

## PART III - Annex A to the Statement of Work

### 1.1 Full-stack developer

**Tasks:**

- Maintain and extend the existing NEC CCIS client/server solution in general, using Java (EE), JavaScript, HTML, and CSS.
- Full-stack development for the web client, in particular the web-based GIS.
- Develop supporting server-side functionality using Java EE, including interfaces to external systems using specified protocols and formats.
- Unit test and automated testing of web applications.
- Extend existing ExtJS components (or develop new), to implement requirements not met in the framework.

- **Required SFIA experience levels: 3**
- **Required SLP level 3333**

**Experience:**

- **Required minimum 5 years** prior experience with:
  - Java and Java EE.
  - General web technologies (HTML5, CSS, SASS, JavaScript, Websockets) and web user interaction paradigms.
- Preferably prior experience with one or more of the following:
  - ExtJS JavaScript framework.
  - LuciadRIA JavaScript framework.
  - React and Next.js frameworks.
  - GIS applications.
  - Containerized application deployment

### 1.2 User Experience (UX) experts

**Tasks:**

- Collect and establish requirements for modernization of the NEC CCIS web client through interviewing and observing users and internal subject matter experts, in addition to usability testing.
- Maintain the design system for the NEC CCIS web client, which is a high-density and data-intensive enterprise web application. The design system and all other design artifacts are expressed in the Figma design tool.
- Guiding and communicating with developers for implementation of the design of the NEC CCIS web application.

- Improve the UX and design system from feedback through usability testing.
- Create an advanced geographic information system (GIS) features and dashboard functionality for the NEC CCIS web client.
- **Required SFIA experience levels: 3**
- **Required SLP level 3333**

**Technical & Design Skills:**

- Expertise in UX tools (Figma)
- Strong understanding of interaction design, IA, and usability principles
- Ability to create wireframes, prototypes, user flows, and graphical design

**Research Skills**

- Experience with user interviews, surveys, usability testing
- Ability to synthesize research into actionable insights

**Experience:**

- Experience in UX roles, ideally with a portfolio of shipped products
- Experience from UX design for enterprise management information systems and/or GIS systems

**1.3 DevOps/cloud application engineer:****Tasks:**

- Design, implement, and maintain hybrid/on-premise DevOps infrastructure.
- Technical expertise applies to maintain and optimize technology infrastructure, executing updates and employing automation tools.
- Configures tools and/or creates scripts to automate infrastructure tasks. Maintains operational procedures and checks that they are followed, including adherence to security policies. Uses infrastructure management tools to monitor load, performance, and security metrics.
- Investigates and enables the resolution of operational and security-related issues. Provides reports and proposals for improvement to stakeholders.
- Contributes to the planning and implementation of infrastructure maintenance and updates. Implements agreed infrastructure changes and maintenance routines.
- Advise and participate in the transformation of the product from a traditional application towards a cloud deployable application.
- **Required SFIA experience levels: 3**
- **Required SLP level 3333**

**Technical Skills:**

- Strong experience with AWS, Azure, GCP, or similar
- Proficiency with Terraform, CloudFormation, Pulumi, or similar
- Strong scripting skills (Python, Bash, PowerShell)
- Experience with deployment and orchestration of containerized applications in Docker, podman, and Kubernetes
- Familiarity with microservices, REST APIs, and cloud-native patterns
- Knowledge of Linux systems and networking fundamentals

**DevOps & Tooling:**

- CI/CD tools: GitLab CI, GitHub Actions, Jenkins, Azure DevOps
- Monitoring: Prometheus, Grafana, Datadog, CloudWatch
- Secrets management: Vault, AWS Secrets Manager, Azure Key Vault

**Experience:**

- Experience in DevOps, cloud engineering, or software development roles
- Required **minimum 5 years** prior experience, courses and certifications with similar systems and technologies, including:
  - Containers
  - Kubernetes administration
  - Docker/podman
  - Gitlab pipelines
  - DevSecOps tooling
  - Design of cloud deployable application

**2.1 Front-end analyst/developers:****Tasks:**

- Developers with a strong focus on building functionality that is fit-for-purpose for end-users and in line with given standards.
- Strong focus on good user experience.
- Works within an application framework, using low code tooling, primarily with data modelling and user interface design, to create and maintain modules in a high-density and data-intensive elements enterprise web application.
- **Required SFIA experience levels: 2**
- **Required SLP level 3333**

**Technical Skills:**

- Experience with application development in Oracle Forms, APEX, or similar
- Experience with Scheme or similar languages in the Lisp family
- Strong experience with data modelling, SQL, and PL/SQL
- Familiarity with **UI/UX principles**

- Experience in **HTML5, CSS3**
- Experience with **Git**, CI/CD pipelines

**Experience:**

- Experience in front-end development and/or business analysis roles
- Strong experience with user-driven application development
- Required **minimum 5 years** prior experience with:
  - Systems working in the NATO air C2 domain.
  - User collaboration to iteratively develop end-user functionality.
- Preferably prior experience with one or more of the following:
  - SQL
  - PL/SQL
  - Scheme
  - XML

**2.2 Maintainer for application installer, integration test, documentation****Tasks:**

- Maintains the NEC CCIS build, integration testing environment, and application installer.
- Maintains the DITA-based documentation environment.
- **Required SFIA experience levels: 4**
- **Required SLP level 3333**

**Technical Skills:**

- Proficiency in scripting languages (**Perl, Bash, Python, PowerShell**).
- Familiarity with version control (**Git**) and build systems.
- Familiarity with SQL
- Strong understanding of **CI/CD pipelines** and automated testing using Jenkins and/or Gitlab CI

**Documentation Skills:**

- Ability to write clear, structured technical documentation.
- Experience with documentation tools (primarily DITA, secondarily Markdown, Sphinx, Confluence, etc.).

**Experience:**

- Experience in software engineering, QA, DevOps, or technical writing roles.
- Experience with systems working in the NATO air C2 domain.
- **Required minimum 5 years** prior experience, courses and certifications with similar systems and technologies, including:
  - Unix/linux,
  - Bash,
  - Perl,

- SQL,
- DITA documentation framework,
- Jenkins.

## 2.3 Database/replication developer

### Tasks:

- Participates in the maintenance of the NEC CCIS Oracle database setup.
- Maintains the internally developed database replication system used for distributed system deployments.
- Maintains tooling to synchronize the database schema based on external schema definitions.
- **Required SFIA experience levels: 4**
- **Required SLP level 3333**

### Technical Skills:

- Proficiency in administration and tuning of Oracle databases
- Strong Oracle SQL and PL/SQL programming skills
- Deep knowledge of replication technologies (logical, physical, synchronous, asynchronous)
- Understanding of distributed systems and consistency models
- Programming skills in C, C++, and Python

### