4. A detailed list of relevant experience satisfying the requirement in section 8 below;

6.2.1.5. Original Affidavit (not more than 30 days old) on Stamp Paper of at least Rs 100 value that the Bidder is not insolvent, bankrupt, or blacklisted or debarred by any public agencies. Also stating that there are no pending criminal matters against the Bidder;

6.2.1.6. Copies of tax returns of previous five (05) years; and

6.2.1.7. Incorporation certificate along with NTN certificate.

6.2.1.8. Bidder must have a strong background of providing IT managed services to similar size and reputable organizations. Attach the list of clients

7. EVALUATION CRITERIA AND PROCESS

7.1. All bidders whose EOI are complete at opening, will be evaluated on the basis of the technical evaluation criteria detailed in Section 8 of this document. Those bidders who fail to achieve the minimum criteria (as required by section 8) will not be pre-qualified.

7.2. Only those bidders who are found technically responsive and clear the minimum qualification -criteria laid out in section 8 will be invited to for process of Request for Quotation for providing IT Managed Services to STZA.

7.3. Bidders must meet all the above mandatory required qualification criteria to qualify.

Failure to meet any of the above MUST requirement in will disqualify a bidder.

8. TECHNICAL EVALUATION CRITERIA

Table 1: Minimum Qualification Criteria

S. No	Qualification / Experience	Requirement
1	Company Registration: The bidder must be a registered company/organization (agency) of Securities and Exchange Commission of Pakistan as an IT Company for at least 05 years. (Documentary Evidence: Copy of SECP Issued Company Registration Certificate & MoA.)	Must
2	Human Resource: At least 100 fulltime resources on payroll *Agency MUST provide undertaking on stamped paper	Must
3	Tax Registration: The bidder must be a registered taxpayer with both Federal Board of Revenue (FBR). The registration must be verifiable from online web portal of these agencies. (Documentary Evidence Required: Copy of NTN Certificate) Must be in ATL	Must
4	Certifications: ISO or CMMI Certification: The bidder must be ISO 9001:2015 or ISO 27001:2005/2013 certified. The certificate must be valid at the time of bidding. Alternatively, the bidder can be a firm assessed at CMMI Level 2 or above within last 05 years. (Documentary Evidence: Copies of ISO Certificates or CMMI appraisal document.)	Must
5	Presence: Physical presence of services provider in Islamabad. STZA reserve the rights to visit the premises for physical verification)	Must
6	Project Management Application/Task and Attendance Management (Bidder must have a Comprehensive tool for Regular Monitoring and Attendance System)	Must
7	The minimum required annual revenue of services for the successful Bidder in each year for the last three years shall be PKR 100 million or above; (Copies of Audited Financial Statements for last three years)	Must

Table 2: Evaluation Criteria

S. No	Qualification / Experience	Max Score	Requirement
1	Human Resource: At least 100 fulltime resources on payroll *Agency MUST provide undertaking on stamp paper	15	100 to 150 employees = 5 marks 150 – 200 employees = 10 marks 200 or more emp = 15
2	Three Projects with Public /Private of similar nature i.e. Managed Services/Technical IT outsourcing for large scale entities. (Documentary Evidence: Contract Copy /Purchase /Work Order)	15	01 Project = 05 marks 02 Project = 10 marks 03 Project = 15 marks
3	Valid Certifications: ISO or CMMI	15	01 Certification = 05 marks 02 Certification = 10 marks 03 Certification = 15 marks
4	Team Member Certifications relevant to the job descriptions mentioned in Annex-1	24	1 certification per team member per job description mentioned in the Annex - I = 01 marks. Max 02 marks can be awarded to one resource based on certification, relevant to the job description requested.
	Total	69	

   a. A minimum passing score of 75% (51.75) will be required to qualify

   b. Bidders who fail to submit any of the documents detailed in this document will be rejected.

   c. Points for experience will be subject to the provision of references and verification of those references by STZA.

9. SUCCESFUL BIDDER

   9.1.   Bidder offering the least rate in result of Request for Quotation following pre-qualification in this EOI shall provide the services as given under **Annexure 1** attached to this document.

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TIMEFRAME AND JOB DESCRIPTION

This bidding document has been requested for resource augmentation for a period of 1 year. Below are the job responsibilities and details.

