Mark Warrick

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SUMMARY

My edge isn't that I can code or that I can gather requirements — it's that AI-assisted development finally lets me do both at once, at a speed and cost that wasn't possible before.

That combination took 30 years to build. I wrote my first line of code as a web programmer in 1996. By 2000 I'd started Fusioneers, a ColdFusion consulting firm where I led a small team of developers building web applications for clients. In 2004, my dad and I co-founded ZapConnect, an online medical device directory — once it matured into a self-sustaining business, I stepped out and restarted my career in corporate technology.

That restart, in 2005, put me on both sides of the technology divide for the next two decades. As a hands-on programmer I shipped revenue platforms, email systems, and e-commerce sites. As a Business Systems Analyst and Agile Project Manager, I ran discovery workshops, wrote requirements, and translated business needs into system designs across real estate, travel, finance, and higher ed — eventually managing a 25+ project NetSuite implementation portfolio and building a company's HRIS from the ground up.

By 2024 I'd been running businesses of my own alongside 20 years of enterprise BA/PM work — I understood how businesses actually work, where the bottlenecks were, what stakeholders really needed. What I no longer had was time in the code.

Then agentic AI tools changed that math. In 2025 I taught myself Claude Code and Cursor and went back to building — solo, at a pace that used to require a full team. I authored 500 pages of specs and shipped ShareMyCard.app (iOS, Android, and web) in 8 weeks, saving roughly $1M in development cost. I've since built an AI-powered job search platform, an AI meal-planning app, a weather app for photographers, and authored two books. Between those and the mountain bike tour company I've run since 2015, I currently have six ventures of my own in motion.

Most recently, as Technology and Automations Manager at Omega Accounting Solutions, I applied the same approach at enterprise scale — delivering twelve production systems in my first quarter, work that would typically take a multi-developer team a year.

I'm looking for the next place where a serial founder's instincts, two decades of business systems fluency, and hands-on AI-native engineering can move the needle fast.

EXPERIENCE

Warrick Ai
8/2025 - Present
Ai Solutions Architect
Tustin, CA
8/2025 - Present

• Saved $2M in development costs and years of development time utilizing spec-driven agentic coding with Claude Code and Cursor Ai.
• Created ShareMyCard.app, a digital business card sharing ecosystem across web, iOS and Android devices.
• Built ZorviAi.com, an AI-driven tool for job seekers which generates job-specific resumes and helps them prepare for interviews.
• Constructed a Zoho Projects clone, enhanced with an MCP server for managing tasks via Claude.
• Engineered ZetaLMS.com and online learning platform similar to Udemy and authored a course in AI Literacy Fundamentals.
• Built Shalomwell.com, an AI-driven meal planning tool and fitness tracker.
• Created a progressive web weather app in one day for photographers (TrailPalette.com) using only AI-assisted coding, Vercel, Supabase.
• **Authored two books**: one about mountain biking skills as well as an interactive platform (MtbAfter40.com) and the other a 64-part playbook for business analysts implementing AI projects.

Ai Solutions Architect / Instructor - ZetaLMS.com
8/2026 - Present

• Built and shipped a full-featured learning management platform (Zeta LMS) in three weeks — course catalog, enrollment, self-paced and live-cohort delivery, graded final exams, and automatic certificate issuance — architected on Next.js, TypeScript, Supabase/Postgres, and Stripe.
• Designed an AI-native learning engine that puts students hands-on with Claude/ChatGPT and auto-scores their work via LLM grading (OpenRouter), turning open-ended exercises into instant, actionable feedback at near-zero marginal cost.
• Delivered end-to-end commerce and access control — Stripe checkout with coupon codes and bulk/seat purchasing, admin-granted free seats, plus four user roles (Admin, Facilitator, Sponsor, Student) and course-visibility tiers from public to fully invite-only.
• Owned the whole stack from spec to production — a modular software specification, WYSIWYG course authoring, one-tap sign-in (magic-link, one-time code, and Google OAuth), transactional email, and CI/CD on Vercel — then published the first course, AI Literacy Fundamentals, aligned to U.S. Dept. of Labor workforce guidance.

Ai Solutions Architect - ZorviAi.com
Santa Ana, CA
3/2026 - Present

• **Zorviai.com is your AI-powered job search command center**: tracking every application, tailoring your resume, and preparing you to walk into every interview with confidence.
• Designed the entire system using Claude Code.
• Extensively uses Generative AI for resume generation, resume evaluations, job matching, interview prep.
• Built-in CRM for tracking jobs, application status, notes on jobs, related documents.
• Matches candidates against job descriptions with a clear apply, maybe or don't apply score.
• LinkedIn profile optimizer.
• Auto-import jobs from LinkedIn, Indeed.
• Generates unique resumes for each job.
• **Tech stack**: Vercel, Supabase, Github, Next.JS, React

Ai Solutions Architect - ShalomWell.com
Santa Ana, CA
6/2026 - Present

• ShalomWell.com brings together meal planning, fasting, weight tracking, and AI coaching, all woven together with scripture and a community that keeps you moving forward.
• Architected the entire system with Claude Code
• Integrated with Strava API for real-time health data.
• Uses an open source recipe database to generate custom weekly meal plans.
• Dynamically generates shopping lists for all weekly meals.
• Tracks weight, water intake, fasting
• **Tech stack**: Vercel, Supabase, Github for tracking

Ai Solutions Architect - ShareMyCard.app
Santa Ana, CA
12/2025 - Present

• Engineered ShareMyCard.app using Claude Code and Cursor Ai, resulting in a $1M reduction in development costs and a 80% faster time-to-market for mobile applications through AI-driven development.
• **Designed an enterprise-grade ecosystem**: web app, Android app and iOS app, all synchronized.

Author / Ai Solutions Architect - MTBAfter40.com
Santa Ana, CA
12/2025 - Present

• Utilized Claude Code to generate the entire first draft of the book and the content management system that powers it.
• I wrote a 30-chapter book about mountain biking skills targeting the over 40 demographic. The book content is available for purchase online and will eventually include interactive features as a web platform like videos, a community and network of personal trainers. A print version will eventually also be published via Amazon's publisher platform with QR codes throughout, linking to features on the platform. The website includes a CMS (content mangement platform) for easy maintenance of the book's content.

Owner / Operator
XEN MTB Mountain Bike Tours
Santa Ana, CA
5/2015 - Present

• First page search engine rankings for all relevant keywords for 10+ years. All traffic and business is 100% SEO.
• Wrote the business plan for a fully operational tour company.
• Wrote the project charter, project management plan, stakeholder analysis, RACI chart, work breakdown structure (WBS), risk register, and project schedule according to PMBOK / BABOK standards.
• Created website with WordPress and MySQL running on a cloud-based Linux server.
• Connected website with payment processing company.
• Created and managed all content.
• Increased traffic through search engine optimization, ad placements on relevant networks.

Technology & Automations Manager
Omega Accounting Solutions
Irvine, CA
3/2026 - 7/2026

• Delivered twelve enterprise-grade systems in a single quarter — work typically requiring a multi-developer team across a year — with agentic AI-assisted development.
• **Integration Architecture**: Architected a multi-tenant REST API layer (Next.js, Supabase, Vercel) letting external vendors transact directly with internal systems where no integration existed, establishing a reusable, scalable pattern that replaced dozens of manual hours weekly.
• **Fault-Tolerant Data Pipeline**: Engineered an IRS Transcript Delivery Service integration pulling weekly transcripts for all ERC clients with resume-from-failure recovery and bad-record flagging, feeding payment data to a Refunds database and archiving to SharePoint — replacing manual accountant compilation and accelerating refund collection.
• **Revenue Operations**: Built a Chrome extension surfacing live QuickBooks AR balances inside Upflow, saving each rep ~1 hour/day — roughly 60 hours/week across a dozen reps — and consolidating collections into one screen.
• **Sales & Marketing Systems**: Built a Pipedrive API dashboard giving executives lead and pipeline analytics on hundreds of leads monthly, engineered lead-capture workflows consolidating web forms, paid ads, and email into one pipeline, and replaced Unbounce with a custom landing page platform that cut campaign creation ~75%.
• **Internal Infrastructure**: Built a company-wide project tracking system used daily by ~12 staff, plus a reusable Microsoft Entra-authenticated web service for programmatic SharePoint access powering document automation across systems.
• **Core technologies**: Next.js, Supabase, Vercel, Python, QuickBooks Online API, Pipedrive API, IRS TDS API, Microsoft Entra/SharePoint, Zapier, Power Automate, n8n, Open WebUI, Power BI, Chrome extensions, GitHub.

University of California, Irvine
1/2025 - 8/2025
Business Technical Support Analyst (IT)
Irvine, CA
5/2025 - 8/2025

• **Accelerated Project Delivery**: Completed 250+ computer deployment project ahead of schedule despite being originally scoped for two-person team while maintaining 100% on-time project delivery schedule.
• **System Deployment**: Efficiently deployed new and recycled computers using Microsoft MDT, allocating to active directory groups with zero configuration errors.
• **End-User Support**: Provided comprehensive hardware and software support for campus staff and new installations.

Business Systems Analyst (HRIS)
Irvine, CA
1/2025 - 4/2025

• Cut support response times in half.
• **Requirements Analysis & Documentation**: Conducted stakeholder interviews and requirements workshops to define HRIS system enhancements and optimization needs
• **System Integration & Data Management**: Ensured data integrity through regular audits and quality checks on employee data within ICIMS and ServiceNow platforms
• **Process Improvement**: Collaborated with HR and IT teams to develop system enhancements, creating documentation and training materials following enterprise standards
• **Support & Training**: Managed HRIS help desk operations, providing Tier-2 functional support and user training on system functionality

Sharepoint Developer / Executive Project Manager
Home Mortgage Alliance Company
Santa Ana, CA
12/2023 - 8/2024

• Reduced employee onboarding time by 66% and manual processing time by 50% through HRIS automations across multiple business entities.
• **Enterprise System Design**: Led the complete HRIS creation, conducting discovery workshops and process analysis to define business requirements.
• **Workflow Automation**: Analyzed current onboarding workflows, documented with Visio, and architected automated solutions using Microsoft Power Platform and Zoho integration.
• **Solution Architecture**: Designed and implemented integrated platform utilizing Microsoft Forms, Power Automate, SharePoint, and third-party systems for operational efficiency.
• **Business Intelligence**: Developed Power BI reporting solutions connecting internal and external data sources for executive decision-making.

IT Business Systems Analyst
Insight Investments
Costa Mesa, CA
11/2021 - 2/2023

• **Reporting Transformation**: Replaced limited static SSRS reports by converting them to dynamic Power BI dashboards, enabling real-time data insights and deeper analytical connections.
• **Business Requirements**: Addressed unclear business needs across divisions by conducting requirements workshops, surveys, and interviews, successfully identifying system gaps and critical requirements.
• **Process Documentation**: Bridged communication gap between business and IT by creating use cases, scenarios, and flowcharts that translated business objectives into actionable technical specifications.
• **Data Analysis & Reporting**: Eliminated manual reporting inefficiencies by developing automated Power BI dashboards synchronized across multiple data sources, delivering consistent business intelligence.

Agile Project Manager
Sererra Consulting, Inc.
Newport Beach, CA
9/2018 - 11/2021

• **Process Innovation**: Created new project methodology and best practices that reduced implementation risks and shortened iteration cycles.
• **Portfolio Management**: Managed 25+ NetSuite implementation projects simultaneously, providing weekly project health reports to executive leadership.
• **Stakeholder Alignment**: Facilitated cross-functional meetings with business sponsors, developers, and QA teams to manage scope and expectations.
• **Process Standardization**: Implemented and monitored project tracking systems, establishing enterprise project management standards.

IT Business Systems Analyst
D-Link
Fountain Valley, CA
10/2013 - 5/2015

• **Cost Elimination Strategy**: Eliminated all third-party costs for sales rewards program by renegotiating service rates and distributing costs across VAR participant base, achieving $100,000 annual savings with no change to service levels.
• **Requirements Workshops**: Led frequent stakeholder interviews and requirements gathering sessions to document current business processes.
• **Process Improvement**: Analyzed existing workflows using Visio and use cases, developing improvement plans for inefficient processes.
• **Technical Documentation**: Created software requirements specifications, database schemas, and entity relationship diagrams.
• **Integration Projects**: Led website platform conversion and integrated sales partner rewards program with SalesForce and payment processing systems.

Technical Services Programmer / Analyst
MessageBroadcast
Newport Beach, CA
2/2011 - 3/2013

• **Revenue-Driving Development**: Refined existing products and developed new ones in ColdFusion and MySQL, directly supporting company revenue growth.
• **Custom Platform Builds**: Built an in-house email marketing platform (ColdFusion 10, Fusebox, MySQL) matching MailChimp and Constant Contact functionality, plus an online document tracking and approval system that eliminated printing, faxing, and emailing client documents.
• **Web Platform & Lead Capture**: Migrated the company website to WordPress so staff and contractors could maintain content directly, added live chat routing visitors to the appropriate department, and integrated Salesforce to auto-distribute inbound leads to the sales team.
• **Digital Marketing**: Created a multi-channel strategy spanning white-hat SEO, paid search, and email marketing, with Google Analytics goal tracking tied to AdWords campaigns to measure results.
• **Documentation & Reporting**: Standardized project documentation and tracking with MindJet MindManager and JIRA, produced data maps for new projects, authored API documentation for vendors and clients, and wrote SQL queries for client reporting.

IT Manager
Marshall Reddick Real Estate Network
Irvine, CA
7/2010 - 1/2011

• **Marketing Systems & Strategy**: Built and maintained the company website in ColdFusion, deployed Constant Contact and trained marketing staff on a system delivering ~250,000 emails monthly, and integrated Facebook, Meetup, and LinkedIn as marketing channels while advising leadership on internet marketing strategy.
• **Network Security**: Configured and managed secure network access including the SonicWall security appliance, routers, firewalls, Active Directory, anti-virus, Terminal Server, and remote and mobile clients.
• **Server Administration**: Administered Windows file, web, and mail servers plus a RackSpace cloud platform, migrated key staff to Microsoft Exchange, and built the company accounting server with secure remote access for external staff.
• **Business Continuity**: Established backup plans for email, documents, media, and critical servers, recovering critical data quickly during hardware and software failures.
• **Process & Access Control**: Established an internal project tracking system with documentation procedures, and deployed tiered file share systems with access controls by management level.

ColdFusion Programmer / Systems Analyst
Examweb
Costa Mesa, CA
7/2009 - 5/2010

• **Cost Reduction**: Reconfigured and consolidated outdated, redundant equipment, saving $36-50K annually while improving system-wide performance, reliability, and availability.
• **Performance Optimization**: Performed ongoing systems analysis to identify process bottlenecks, tuning Microsoft SQL queries and optimizing long-running ColdFusion templates.
• **Revenue Platform Development**: Built and extended ColdFusion online exam preparation and testing platforms, integrating third-party servers via XML and web services, automated data exchanges, and e-commerce payment gateways.
• **Internal Tooling**: Established an issue tracking system for daily support requests and ongoing projects, and deployed Microsoft SharePoint for company-wide document tracking.
• **Requirements & Documentation**: Improved client communication through requirements gathering meetings, flow charts, project charters, functional specifications, and project plans, standardizing documentation procedures using MindJet.

Technical Project Manager
Kforce
Irvine, CA
2/2007 - 1/2008

• **Cost Reduction**: Authored specifications and the project plan to centralize content management across multiple web properties, eliminating significant cost of maintaining separate systems.
• **Executive Requirements**: Partnered with executive stakeholders to define a new revenue-generating website, facilitating requirements sessions and authoring all project documentation.
• **Solution Architecture**: Architected the system structure, database design, and third-party integrations underpinning the platform.
• **Team Leadership**: Directly managed a team of web developers building PHP-based sites in a multi-tiered, version-controlled environment tracked in JIRA, contributing production PHP and MySQL alongside them.
• **Stakeholder Coordination**: Served as communication hub for ~40 internal project participants and external technology partners including Google, Amazon Associates, Pluck, Brightcove, and Zvents.

Project Manager
Specific Media
Irvine, CA
12/2005 - 1/2007

• **Project & Team Leadership**: Managed a team of PHP developers and graphic artists through a ticket-based workflow, serving as sole liaison between the team and senior management.
• **Delivery Process & Tooling**: Built and maintained a custom project tracking system in-house when no off-the-shelf option existed — adopted by 100 employees.
• **Product Lifecycle Management**: Owned new product development from strategic planning through launch, including multiple opt-in lead generation portals, translating marketing requirements into technical documentation.
• **Hands-On Contribution**: Contributed production PHP, MySQL database design, and graphics, and drove search strategy to consistent first-page rankings for nearly all target keywords.

EDUCATION

Anthropic
• Teaching the AI Fluency Framework
• Al Fluency Framework & Foundations
• AI Fluency for Small Businesses
• Claude Code in Action
• Introduction to Claude Cowork
• Claude Code 101
• Claude 101

Project Management Institute
• **Talking to AI**: Prompt Engineering for Project Managers
• Practical Application of Gen AI for Project Managers
• Generative AI Overview for Project Managers

University of California, Irvine
• Business Analyst Certificate Program

Orange Coast College
• Management Institute Certificate Program
• Entry Level Accounting Certificate Program

SKILLS

AI Tools

SKILL	YEARS	SKILL	YEARS
Adobe Firefly	2 yrs	Agent Tooling	2 yrs
Agent-Based Tools	2 yrs	Ai Tooling	2 yrs
Ai Tools	2 yrs	Ai Tools Integration	5 yrs

AI Tools

SKILL	YEARS	SKILL	YEARS
Ai-Assisted Applications	5 yrs	Ai-Enabled Tools	5 yrs
Ai-Powered Tools	2 yrs	Anthropic	5 yrs
Anthropic Claude	2 yrs	Anthropic Console	2 yrs
Chatgpt	5 yrs	Claude	4 yrs
Claude Code	3 yrs	Claude Mcp	3 yrs
Cloud Ai Platforms	6 yrs	Codex	2 yrs
Cursor	6 yrs	Cursor Ai	3 yrs
Drift Detection	4 yrs	Gamma	2 yrs
Generative Ai Tools	2 yrs	Github Copilot	2 yrs
Google Ai Studio	2 yrs	Google Workspace Studio	2 yrs
Microsoft Copilot	3 yrs	Microsoft Copilot Studio	1 yrs
Midjourney	2 yrs	Openai	2 yrs
Perplexity	2 yrs	Rapid Prototyping	2 yrs