1. MS Exchange Engineer
2. Cybersecurity Engineer
3. Systems Engineer
4. Enterprise Solutions Architect
5. Cloud Engineer
6. Network Engineer
7. Web Developer
8. Senior Software Engineer
9. Systems Architect
10. QA Engineer
11. Full Stack Developer
12. Database Engineer

1. Position Name: MS Exchange Engineer

Qualification: BS (CS/IT) or any other BS with IT background
Experience: 6-8 years
Skill Set: Ideal candidate should have below mentioned skill set:

- Extensive hands-on working experience on following Microsoft platforms:
    - Microsoft Active Directory
    - Microsoft Exchange
    - Microsoft Server Clustering
    - Microsoft DNS
    - Microsoft DHCP
- Managing infrastructure built on Windows Server 2008/2012/2012R2/2016/2019
- Performed Exchange upgradation and Deployments for more than 500 users
- Performed Exchange migration from other messaging platforms
- Deployment, Configuration, Management and Migration of Exchange 2013/2016/2019
- Performed Active Directory Upgradation from 2008/2012/2016 to latest version both domain and forest level
- Strong knowledge of Microsoft licensing related to MS Exchange / Windows etc services
- Knowledge of Bare metal and Virtualized environment (Hyper-V or VMWare)
- Knowledge of storage solution for setting up environments
- Domain Name Systems (DNS) configuration and administration
- Microsoft AD integration configuration and administration
- Microsoft Azure configuration and administration
- Migration methods with Office 365 from on-premises
- Excellent communication skills and client facing attitude

Certifications and Qualification:
- Bachelor or master's degree in information systems, information technology or related field.
- MS Exchange (Design and deployment) or relevant certification

2. Position Name: Cybersecurity Engineer

Qualification: BS(CS/IT) or any other BS with IT background
Experience: 6-8 years
Skill Set: Ideal candidate should have below mentioned skill set:

- Can guard all company data, particularly sensitive data, from both internal and external threats by designing broad defenses against would-be intruders.
- Can implement defensive protocols, and report incidents.
- Knowledge of guidelines, procedures, standards and controls documentation.
- Working knowledge of current cybercrime tactics.
- Knowledge of security best practices, and a deep skill set in monitoring, logging, threat analysis, and response technologies.
- Experience in security operations SOC, Firewall etc.
- Experience in Operating System and Database Hardening
- Knowledge of web application, network and mobile application assessments/exploitation methodologies (OWASP, OSSTMM) etc.
- A desire to teach, mentor, and improve cyber-security processes and operations.
- Strong knowledge of IT, including hardware/ software and networks.
- A meticulous eye for detail and ability to multitask in a fast-paced environment.
- Strong communications skills.
- Experience in designing/implementation of security controls
- A solid understanding of security controls, security architecture and ethical hacking and ability to deliver project on time.

Certifications and Qualification:
- Bachelor or master's degree in information systems, information technology or related field.
- CHFI, CISA/CISM/CISSP or OSCP or any other relevant.

3. Position Name: Systems Engineer

Qualification: BS(CS/IT) or any other BS with IT background
Experience: 6-8 years
Skill Set: Ideal candidate should have below mentioned skill set:

- Understanding of DC Infrastructure components like Storage, Switches, Servers, Backups, Monitoring, SDN, DC Management Software.
- Designing of Flawless, Redundant DC infrastructure design.
- Knowledge of Raid, BMC, IPMI and Redfish technology.
- Knowledge of TCP Protocols like SFTP, FTPS, SSH, HTTP, HTTPS.
- Understanding of VLAN, Port Group, Channel Bonding, NIC Teaming.
- Understanding & Knowledge of hypervisors like Xen, HyperV, KVM, VMware.