Applications

SKILL	YEARS	SKILL	YEARS
Ad Platforms	1 yrs	Adobe Creative Cloud	5 yrs
Adobe Photoshop	19 yrs	App Store Connect	3 yrs
Application Hosting	22 yrs	Application Lifecycle Management	5 yrs
Application Maintenance	23 yrs	Application Migration	4 yrs
Application Performance Optimization	5 yrs	Architectural Discussions	5 yrs
Architectural Documentation	6 yrs	Architectural Oversight	5 yrs
Architecture	7 yrs	Architecture Design	5 yrs
Atlassian Suite	3 yrs	Client-Facing Applications	27 yrs
Cloud Native Architecture	3 yrs	Cloud-Native Services	9 yrs
Contact Center Software	5 yrs	Content Management Systems	16 yrs
Crm Platforms	7 yrs	Crm Systems	6 yrs
Customer Support Tools	17 yrs	Enterprise Software	10 yrs
Enterprise-Grade Applications	6 yrs	Google Workspace	2 yrs
High-Performing Software Solutions	5 yrs	Internal Knowledge Tools	9 yrs
Ios Deployment	3 yrs	Low-Code/No-Code Development	3 yrs
Low-Code/No-Code Tools	3 yrs	Microsoft Ecosystem	1 yrs
Microsoft Excel	9 yrs	Microsoft Office Suite	9 yrs
Microsoft Technologies	25 yrs	Multi-Tenant Saas	18 yrs
Native Applications	10 yrs	Optimized Software	4 yrs

Applications

SKILL	YEARS	SKILL	YEARS
Outlook	10 yrs	Power Platform	2 yrs
Powerpoint	9 yrs	Production Software	8 yrs
Production-Ready Applications	26 yrs	Property Technologies	1 yrs
Rag Applications	3 yrs	Saas Experience	8 yrs
Saas Solutions	5 yrs	Salesforce	2 yrs
Scalable Applications	6 yrs	Scalable Web Applications	5 yrs
Serverless Architecture	2 yrs	Software Engineering	7 yrs
Solutions Architecture	8 yrs	System Architecture	5 yrs
Technology-Enabled Solutions	13 yrs	Ticketing Systems	7 yrs
Web Applications	9 yrs	Word	9 yrs

Artificial Intelligence

SKILL	YEARS	SKILL	YEARS
Actionable Ai-Driven Solutions	2 yrs	Advanced Ai Users	5 yrs
Agent Architectures	2 yrs	Agent Behavior Scoping	2 yrs
Agent Design	6 yrs	Agent Frameworks	2 yrs
Agent Performance Monitoring	2 yrs	Agent-Based Solutions	2 yrs
Agent-To-Agent Integration	2 yrs	Agent2Agent (A2A)	2 yrs
Agentic Ai	3 yrs	Agentic Ai Architecture	4 yrs
Agentic Ai Development	5 yrs	Agentic Ai Frameworks	5 yrs
Agentic Ai Systems	5 yrs	Agentic Ai Workflows	1 yrs
Agentic Architecture	5 yrs	Agentic Coding	5 yrs
Agentic Development	5 yrs	Agentic Frameworks	5 yrs
Agentic Products	5 yrs	Agentic Systems	5 yrs
Agentic Workflows	2 yrs	Ai	4 yrs
Ai Adoption	2 yrs	Ai Adoption Programs	2 yrs
Ai Adoption Strategies	2 yrs	Ai Agent Construction	4 yrs
Ai Agent Development	2 yrs	Ai Agent Ecosystems	2 yrs
Ai Agent Frameworks	2 yrs	Ai Agent Lifecycle	2 yrs
Ai Agents	2 yrs	Ai Application Development	5 yrs
Ai Applications	5 yrs	Ai Architecture	3 yrs
Ai Architecture Standards	2 yrs	Ai Assistants	4 yrs
Ai At Scale	2 yrs	Ai Capabilities	4 yrs
Ai Capabilities Integration	2 yrs	Ai Cli-Based Development	5 yrs
Ai Coach Experience	2 yrs	Ai Coding Agents	6 yrs

Artificial Intelligence

SKILL	YEARS	SKILL	YEARS
Ai Coding Assistants	5 yrs	Ai Coding Tools	5 yrs
Ai Context Delivery	2 yrs	Ai Cost Optimization	4 yrs
Ai Delivery	6 yrs	Ai Development	5 yrs
Ai Development Lifecycle	2 yrs	Ai Development Tools	2 yrs
Ai Enablement	5 yrs	Ai Engineering	4 yrs
Ai Evaluation	2 yrs	Ai Features	6 yrs
Ai Fluency	5 yrs	Ai Foundation Models	2 yrs
Ai Frameworks	2 yrs	Ai Governance	2 yrs
Ai Implementation	3 yrs	Ai Infrastructure Design	19 yrs
Ai Integration	4 yrs	Ai Literacy	2 yrs
Ai Model Deployment	2 yrs	Ai Model Lifecycle Management	2 yrs
Ai Opportunities Assessment	2 yrs	Ai Optimization	2 yrs
Ai Orchestration	2 yrs	Ai Orchestration Frameworks	2 yrs
Ai Platforms	3 yrs	Ai Product Portfolio	2 yrs
Ai Program Execution	2 yrs	Ai Readiness Assessment	2 yrs
Ai Readiness Assessments	2 yrs	Ai Reasoning	5 yrs
Ai Resource Management	2 yrs	Ai Roadmap	3 yrs
Ai Roadmaps	2 yrs	Ai Sdlc	2 yrs
Ai Security	2 yrs	Ai Service Development	2 yrs
Ai Services	2 yrs	Ai Software	5 yrs
Ai Software Engineering	5 yrs	Ai Solution Engineering	5 yrs
Ai Solutions	9 yrs	Ai Solutions Architecture	5 yrs
Ai Solutions Design	17 yrs	Ai Solutions Development	5 yrs
Ai Solutions Engineering	4 yrs	Ai Strategy	4 yrs
Ai Systems	2 yrs	Ai Systems Development	5 yrs
Ai Technologies	2 yrs	Ai Technology Evaluation	2 yrs
Ai Technology Roadmapping	2 yrs	Ai Tooling Development	2 yrs
Ai Tooling Evaluation	2 yrs	Ai Tools Proficiency	5 yrs
Ai Transformation	1 yrs	Ai Transformation Strategy	3 yrs
Ai Use-Case Identification	4 yrs	Ai Utilization	4 yrs
Ai Workflow Tools	2 yrs	Ai Workflows	2 yrs
Ai Workflows Understanding	2 yrs	Ai Workshops	2 yrs
Ai-Accelerated Development	4 yrs	Ai-Assisted Development	5 yrs
Ai-Assisted Development Tools	2 yrs	Ai-Assisted Messaging	2 yrs

Artificial Intelligence

SKILL	YEARS	SKILL	YEARS
Ai-Driven Capabilities	3 yrs	Ai-Driven Development	5 yrs
Ai-Driven Solutions	4 yrs	Ai-Empowered Software Development	2 yrs
Ai-Enabled Analytics	2 yrs	Ai-Enabled Applications	3 yrs
Ai-Enabled Business Process Enablement	1 yrs	Ai-Enabled Features	2 yrs
Ai-Enabled Workflows	2 yrs	Ai-Generated Recommendations	2 yrs
Ai-Integrated Applications	3 yrs	Ai-Native Development	4 yrs
Ai-Powered Analytics Solutions	2 yrs	Ai-Powered Automations	2 yrs
Ai-Powered Coding Tools	4 yrs	Ai-Powered Features	5 yrs
Ai-Powered Insights	5 yrs	Ai-Powered Products	2 yrs
Ai-Powered Saas	5 yrs	Ai/Llm Systems	2 yrs
Ai/Ml	5 yrs	Ai/Ml Applications	5 yrs
Ai/Ml Architecture	5 yrs	Ai/Ml Concepts	2 yrs
Ai/Ml Implementation	5 yrs	Ai/Ml Program Leadership	2 yrs
Ai/Ml Use Cases	2 yrs	Ai/Ml Workflows	2 yrs
Anomaly Detection	2 yrs	Applied Ai	2 yrs
Applied Ai Engineering	2 yrs	Artificial Intelligence	5 yrs
Artificial Intelligence (Ai)	2 yrs	Artificial Intelligence Strategy	2 yrs
Automated Content Generation	4 yrs	Autonomous Agent Orchestration	2 yrs
Autonomous Agents	2 yrs	Autonomous Builder	2 yrs
Autonomous Decision-Making	1 yrs	Azure Ai Services	2 yrs
Azure Openai	2 yrs	Building Agents	2 yrs
Centralized Intelligence Platform	2 yrs	Certifications In Ai	2 yrs
Chatbot Development	2 yrs	Chatbots	2 yrs
Chunking Optimization	5 yrs	Claude Api	5 yrs
Claude Opus	5 yrs	Cloud Ai Services	6 yrs
Content Automation	2 yrs	Context Engineering	2 yrs
Context Management	4 yrs	Contextual Memory	5 yrs
Conversation Design	2 yrs	Conversation Flows	2 yrs
Conversational Agents	2 yrs	Conversational Ai	2 yrs
Conversational Design	2 yrs	Conversational Tools	2 yrs
Custom Agents	2 yrs	Directed Ai-Assisted Development	5 yrs
Document Intelligence	3 yrs	Efficiency Improvement	7 yrs
Embedded Ai	3 yrs	Emerging Ai Tools	6 yrs
Enterprise Ai Platform Operations	2 yrs	Enterprise Ai Platforms	2 yrs

Artificial Intelligence

SKILL	YEARS	SKILL	YEARS
Enterprise Ai Programs	2 yrs	Enterprise Applications	8 yrs
Enterprise Architecture	6 yrs	Enterprise-Scale Ai Design	2 yrs
Ethical Ai Principles	2 yrs	Evaluation Of Ai Models	2 yrs
Experience With Ai Applications	5 yrs	Feature Engineering	5 yrs
Future Ai Innovation	2 yrs	Future-State Ai Architecture	2 yrs
Gemini	2 yrs	Genai	2 yrs
Genai Applications	2 yrs	Genai Concepts	2 yrs
Genai Integration	2 yrs	Genai Solutions	5 yrs
Generative Ai	2 yrs	Generative Ai Services	2 yrs
Generative Ai Solutions	2 yrs	Generative Media	3 yrs
Google Gemini	5 yrs	Hallucination Detection	3 yrs
High-Impact Ai Features	4 yrs	Human-In-The-Loop	3 yrs
Human-In-The-Loop Controls	3 yrs	Human-In-The-Loop Design	10 yrs
Human-In-The-Loop Review	3 yrs	Human-In-The-Loop Systems	2 yrs
Human-In-The-Loop Workflows	2 yrs	Image Generation	2 yrs
Insight Generation	2 yrs	Integration Of Ai	4 yrs
Integration Of Ai Models	5 yrs	Intelligent Assistants	2 yrs
Intelligent Document Processing	4 yrs	Intelligent Systems	6 yrs
Internal Ai Capability Building	2 yrs	Large Language Models	5 yrs
Large Language Models (Llms)	3 yrs	Llm Apis	4 yrs
Llm Deployment	2 yrs	Llm Engineering	2 yrs
Llm Evaluation Techniques	2 yrs	Llm Fine-Tuning	4 yrs
Llm Frameworks	2 yrs	Llm Model Selection	2 yrs
Llm Orchestration	2 yrs	Llm Systems	2 yrs
Llm-As-Judge	1 yrs	Llm-Based Applications	6 yrs
Llm-Driven Systems	5 yrs	Llm/Genai Concepts	3 yrs
Llms	2 yrs	Llms Familiarity	2 yrs
Machine Learning	5 yrs	Machine Learning Engineering	2 yrs
Mcp Servers	5 yrs	Microsoft Ai	3 yrs
Ml Infrastructure	2 yrs	Ml Techniques	6 yrs
Model Context Protocol (Mcp)	2 yrs	Model Evaluation	2 yrs
Model Orchestration	2 yrs	Model Performance Evaluation	2 yrs
Model Selection	2 yrs	Model Selection Trade-Offs	2 yrs
Modern Llm Technologies	2 yrs	Monitoring Ai Agents	2 yrs

Artificial Intelligence

SKILL	YEARS	SKILL	YEARS
Multi-Agent Patterns	2 yrs	Multi-Agent Systems	2 yrs
Multi-Step Agent Loops	2 yrs	Multimodal Ai	2 yrs
Natural Language Processing	2 yrs	Non-Determinism Handling	3 yrs
Novel Ai Solutions	2 yrs	Openai Codex	2 yrs
Openai Gpts	5 yrs	Openapi	5 yrs
Orchestration	2 yrs	Orchestration Frameworks	2 yrs
Orchestration Patterns	2 yrs	Output Validation	4 yrs
Personal Ai Projects	5 yrs	Prompt Engineering	3 yrs
Prompt Evaluation	4 yrs	Prompt Frameworks	2 yrs
Prompt Management	2 yrs	Prompt Templating	2 yrs
Rag	2 yrs	Rag Patterns	5 yrs
Rag Systems	2 yrs	Retrieval-Augmented Generation	2 yrs
Retrieval-Augmented Generation (Rag)	5 yrs	Reusable Patterns	5 yrs
Scalable Ai Patterns	2 yrs	Scalable Ai Use Cases	2 yrs
Semantic Search	3 yrs	Speech Recognition	1 yrs
Structured Outputs	2 yrs	Testing Ai Systems	2 yrs
Tool-Use Chains	2 yrs	Transformational Ai Platform	2 yrs
User-Facing Ai Functionality	3 yrs	Vertex Ai	2 yrs
Virtual Agents	2 yrs	Workflow Orchestration	4 yrs

Automation

SKILL	YEARS	SKILL	YEARS
Agent Workflows	2 yrs	Ai Automation	3 yrs
Ai Workflow Automation	2 yrs	Ai-Assisted Workflows	3 yrs
Automated Pipelines	6 yrs	Automated Testing	2 yrs
Automated Workflows	3 yrs	Automation	3 yrs
Automation Adoption	3 yrs	Automation Agents	2 yrs
Automation Configuration	2 yrs	Automation Design	3 yrs
Automation Engineering	7 yrs	Automation Platforms	3 yrs
Automation Project Deployment	3 yrs	Automation Project Prioritization	2 yrs
Automation Projects Prioritization	2 yrs	Automation Solutions	6 yrs
Automation Strategies	3 yrs	Automation Systems	3 yrs
Automation Tools	3 yrs	Automation Workflows	3 yrs
Business Process Automation	5 yrs	Ci/Cd For Ml	5 yrs
Ci/Cd Practices	2 yrs	Ci/Cd Workflows	2 yrs

Automation

SKILL	YEARS	SKILL	YEARS
Crm Workflows	2 yrs	Data Extraction Workflows	7 yrs
Data Flow Automation	5 yrs	Deterministic Controls	3 yrs
Digital Workflow Solutions	9 yrs	Document Automation	4 yrs
Fine-Tuning Workflows	3 yrs	Fintech Automation	2 yrs
Github Actions	5 yrs	Implementation Workflows	9 yrs
Intelligent Automation	3 yrs	Intelligent Automation Technologies	3 yrs
Intelligent Workflows	5 yrs	Lifecycle Automation	5 yrs
Low-Code Automation	3 yrs	Marketing Automation	1 yrs
Marketing Workflow Automation	1 yrs	Marketing Workflows	2 yrs
Microsoft Power Automate	1 yrs	Modular Workflow Design	5 yrs
Multi-Agent Workflows	2 yrs	Multi-Step Ai Workflows	2 yrs
Multi-Step Execution	7 yrs	N8N	2 yrs
Node	2 yrs	Operational Workflows	8 yrs
Orchestrated Workflows	4 yrs	Orchestration Tooling	2 yrs
Process Automation	6 yrs	Quality Testing	10 yrs
Rag Workflows	5 yrs	Repetitive Workflow Automation	3 yrs
Reusable Automation Modules	2 yrs	Rpa	2 yrs
Spreadsheet Automation	1 yrs	Task Automation	3 yrs
Triggers	3 yrs	Workflow	3 yrs
Workflow Analysis	6 yrs	Workflow Automation	3 yrs
Workflow Automation Tools	3 yrs	Workflow Automations	4 yrs
Workflow Configuration	2 yrs	Workflow Improvement	2 yrs
Workflow Management	3 yrs	Workflow Orchestration Tools	2 yrs
Workflow Tools	3 yrs	Zapier	1 yrs
Zoho Flows	1 yrs		

Business Analysis

SKILL	YEARS	SKILL	YEARS
A/B Testing	8 yrs	Acceptance Criteria	7 yrs
Acceptance Criteria Definition	1 yrs	Actionable Insights	5 yrs
Actionable Sales Insights	4 yrs	Advisor Platform Adoption	5 yrs
Advisor Technology Ownership	5 yrs	Analysis	6 yrs
Architectural Blueprints	5 yrs	Architecture Influence	5 yrs
Architecture Roadmaps	5 yrs	Backlog Management/Grooming	2 yrs
Best Practices	5 yrs	Brd	8 yrs

Business Analysis

SKILL	YEARS	SKILL	YEARS
Build Vs Buy Analysis	5 yrs	Build-Vs-Buy Assessments	3 yrs
Building Internal Business Tools	8 yrs	Business Analysis	6 yrs
Business Analysis Certification	5 yrs	Business Case Creation	6 yrs
Business Case Development	6 yrs	Business Cases	6 yrs
Business Impact Assessment	6 yrs	Business Metrics	15 yrs
Business Needs Assessment	6 yrs	Business Operations Alignment	14 yrs
Business Outcome Alignment	6 yrs	Business Planning	6 yrs
Business Problem Translation	7 yrs	Business Process	6 yrs
Business Process Analysis	6 yrs	Business Process Discovery	8 yrs
Business Process Improvement	6 yrs	Business Process Management	6 yrs
Business Process Mapping	8 yrs	Business Process Understanding	9 yrs
Business Processes	6 yrs	Business Processes Optimization	3 yrs
Business Requirements Gathering	6 yrs	Business Strategy	5 yrs
Business Strategy Alignment	5 yrs	Business System Expertise	15 yrs
Business Transformation	5 yrs	Business Value	6 yrs
Business Value Assessment	6 yrs	Business Value Delivery	8 yrs
Campaign Performance Analysis	1 yrs	Client Relationship Management	9 yrs
Competitive Analysis	17 yrs	Complex Initiative Management	9 yrs
Complex Issue Assessment	10 yrs	Complex Problem Solving	16 yrs
Consultative Approach	10 yrs	Content Strategy	14 yrs
Continuous Discovery	10 yrs	Continuous Improvement	6 yrs
Continuous Process Improvement	10 yrs	Cost Analysis	9 yrs
Cost Management	9 yrs	Cost-Benefit Analysis	6 yrs
Crm Updates	1 yrs	Customer Discovery	10 yrs
Customer Experience	25 yrs	Customer Needs Assessment	6 yrs
Customer Requirements	14 yrs	Customer Retention	19 yrs
Data Mapping	6 yrs	Data-Driven Products	8 yrs
Decision-Making Support	10 yrs	Digital Transformation	6 yrs
Discovery Conversations	10 yrs	E-Commerce	17 yrs
Edge Cases	6 yrs	Enterprise Customer Needs	5 yrs
Enterprise Saas	2 yrs	Enterprise Software Implementation	8 yrs
Executive Presence	10 yrs	Executive Strategy	6 yrs
Executive Summaries	6 yrs	Executive-Level Architecture Artifacts	8 yrs
Facilitating Discussion	8 yrs	Feasibility Study	3 yrs