- Hands-on experience on VCenter, OVF, Templates, Compliance.
- Hands-on experience on VMware DRS, HA, FT and SRM.
- Hands-on experience on Veeam Backup and Replication, VeeamOne Monitoring or other relevant i.e RecoverPoint etc.
- Understanding of OEM and open licensing and support Model.
- Knowledge of Patch management, Vulnerability Fixes, CIS Benchmarks and ensure SLA's.
- Understating of Docker/Kubernetes technology.
- Knowledge of ITSM & Monitoring Tools, CMP etc.
- Understanding of RedHat Linux, CentOS, MS Windows Server.
- Inventory Management, Health Checks and Resource Utilization Forecast.
- Serve as a primary point responsible for the overall health, performance, efficiency and capacity of production environment
- Collaboration with the other teams on operations-related issues, providing support and acting as stakeholder.
- Troubleshoot issues across the entire stack - hardware, software, application and network
- Document system design, Operation Procedures.
- Analyze current technology utilized within the company and develop steps and processes to improve and expand upon them
- Establish milestones for necessary contributions from departments and develop processes to facilitate their collaboration.

Certifications and Qualification:
- Bachelor or master's degree in information systems, information technology or related field.
- VCP-DC, RedHat Virtualization or other relevant.

4. **Position Name: Enterprise Solutions Architect**

Qualification: BS(CS/IT) or any other BS with IT background
Experience: 8 - 10 years
Skill Set: Ideal candidate should have below mentioned skill set:

- Assist in delivering solutions aligned with timeline, financial, and quality targets set by the business
- Collaborates with stakeholders and provides technical, procedural, financial, or interpersonal mentorship, collaboration, and/or conflict resolution in pursuit of business objectives
- Provide subject matter expertise to the Enterprise for technology related processes, solutions, and systems to align technology with business strategies
- Define, develop, review, maintain, and deprecate formal Enterprise or project artifacts and processes
- Assist department in planning, preparation and forecasting of budget
- Develop road maps and the measurable expected impacts to delivery timeframes, business operations, and financial performance based on changes delivered to the Enterprise
- Lead and mentor technology resources assigned to working team
- Strong analytical skills
- Strong project management skills
- Strong BPM /workflows, and BPR knowledge

Certifications and Qualification:
- Bachelor or Master's Degree in information systems, information technology or related field.
- Enterprise Solution Architect, TOGAF ® or Level 1/2 IT Specialist OpenGroup ® or Level 1/2 IT Architect OpenGroup ®

5. Position Name: Cloud Engineer

Qualification: BS(CS/IT) or any other BS with IT background
Experience: 6 - 8 years
Skill Set: Ideal candidate should have below mentioned skill set:

- Work in tandem with our engineering team to identify and implement the most optimal cloud-based solutions for the company.
- Define and document best practices and strategies regarding application deployment and infrastructure maintenance.
- Provide guidance, thought leadership, and mentorship to development teams to build cloud competencies.
- Ensure application performance, uptime, and scale, maintaining high standards of code quality and thoughtful design.
- Managing cloud environments in accordance with company security guidelines
- Develop and implement technical efforts to design, build, and deploy AWS /Azure or other cloud technologies applications at the direction of lead architects, including large-scale data processing, computationally intensive statistical modeling, and advanced analytics.
- Participate in all aspects of the software development life cycle for AWS/Azure etc solutions, including planning, requirements, development, testing, and quality assurance.
- Having knowledge of AWS /Azure etc. components, like EC2, CloudWatch, API Gateway, AppFlow, AWS System Manager, etc.
- Must Have knowledge of Terraform and other CMP.
- Must have experience in all major public cloud.
- Troubleshoot incidents, identify root cause, fix and document problems, and implement preventive measures
- Educate teams on the implementation of new cloud-based initiatives, providing associated training as required
- Employ exceptional problem-solving skills, with the ability to see and solve issues before they affect business productivity.
- Must have knowledge of MS Windows Server, Linux, CentOS and Ubuntu operating systems.
- Must have knowledge of Monitoring Tools, ELK Stack, Configuration Management Tools like Ansible, Puppet, Chef.
- Must have experience in Cloud environment troubleshooting.
- Must have knowledge of Docker and Kubernetes.