Business Analysis

SKILL	YEARS	SKILL	YEARS
Feature Implementation	7 yrs	Feature Prioritization	24 yrs
First Contact Resolution	7 yrs	Gap Analysis	4 yrs
Gaps Identification	7 yrs	Gathering Requirements	6 yrs
Go-To-Market Execution	17 yrs	Implementation Road Mapping	2 yrs
Information Gathering	14 yrs	Intake Processes	7 yrs
Intelligent Business Processes	6 yrs	Internal Championing	8 yrs
Internal Training Content	10 yrs	Inventory Management	2 yrs
Invoicing Systems	4 yrs	Issue Resolution	13 yrs
Kpis Definition	8 yrs	Lead Generation	1 yrs
Market Validation	17 yrs	Mitigation Strategies	16 yrs
Note-Taking	9 yrs	Operational And Technical Problem Solving	2 yrs
Operational Clarity	8 yrs	Operational Effectiveness	10 yrs
Operational Efficiency	6 yrs	Operational Excellence	10 yrs
Operational Friction Reduction	6 yrs	Operational Intelligence	5 yrs
Operational Problem Solving	8 yrs	Operational Risk Assessment	6 yrs
Operational Roadmap Development	5 yrs	Operational Workflow Assessments	5 yrs
Organizational Change Management	10 yrs	Organizational Effectiveness	10 yrs
Organizational Readiness	6 yrs	Platform Adoption	5 yrs
Prds Development	6 yrs	Presentation Skills	10 yrs
Problem Formulation	6 yrs	Problem-Solving	6 yrs
Process Alignment	18 yrs	Process Design	6 yrs
Process Engineering	5 yrs	Process Evaluation	6 yrs
Process Flows	6 yrs	Process Improvement	8 yrs
Process Improvement/Optimization	3 yrs	Process Mapping	6 yrs
Process Modeling	5 yrs	Process Observation	5 yrs
Process Optimization	6 yrs	Process Redesign	6 yrs
Process Workflows	6 yrs	Product Architecture	6 yrs
Product Backlog Management	9 yrs	Product Management	17 yrs
Product Mindset	5 yrs	Product Requirements	7 yrs
Product Strategy	5 yrs	Product Vision	7 yrs
Productivity Enhancement	6 yrs	Profitability Analysis	5 yrs
Project Stakeholder Communication	8 yrs	Proof-Of-Concept Development	5 yrs
Prototyping	7 yrs	Qa	7 yrs

Business Analysis

SKILL	YEARS	SKILL	YEARS
Quality Evaluation	5 yrs	Raid Logs	3 yrs
Reliability Assessment	6 yrs	Requirements Elicitation/Gathering	6 yrs
Requirements Gathering	6 yrs	Requirements Matrices	5 yrs
Requirements Refinement	6 yrs	Requirements Scoping	6 yrs
Resale	2 yrs	Risk Analysis	10 yrs
Risk Identification	16 yrs	Risk Management	10 yrs
Risk Tracking	6 yrs	Roadmap Development	16 yrs
Roadmaps	3 yrs	Roi Analysis	4 yrs
Roi Calculation	4 yrs	Roi Evaluation	5 yrs
Roi Measurement	5 yrs	Root Cause Analysis	4 yrs
Root-Cause Analysis	4 yrs	Sales Intelligence	4 yrs
Sales Processes	1 yrs	Scalable Solutions	5 yrs
Solution Design	10 yrs	Solution Design Skills	6 yrs
Solution Engineering	7 yrs	Sow Creation	5 yrs
Stakeholder Alignment	8 yrs	Stakeholder Engagement	8 yrs
Stakeholder Management	8 yrs	Strategic Value	6 yrs
Strategy Development	11 yrs	Success Metrics Definition	7 yrs
Supply Chain	2 yrs	System Design	5 yrs
Systems Analysis	5 yrs	Team Readiness Assessment	2 yrs
Technical Alignment	16 yrs	Technical Assessments	7 yrs
Technical Decision Making	7 yrs	Technical Discovery	10 yrs
Technical Evaluation	5 yrs	Technical Evangelism	5 yrs
Technical Feasibility	10 yrs	Technical Judgment	12 yrs
Technical Product Leadership	6 yrs	Technical Product Management	6 yrs
Technical Product Ownership	6 yrs	Technical Requirements Definition	10 yrs
Technical Requirements Translation	15 yrs	Technical Solutions	6 yrs
Technical Strategy	6 yrs	Technical Writing	6 yrs
Technology Evaluation	6 yrs	Technology Leadership	8 yrs
Technology Solutions	10 yrs	Technology Strategy	8 yrs
Technology Transformation	6 yrs	Third-Party Services Evaluation	5 yrs
Trade-Off Analysis	9 yrs	Trade-Off Justification	5 yrs
Training Program Development	3 yrs	Transformation Playbooks	2 yrs
Travel Tech Evaluation	12 yrs	Uat Support	5 yrs
Uat Testing	7 yrs	Unit Testing	6 yrs

Business Analysis

SKILL	YEARS	SKILL	YEARS
Usability Testing	8 yrs	Use Case Identification	6 yrs
User Acceptance Testing	5 yrs	User Experience Collaboration	10 yrs
User Feedback Evaluation	25 yrs	User Feedback Incorporation	27 yrs
User Story Creation	5 yrs	User Story Development	4 yrs
Validation	7 yrs	Value Realization Metrics	5 yrs
Value Tracking	8 yrs	Vendor Evaluation	5 yrs
Vendor Evaluation/Management	5 yrs	Workflow Assessment	3 yrs
Workflow Design	5 yrs	Workflow Documentation	6 yrs
Workflow Optimization	5 yrs	Workshop Facilitation	8 yrs
Workshops	13 yrs		

Consulting

SKILL	YEARS	SKILL	YEARS
Ai Consulting	10 yrs	Business-Facing Consulting	6 yrs
Client Management	7 yrs	Client Training	3 yrs
Coaching	5 yrs	Consultative Guidance	5 yrs
Consultative Selling	2 yrs	Consulting	2 yrs
Consulting Skills	10 yrs	Customer Advocacy	16 yrs
Customer Engagement	21 yrs	Customer Success	21 yrs
Customer-Centered Solutions	18 yrs	Customer-Facing Operations	28 yrs
Customer-Facing Products	17 yrs	Customer-Facing Roles	10 yrs
Delivery And Solutioning	2 yrs	Early-Stage Startup Experience	10 yrs
Executive-Level Presentations	8 yrs	Industry-Specific Playbooks	2 yrs
Mentorship	8 yrs	Pre-Sales Support	17 yrs
Solution Consulting	6 yrs	Solutions Engineering	13 yrs
Staff Training	5 yrs	Technical Advisory	10 yrs
Technology Consulting	6 yrs	Thought Leadership	8 yrs
Training And Enablement	10 yrs	Transformation Advisory	2 yrs

Data & Reporting

SKILL	YEARS	SKILL	YEARS
Advanced Analytics	4 yrs	Alerting	7 yrs
Analytics	9 yrs	Analytics Engineering	4 yrs
Automated Reporting	6 yrs	Behavioral Data Analysis	4 yrs
Bi	6 yrs	Bi Tools	3 yrs
Business Data Analysis	5 yrs	Business Intelligence	6 yrs

Data & Reporting

SKILL	YEARS	SKILL	YEARS
Business Intelligence Tools	6 yrs	Cloud Data Platforms	10 yrs
Cloud-Based Data Platforms	5 yrs	Csv	25 yrs
Dashboard Development	12 yrs	Data Access	21 yrs
Data Accuracy	11 yrs	Data Accuracy Validation	8 yrs
Data Analysis	6 yrs	Data Analytics	6 yrs
Data Architecture	6 yrs	Data Cleaning	14 yrs
Data Cleansing	5 yrs	Data Conversion	6 yrs
Data Discovery	6 yrs	Data Engineering	6 yrs
Data Exploration	4 yrs	Data Extraction	6 yrs
Data Flow Diagrams	6 yrs	Data Flows	10 yrs
Data Foundations	6 yrs	Data Ingestion	9 yrs
Data Integration	7 yrs	Data Lakehouse	3 yrs
Data Management	6 yrs	Data Mining	4 yrs
Data Modeling	7 yrs	Data Modeling/Erd (Entity Relationship Diagrams)	6 yrs
Data Normalization	5 yrs	Data Pipelines	6 yrs
Data Platforms	6 yrs	Data Policies	4 yrs
Data Preparation	5 yrs	Data Processing	5 yrs
Data Quality	3 yrs	Data Readiness	6 yrs
Data Readiness Assessment	6 yrs	Data Reviews	6 yrs
Data Tools	12 yrs	Data Transformation	6 yrs
Data Validation	10 yrs	Data Visualization	4 yrs
Data Warehouses	2 yrs	Data Workflows	6 yrs
Data-Driven Decision Making	4 yrs	Data-Driven Insights	9 yrs
Data-Driven Operations	10 yrs	Data-Driven Optimization	5 yrs
Data-Intensive Applications	10 yrs	Database Architecture	9 yrs
Database Management	26 yrs	Database Queries	6 yrs
Database Schemas	9 yrs	Database Systems	10 yrs
Databases	14 yrs	Dataflow	9 yrs
Decision Intelligence	7 yrs	Deduplication	8 yrs
Enterprise Data	5 yrs	Enterprise Data Analysis	6 yrs
Enterprise Data Models	9 yrs	Enterprise Data Warehouse	4 yrs
Etl	8 yrs	Etl Pipelines	6 yrs
Etl Workflows	2 yrs	Excel	4 yrs

Data & Reporting

SKILL	YEARS	SKILL	YEARS
Executive Dashboards	6 yrs	Internal Dashboards	8 yrs
Large-Scale Data Processing	4 yrs	Metrics Presentation	10 yrs
Metrics Tracking	6 yrs	Microsoft Azure	1 yrs
Microsoft Power Bi Copilot	1 yrs	Monitoring	5 yrs
Monitoring And Alerting	31 yrs	Ms Sql Server	6 yrs
Mysql	3 yrs	Operational Analytics	11 yrs
Performance Metrics	9 yrs	Performance Tracking	4 yrs
Postgres	5 yrs	Postgresdb	2 yrs
Postgresql	4 yrs	Power Bi	3 yrs
Product Analytics	17 yrs	Quantitative Analysis	7 yrs
R	2 yrs	Real Estate Data	1 yrs
Real-Time Reporting	22 yrs	Relational Database	6 yrs
Relational Databases	7 yrs	Report Development	9 yrs
Reporting	10 yrs	Reporting Interfaces	8 yrs
Schema Conversion	10 yrs	Self-Serve Data Interfaces	8 yrs
Source System Data Structures	6 yrs	Sql	6 yrs
Sql Queries	10 yrs	Sql Server	2 yrs
Ssrs	2 yrs	Stored Procedures	5 yrs
Structured Data Work	9 yrs	Structured Datasets	6 yrs
Supabase	5 yrs		

Documentation

SKILL	YEARS	SKILL	YEARS
Api Documentation	4 yrs	Authoring Tools	10 yrs
Blog Writing	13 yrs	Business Requirements	6 yrs
Business Requirements Documents (Brd)	4 yrs	Clear Written Communication	11 yrs
Composition Skills	5 yrs	Diagramming Tools (Lucidchart	2 yrs
Document Analysis	4 yrs	Document Databases	6 yrs
Document Management	10 yrs	Documentation	10 yrs
Documentation Creation	3 yrs	Documentation Skills	10 yrs
English	9 yrs	Functional Requirements	6 yrs
Functional Specifications (Fsd)	4 yrs	Grammar Skills	9 yrs
Integration Scope	3 yrs	Knowledge Base Content	7 yrs
Knowledge Base Management	5 yrs	Knowledge Management	10 yrs
Microsoft Powerpoint	6 yrs	Microsoft Visio	9 yrs

Documentation

SKILL	YEARS	SKILL	YEARS
Process Documentation	6 yrs	Product Demos	5 yrs
Professional Writing	9 yrs	Software Documentation	10 yrs
Software Requirements	7 yrs	Software Specifications	7 yrs
Spec Writing	6 yrs	Technical Concept Explanation	8 yrs
Technical Content Creation	6 yrs	Technical Documentation	6 yrs
Technical Requirements	6 yrs	Technical Specifications	6 yrs
Technical Specs	7 yrs	Training Guides And Videos	6 yrs
Training Material Development	13 yrs	Training Materials	2 yrs
Use Case Development	4 yrs	Use Cases	4 yrs
User Flows	6 yrs	User Interface Copy	6 yrs
User Stories	2 yrs	User Story Writing/Mapping	2 yrs
User Training	8 yrs	Ux Writing	6 yrs
Visio	4 yrs	Visio Process Maps	5 yrs
Writing Requirements	2 yrs		

Domain Expertise

SKILL	YEARS	SKILL	YEARS
Accounting Systems	4 yrs	Domain Knowledge In Logistics	2 yrs
Erp Systems	7 yrs	Experience In Travel Operations	13 yrs
Finance	2 yrs	Financial Services	6 yrs
Financial Services Experience	6 yrs	Finops	5 yrs
Fintech Data	5 yrs	Healthcare Industry Experience	1 yrs
Human Resources Information Systems (Hris)	3 yrs	Logistics	2 yrs
Mobile App Development	2 yrs	Mortgage Lending	1 yrs
Mortgage Workflows	1 yrs	Online Marketing	4 yrs
Operational Environment Experience	7 yrs	Startup Experience	3 yrs
Travel Tech Experience	13 yrs	Warehouse Management System (Wms)	3 yrs
Warehouse Operations	2 yrs	Website Development	4 yrs

Governance

SKILL	YEARS	SKILL	YEARS
Ai Compliance	2 yrs	Ai Data Governance	2 yrs
Ai Ethics	3 yrs	Ai Privacy	2 yrs
Ai Safety	2 yrs	Api Governance	2 yrs
Bias Controls	3 yrs	Compliance	3 yrs

Governance

SKILL	YEARS	SKILL	YEARS
Compliance Considerations	5 yrs	Data Governance	3 yrs
Data Privacy	3 yrs	Data Privacy Regulations	5 yrs
Data Protection	3 yrs	Data Security	10 yrs
Data Stewardship	6 yrs	Engineering Guardrails	5 yrs
Enterprise Ai Governance	1 yrs	Ethical Standards Compliance	5 yrs
Financial Data Handling	6 yrs	Governance	2 yrs
Guardrails	2 yrs	Human-In-The-Loop Approval	2 yrs
Pii Boundaries	2 yrs	Pii Handling	4 yrs
Policy Guardrails	2 yrs	Privacy Considerations	5 yrs
Regulated Environments	6 yrs	Responsible Ai	2 yrs
Responsible Ai Governance	2 yrs	Responsible Ai Practices	2 yrs
Responsible Ai Principles	2 yrs	Risk Awareness	16 yrs
Safety In Ai	2 yrs	Security Awareness	7 yrs
Security Best Practices	20 yrs	Security Considerations	6 yrs
Security In Ai Systems	5 yrs	Security Patterns	8 yrs
Security Reviews	10 yrs	Security Standards	6 yrs

Human Resources Systems

SKILL	YEARS	SKILL	YEARS
Customer Systems	26 yrs	Executive Hiring	2 yrs
Experience In Administrative Processes	5 yrs	Hr Tech	3 yrs
Member Satisfaction	25 yrs	Onboarding Tools	2 yrs
Performance Evaluation	2 yrs	Talent Acquisition	2 yrs
Team Building	6 yrs	Training And Onboarding	1 yrs
Workforce Impact Analysis	4 yrs		

Integration Platforms

SKILL	YEARS	SKILL	YEARS
Ai & Business Systems Integration	2 yrs	Ai Feature Integration	6 yrs
Api Architecture	6 yrs	Api Consumption	6 yrs
Api Design	5 yrs	Api Development	4 yrs
Api Gateway	9 yrs	Api Integrations	16 yrs
Api Productization	1 yrs	Api Standards	7 yrs
Api-Based System Integration	4 yrs	Application Integrations	10 yrs
Application Programming Interfaces (Api)	8 yrs	Back-Office Integrations	5 yrs
Backend Integration	10 yrs	Backend Services	5 yrs

Integration Platforms

SKILL	YEARS	SKILL	YEARS
Crm Integration	4 yrs	Custom Connectors	6 yrs
Data Integration Tooling	6 yrs	Data Integrations	19 yrs
Data Source Integration	6 yrs	Database Integration	9 yrs
Enterprise Integration	5 yrs	Enterprise Integration Patterns	5 yrs
Erp Integration	5 yrs	Event-Driven Systems	3 yrs
Freshdesk Integration	1 yrs	Google Cloud	2 yrs
Google Cloud Platform	2 yrs	Hardware Integration	4 yrs
Integration	21 yrs	Integration Development	13 yrs
Integration Services	5 yrs	Integration Strategies	8 yrs
Integration Testing	8 yrs	Integration Tools	9 yrs
Integration With Internal Systems	5 yrs	Integrations	5 yrs
Internal Platforms	6 yrs	Knowledge Base Integration	3 yrs
Llm Integration	5 yrs	Low-Code/No-Code Platforms	2 yrs
M365 Integration	2 yrs	Mcp	5 yrs
Microsoft Power Platform	1 yrs	Model Integration	6 yrs
Oauth	5 yrs	Oauth Authentication	6 yrs
Oauth2	2 yrs	Operational Integration	6 yrs
Public Apis	5 yrs	Rest Api	8 yrs
Restful Api Design	2 yrs	Restful Apis	17 yrs
Saas Apis	18 yrs	Saas Integration	5 yrs
Secure Integration Patterns	6 yrs	Software Integration	12 yrs
Stripe	17 yrs	System Integrations	8 yrs
Systems Integration	6 yrs	Telephony Integrations	3 yrs
Telephony Platforms	3 yrs	Third-Party Ai Solutions Integration	5 yrs
Third-Party Api Integration	8 yrs	Tool Integration	3 yrs
Web Services	3 yrs	Webhook Handling	3 yrs
Zoho	4 yrs		