Certifications and Qualification:
- Bachelor or Master's Degree in information systems, information technology or related field.
- RH Virtualization Certified, RH OpenShift Certified, AWS Certified Architect or Azure Certified Architect

6. Position Name: Network Engineer

Qualification: BS(CS/IT) or any other BS with IT background
Experience: 6-8 years
Skill Set: Ideal candidate should have below mentioned skill set:

- Designing and implementing new network solutions and/or improving the efficiency of current networks
- Creating firewalls and updating virus protection software and data security systems to keep data and communications protected
- Installing, configuring and supporting network equipment including routers, proxy servers, switches, WAN accelerators, DNS and DHCP
- Knowledge of NGFW, stateful packet inspection and ACLs
- Extensive experience with Layer 3 Routing and Protocols, OSPF, BGP required, and SDWAN knowledge a plus.
- Experience with Layer 2 protocols and associated enhancements (LACP, L2 ECMP, 802.1d/w/s, 802.1x, etc.) required
- Knowledge of the following areas is required: VPN (GRE, IPSec, and SSL VPNs,), Wireless (802.1b/g/n/ac) and DNS/DHCP
- Procuring network equipment and managing subcontractors involved with network installation
- Configuring firewalls, routing and switching to maximize network efficiency and security
- Maximizing network performance through ongoing monitoring and troubleshooting
- Arranging scheduled upgrades
- Investigating faults in the network
- Implementing disaster recovery and HA procedures
- Updating network equipment to the latest firmware releases
- Reporting network status to key stakeholders

Certifications and Qualification:
- Bachelor or Master's Degree in information systems, information technology or related field.
- CCNP or JNICP Certified
- CCIE Preferred

7. Position Name: Web Developers

Qualification: BS(CS/IT) or any other BS with IT background
Experience: 8 - 10 years
Skill Set: Ideal candidate should have below mentioned skill set:

- Well versed in PHP, WordPress, JavaScript, jQuery, HTML5, CSS3 and MySQL.
- Strong concepts of Object-Oriented Programming and Databases.
- Expert in WordPress plugin development, Developing Widgets and theme customization.
- Standard Compliant HTML5, CSS3, and JavaScript.
- Strong knowledge of database design and troubleshooting (MySQL, MongoDB)
- Strong understanding of software development life cycle and best practices
- Excellent communication and interpersonal skills with the ability to manage clients effectively.
- Knowledge of Microservices Architecture and design patterns specially SAGA

Certifications and Qualification:
- Bachelor or master's degree in information systems, information technology or related field.
- Extensive experience working on .NET Core.
- C#, MVC.NET. Web API, JSON, Entity framework.
- Java Developer /.Net Developer or relevant certifications

8. Position Name: Senior Software Engineer

Qualification: BS(CS/IT) or any other BS with IT background
Experience: 5+ years
Skill Set: Ideal candidate should have below mentioned skill set:

- Can write well-designed, testable code
- Can produce specifications and determine operational feasibility
- Can integrate software components into a fully functional software system
- Can develop software verification plans and quality assurance procedures
- Can document and maintain software functionality
- Can troubleshoot, debug and upgrade existing systems
- Can deploy programs and evaluate user feedback
- Can comply with project plans and industry standards
- Can ensure software is updated with latest features
- Can deliver highly reliable production ready code, by following best practices and coding standards.
- Expertise in framework architecture, design and hands-on code review activities.
- Strong knowledge of Microservices Architecture
- Strong knowledge of Microservices Architrave design patterns specially SAGA
- Extensive experience working on .NET Core.
- C#, MVC.NET. Web API, JSON, Entity framework.
- Azure Function apps, storage accounts working experienced will be preferred.
- Experienced working with SQL server.
- Experience writing unit test cases.
- Minimum 2 years of Experience working with GIT.

- Able to configure Build pipelines.
- Should be able to work with offshore and onsite dev team.
- Should be able to perform code reviews.

Certifications and Qualification:
- BS/MS degree in Computer Science.
- 5+ year experience in web application and service development.
- Java Developer /.Net Developer or relevant certifications

9. Position Name: Systems Architect:

Qualification: BS(CS/IT) or any other BS with IT background
Experience: 7+ years
Skill Set: Ideal candidate should have below mentioned skill set:

- Can define and documentation of IT Architectures that meet the tactical requirements of projects, support STZA's strategic goals, and are aligned with STZA's IT Strategy and Reference Architecture.
- Can input to and review of business requirements to ensure STZA's requirements are clearly and completely documented, technically deliverable, and aligned with STZA's IT Strategy and Reference Architecture.
- Can provision of technical leadership, advice and guidance to system designers and, if required, to developers.
- Can provide expert advice on IT best practices including procedures, standards, methodologies and architecture.
- Understanding of Analysis and documentation of non-functional requirements.
- Deep understanding of Monolithic application architecture and Microservices application architecture
- Deep understanding of containerization and underlying technologies i.e. Tanzu, Dockers, Kubernetes etc.
- A minimum of seven years' experience in solution architecture and design.
- Significant knowledge of, and experience in applying, industry recognized architectural and design methods.
- Extensive knowledge of Relational Database Management Systems, Web Applications Architectures, Client-server Architectures, cloud and micro-services architecture
- Experience in at least one project in data and object analysis/modelling.
- Experience in at least one project in security principles, design patterns and tools.
- Understanding of IT future directions.
- In-depth knowledge of the System Development Life Cycle, including traditional, iterative and rapid and agile development methodologies.
- Experience working in multiple hardware and software environments.
- Must be a team player, experienced in working with others to achieve an objective.
- Good verbal and written communication skills in the English language.
- Relevant certifications

Certifications and Qualification:

- BS/MS degree in Computer Science.
- 5+ year experience in multi-tier application testing
- CSA, CSSA, CISSP or relevant certifications

10. Position Name: QA Engineer

Qualification: BS(CS/IT) or any other BS with IT background
Experience: 5+ years
Skill Set: Ideal candidate should have below mentioned skill set:

- Create tests to identify software problems
- Analyze bugs and errors found during tests
- Document results of tests for the software development team
- Recommend improvements in software to enhance user experience
- Motivate the development process for efficiency and performance
- Works together with the software developer to enhance and improve programs
- Maintain updated knowledge of industry trends and advancements
- Extensive experience in software development and testing
- High proficiency in computer technology and programming languages
- Strong knowledge of Linux and Microsoft Windows
- In-depth understanding of Java, Python, SQL, C++ and XML
- Exceptional attention to detail
- Excellent analytical and problem-solving skills
- Good oral and written communication skills
- Great team player and able to work efficiently with minimal supervision

Certifications and Qualification:
- BS/MS degree in Computer Science.
- 5+ year experience in multi-tier application testing
- QA or relevant certifications

11. Position Name: Full Stack Developer

Qualification: BS(CS/IT) or any other BS with IT background
Experience: 5+ years
Skill Set: Ideal candidate should have below mentioned skill set:

- Developing front end website architecture.
- Designing user interactions on web pages.
- Developing back-end website applications.
- Creating servers and databases for functionality.
- Ensuring cross-platform optimization for mobile phones.
- Ensuring responsiveness of applications.
- Seeing through a project from conception to finished product.
- Designing and developing APIs.
- Meeting both technical and consumer needs.
- Staying abreast of developments in web applications and programming languages.

- Proficiency with fundamental front-end languages such as HTML, CSS, and JavaScript.
- Familiarity with JavaScript frameworks such as Angular JS, React, and Amber.
- Proficiency with server-side languages such as Python, Ruby, Java, PHP, and .Net.
- Familiarity with database technology such as MySQL, Oracle, and MongoDB.
- Excellent verbal communication skills.
- Good problem-solving skills.

Certifications and Qualification:
- BS/MS degree in Computer Science.
- 7+ year experience in multi-tier application testing
- Back end, Front end and Database or relevant certifications

12. Position Name: Database Engineer

Qualification: BS(CS/IT) or any other BS with IT background
Experience: 5+ years
Skill Set: Ideal candidate should have below mentioned skill set:

- Design new databases
- Deep understanding of cardinalities and ERDs
- Expertise in optimization and performance tuning of database
- Database storage capacities management expertise
- Scripting and conflict resolution.
- Dataset security and vulnerability management
- Expertise in Archiving and Backup.
- Documenting processes related to database design, configuration, and performance.
- In-depth knowledge of Structured Query Language (SQL).
- Extensive experience with database technologies and architecture.
- Sound knowledge of best practices in database engineering and data security.
- Strong organizational skills and attention to detail.

- Exceptional problem-solving and critical thinking skills.
- Excellent collaboration and communication skills.

Certifications and Qualification:
- BS/MS degree in Computer Science.
- 7+ year experience in Database Management
- OCP or relevant database certification

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