Product Management

SKILL	YEARS	SKILL	YEARS
Accessibility Principles	8 yrs	Ai-Native Product Development	5 yrs
Ai-Native User Experiences	6 yrs	Architectural Decisions	6 yrs
Architectural Trade-Offs	10 yrs	Customer-Facing Features	23 yrs
Design Decisions	5 yrs	Design Sensibility	11 yrs
End-To-End Feature Development	7 yrs	Influencing Product Direction	23 yrs

Product Management

SKILL	YEARS	SKILL	YEARS
Instructional Design	6 yrs	Product Delivery	15 yrs
Product Design	8 yrs	Product Development Lifecycle	12 yrs
Product Instincts	5 yrs	Product Sense	9 yrs
Production Mindset	10 yrs	Rapid Iteration	4 yrs
Responsive Design	17 yrs	Roadmap Management	8 yrs
Software Product Engineering	8 yrs	Technical Architecture	6 yrs
Technical Decision Articulation	5 yrs	Technical Decision-Making	28 yrs
Technical Design	21 yrs	Technical Ownership	9 yrs
Technology Roadmaps	6 yrs	Training And Adoption	10 yrs
Uat (User Acceptance Testing)	10 yrs	Ui/Ux Design	21 yrs
Usability Principles	8 yrs	User Experience Design	12 yrs
User Experience Optimization	25 yrs	User Impact	16 yrs
User-Centered Design	21 yrs	Wireframing	6 yrs

Programming

SKILL	YEARS	SKILL	YEARS
Android Development	3 yrs	Android Studio	2 yrs
Api Integration	7 yrs	Api Services	8 yrs
Api-Based Integrations	3 yrs	Apis	4 yrs
Application Development	5 yrs	Architectural Direction	6 yrs
Authentication	8 yrs	Azure Devops	2 yrs
B2B Saas	2 yrs	Back-End Technologies	26 yrs
Backend Development	8 yrs	Backend Engineering	23 yrs
Bmad Methodology	2 yrs	Build	5 yrs
Cascading Style Sheets	4 yrs	Ci/Cd	2 yrs
Ci/Cd Pipelines	2 yrs	Clean Code	5 yrs
Coding	5 yrs	Coding Proficiency	2 yrs
Coldfusion / Lucee	2 yrs	Cross-Application Workflows	5 yrs
Css	3 yrs	Custom Tools Development	8 yrs
Cutting-Edge Technology	6 yrs	Dashboards	6 yrs
Dax	3 yrs	Debugging	5 yrs
Demos	6 yrs	Deploy	5 yrs
Deployment	5 yrs	Deployment Automation	5 yrs
Design	4 yrs	Developer Tooling	6 yrs
Developer Training	2 yrs	Development	6 yrs

Programming

SKILL	YEARS	SKILL	YEARS
Development Workflows	3 yrs	Document Processing	2 yrs
Ecommerce Understanding	13 yrs	Efficient Software	5 yrs
Engineering	6 yrs	Engineering Best Practices	5 yrs
Engineering Experience	2 yrs	Engineering Fundamentals	8 yrs
Engineering Practices	5 yrs	Engineering Standards	6 yrs
Enterprise-Grade Systems	9 yrs	Event-Driven Architecture	2 yrs
Exception Handling	8 yrs	Fastapi	4 yrs
Framework Development	2 yrs	Frontend Development	8 yrs
Full-Stack Application Development	8 yrs	Full-Stack Cloud Engineering	5 yrs
Full-Stack Development	8 yrs	Full-Stack Engineering	23 yrs
Full-Stack Prototyping	5 yrs	Full-Stack Software Engineering	6 yrs
Git	5 yrs	Git Workflows	2 yrs
Github	2 yrs	Hands-On Development	8 yrs
Hands-On Experience	21 yrs	Html	6 yrs
Ios Development	3 yrs	Ios Sdks	1 yrs
Iterative Development	10 yrs	Javascript	3 yrs
Json	3 yrs	Kotlin	3 yrs
Legacy Modernization	2 yrs	Low-Code Development	4 yrs
Low-Code Platforms	6 yrs	Low-Code Solutions	3 yrs
Maintainable Code	5 yrs	Mcp Server Development	2 yrs
Mcps	2 yrs	Microservices	4 yrs
Mining Legacy Code	2 yrs	Mobile Data Storage	3 yrs
Mobile-First Development	3 yrs	Native Mobile Application Development	3 yrs
Nestjs	2 yrs	Next.js	5 yrs
Nextauth.js	5 yrs	Node.js	2 yrs
Object-Oriented Programming	7 yrs	Operational Tools	7 yrs
Php	3 yrs	Platform Engineering	3 yrs
Playwright	2 yrs	Power Automate	1 yrs
Production Code	11 yrs	Production Code Deployment	5 yrs
Production Deployments	13 yrs	Production-Grade Applications	6 yrs
Programming	19 yrs	Prompt Design	2 yrs
Proof-Of-Concepts	6 yrs	Proofs Of Concept	6 yrs
Proofs-Of-Concept	6 yrs	Prototype	5 yrs
Prototype Development	5 yrs	Puppeteer	1 yrs

Programming

SKILL	YEARS	SKILL	YEARS
Python	1 yrs	Python Development	3 yrs
Python Programming	5 yrs	Quality Assurance	8 yrs
React	4 yrs	React Native	4 yrs
React.js	2 yrs	Rest	7 yrs
Rest Apis	2 yrs	Reverse Engineering	2 yrs
Saas Platform Development	4 yrs	Scalability	6 yrs
Scalability Assessment	3 yrs	Scalable Code	1 yrs
Scalable Software Solutions	1 yrs	Scalable Systems	1 yrs
Script Writing	11 yrs	Scripting	5 yrs
Scripting Languages	5 yrs	Secrets Management	3 yrs
Secure Software Solutions	2 yrs	Software Architecture Principles	3 yrs
Software Delivery	3 yrs	Software Development	4 yrs
Software Development Experience	3 yrs	Software Engineering Fundamentals	4 yrs
Software Engineering Principles	7 yrs	Software Fundamentals	6 yrs
Solution Architecture	3 yrs	Solution Delivery	8 yrs
Spec-Driven Development	2 yrs	Style Guide Adherence	4 yrs
Swiftui	1 yrs	System Building	7 yrs
System Integration	5 yrs	Systems Engineering	3 yrs
Tailwind Css	4 yrs	Technical Delivery	3 yrs
Technical Execution	3 yrs	Testable Code	3 yrs
Testing	3 yrs	Troubleshooting	5 yrs
Typescript	4 yrs	Uat Environment	3 yrs
Unit Tests	4 yrs	User Enablement	3 yrs
User Experience	7 yrs	Version Control	1 yrs
Versioning	3 yrs	Web Application Development	8 yrs
Web Content Management	14 yrs	Web Development	14 yrs
Webhooks	4 yrs	Wordpress	14 yrs
Wordpress Plugins	12 yrs	Xml	4 yrs

Project Management

SKILL	YEARS	SKILL	YEARS
Activecollab	2 yrs	Agile	5 yrs
Agile Environment	5 yrs	Agile Methodologies	4 yrs
Agile Methodology	4 yrs	Agile Project Delivery	5 yrs
Agile Project Management	4 yrs	Agile Teams	5 yrs

Project Management

SKILL	YEARS	SKILL	YEARS
Agile/Scrum	5 yrs	Backlog Management	4 yrs
Booking Systems	1 yrs	Budget Management	6 yrs
Change Control Process	4 yrs	Change Management	8 yrs
Client-Facing Technical Delivery	6 yrs	Complex Project Management	4 yrs
Cross-Department Collaboration	13 yrs	Cross-Functional Alignment	8 yrs
Cross-Functional Collaboration	8 yrs	Cross-Functional Coordination	8 yrs
Cross-Functional Facilitation	5 yrs	Cross-Functional Initiatives	8 yrs
Cross-Functional Project Delivery	6 yrs	Cross-Functional Team Leadership	4 yrs
Cross-Functional Teams	8 yrs	Cross-Functional Teamwork	5 yrs
Distributed Development Teams	4 yrs	End-To-End Ownership	13 yrs
End-To-End Project Management	4 yrs	Enterprise Planning Processes	4 yrs
Executive Presentations	8 yrs	Executive Stakeholder Management	8 yrs
Feature Ownership	5 yrs	Full Sdlc	5 yrs
Implementation Leadership	7 yrs	Implementation Management	3 yrs
Incident Management	20 yrs	Integrated Project Plans	4 yrs
Iteration	7 yrs	Iterative Feedback	8 yrs
Itinerary Builders	12 yrs	Jira	2 yrs
Leadership Interaction	8 yrs	Leadership Updates	8 yrs
Logging Action Items	8 yrs	Meeting Management	8 yrs
Microsoft Project	5 yrs	Microsoft Teams	6 yrs
Monitoring Project Progress	12 yrs	Planning	4 yrs
Planning Skills	8 yrs	Portfolio Management	6 yrs
Prioritization	8 yrs	Process Orientation	7 yrs
Product Management Collaboration	8 yrs	Production Deployment	22 yrs
Productivity	3 yrs	Productivity Optimization	8 yrs
Project Coordination	7 yrs	Project Management	4 yrs
Project Management Systems	8 yrs	Project Planning	19 yrs
Project Plans	5 yrs	Project Tracking	8 yrs
Resource Management	4 yrs	Results Delivery	5 yrs
Risk Assessment	3 yrs	Scrum	4 yrs
Scrum Methodology	5 yrs	Sdlc	3 yrs
Service Delivery Optimization	8 yrs	Servicenow	2 yrs
Setting Objectives	19 yrs	Smartsheet	4 yrs
Software Development Life Cycle	8 yrs	Software Development Lifecycle	3 yrs

Project Management

SKILL	YEARS	SKILL	YEARS
Software Development Lifecycle (Sdlc)	8 yrs	Software Organization	8 yrs
Sprint Cycles	4 yrs	Sprint Planning	5 yrs
Stakeholder Collaboration	8 yrs	Stakeholder Coordination	14 yrs
Strategic Planning	8 yrs	Task Management	7 yrs
Team Alignment	7 yrs	Team Leadership	4 yrs
Team Management	4 yrs	Technical Collaboration	8 yrs
Technical Communication	8 yrs	Technical Coordination	8 yrs
Technical Discussions	8 yrs	Technical Leadership	3 yrs
Technical Project Management	7 yrs	Training	8 yrs
Training Content Development	8 yrs	Use-Case Prioritization	8 yrs
Vendor Coordination	6 yrs	Workflow Mapping	10 yrs
Zoho Projects	4 yrs		

Research and Development

SKILL	YEARS	SKILL	YEARS
Ai Lab Experimentation	1 yrs	Proof Of Concept Development	5 yrs
Research And Development	8 yrs		

Soft Skills

SKILL	YEARS	SKILL	YEARS
Accountability	8 yrs	Ambiguity Management	7 yrs
Ambiguity Navigation	4 yrs	Analytical	3 yrs
Analytical Skills	8 yrs	Analytical Thinking	8 yrs
Attention To Detail	8 yrs	Cli-Native Workflow	4 yrs
Client Communication	7 yrs	Client Engagement	16 yrs
Collaboration	8 yrs	Collaboration Skills	7 yrs
Collaborative Approach	8 yrs	Collaborative Mindset	8 yrs
Communication	8 yrs	Communication Clarity	8 yrs
Communication Skills	8 yrs	Conducting Meetings	8 yrs
Conflict Resolution	7 yrs	Continuous Education	11 yrs
Critical Thinking	26 yrs	Cross-Functional Team Alignment	7 yrs
Cross-Team Collaboration	8 yrs	Curiosity	23 yrs
Customer Communication	26 yrs	Customer Interaction	11 yrs
Customer Lifecycle Management	3 yrs	Customer Service	5 yrs
Customer Support	27 yrs	Data-Driven Mindset	8 yrs
Deadline-Focused	5 yrs	Detail-Oriented	8 yrs

Soft Skills

SKILL	YEARS	SKILL	YEARS
Emerging Technologies	2 yrs	Empathy	8 yrs
End User Engagement	23 yrs	Engineering Discipline	29 yrs
Enterprise Environments	8 yrs	Executive Communication	8 yrs
Experimentation	23 yrs	Experimentation Culture	3 yrs
Feedback Incorporation	8 yrs	Hands-On Enablement	3 yrs
Independent Problem Solving	8 yrs	Independent Work	8 yrs
Innovation	1 yrs	Internal Tooling	3 yrs
Interpersonal Communication	6 yrs	Interpersonal Skills	8 yrs
Leadership	6 yrs	Learning Agility	8 yrs
Learning New Technologies	8 yrs	Mentoring	5 yrs
Multi-Tasking	8 yrs	Negotiation	8 yrs
Non-Technical Stakeholder Communication	7 yrs	Organizational Skills	8 yrs
Outcome-Oriented Mindset	4 yrs	Ownership	3 yrs
Problem Solving	8 yrs	Problem-Solving Skills	23 yrs
Public Speaking	12 yrs	Relationship Building	8 yrs
Remote Work	1 yrs	Sales Support	5 yrs
Scrappy Environments	3 yrs	Self-Motivated	8 yrs
Solution-Driven Mindset	14 yrs	Sound Judgment	8 yrs
Stakeholder Communication	8 yrs	Startup Ecosystem	1 yrs
Strategic Communication	8 yrs	Strategic Thinking	8 yrs
Strong Communication	8 yrs	Systems Thinking	20 yrs
Task Prioritization	8 yrs	Team Collaboration	7 yrs
Technical Problem-Solving	23 yrs	Technology Adoption	19 yrs
Time Management	8 yrs	Training Development	3 yrs
Trust Building	8 yrs	Vendor Relationship Management	4 yrs

Systems Administration

SKILL	YEARS	SKILL	YEARS
365	3 yrs	Access Controls	18 yrs
Active Directory	1 yrs	Active Directory Domain Services	2 yrs
Active Directory Services	1 yrs	Api Management	2 yrs
Architecture Decisions	3 yrs	Audio/Video Conferencing Systems	6 yrs
Automated Asset Management	1 yrs	Azure	2 yrs
Cloud Architecture	2 yrs	Cloud Computing	3 yrs

Systems Administration

SKILL	YEARS	SKILL	YEARS
Cloud Deployment	22 yrs	Cloud Environments	4 yrs
Cloud Experience	13 yrs	Cloud Infrastructure	5 yrs
Cloud Platforms	7 yrs	Cloud Services	11 yrs
Cloud Solutions	2 yrs	Cloud Storage	7 yrs
Cloud Technologies	8 yrs	Cloud Technology	5 yrs
Cloud-Native Infrastructure	5 yrs	Desktop Support	6 yrs
Dev/Ops	3 yrs	Devops	1 yrs
Devops Practices	6 yrs	Disaster Recovery	6 yrs
Email Servers	1 yrs	End-User Support	18 yrs
Endpoint Management	2 yrs	Enterprise Systems	8 yrs
Error Handling	6 yrs	External Vendors	3 yrs
Firewall Configuration	2 yrs	Full Disk Encryption	1 yrs
Hardware/Software Support	3 yrs	High Availability	5 yrs
High Performance Systems	8 yrs	Information Systems	5 yrs
Infrastructure	7 yrs	Infrastructure Management	3 yrs
Intune	1 yrs	Legacy System Transformation	4 yrs
Linux Server Administration	1 yrs	Logging	4 yrs
Mcp (Managed Cloud Platform)	2 yrs	Microsoft 365	8 yrs
Microsoft Cloud Services	5 yrs	Microsoft Deployment Toolkit (Mdt)	1 yrs
Microsoft Entra Id	1 yrs	Microsoft Forms	3 yrs
Microsoft Office 365	11 yrs	Microsoft Sharepoint	3 yrs
Microsoft Windows 11	2 yrs	Middleware	3 yrs
Mobile Device Management	1 yrs	Network Troubleshooting	2 yrs
Networking	1 yrs	Office365 Administration	1 yrs
Powershell	1 yrs	Production Environments	8 yrs
Production Support	5 yrs	Production Systems	19 yrs
Production Systems Development	5 yrs	Rdp Solutions	1 yrs
Rds	23 yrs	Reliability	3 yrs
Remote Internet Connectivity	2 yrs	Security	3 yrs
Serverless Execution	3 yrs	Service Desk Support	7 yrs
Sharepoint	3 yrs	Sharepoint Administration	3 yrs
Software Architecture	6 yrs	System Implementation	7 yrs
System Migration	3 yrs	System Testing	5 yrs
Systems Design	13 yrs	Technical Investigations	6 yrs

Systems Administration

SKILL	YEARS	SKILL	YEARS
Technical Knowledge	8 yrs	Technical Liaison	8 yrs
Technical Support	11 yrs	Technical Troubleshooting	8 yrs
Technology Enablement	5 yrs	Unix/Linux	23 yrs
Virtual Servers	3 yrs	Virtualization	2 yrs
Vpn	1 yrs		

Uncategorized

SKILL	YEARS	SKILL	YEARS
Cloud-Native Solutions	22 yrs	Credential Management	3 yrs
Customer Success Tools	11 yrs	Decision Support Platform	4 yrs
Developer Enablement	6 yrs	Digital Marketing	15 yrs
Distributed Systems	4 yrs	Enterprise Environment	8 yrs
Frontend Enhancements	22 yrs	Fulfillment	2 yrs
Hands-On Support	7 yrs	Incident Response	10 yrs
Inspection	2 yrs	Internal Tools Development	7 yrs
Marketing Platforms	1 yrs	Non-Technical User Training	5 yrs
Open-Source Tools	2 yrs	Operational Standards	2 yrs
Performance	1 yrs	Performance Optimization	5 yrs
Production Experience	21 yrs	Real User Interaction	29 yrs
Refurbishment	2 yrs	Saas	4 yrs
Saas Platform	9 yrs	Search Tools	1 yrs
Seo	12 yrs	Technical Excellence	8 yrs
Technical Knowledge Sharing	14 yrs	Technical Partnership	11 yrs
Tool Calling	1 yrs	Web Performance Optimization	15 yrs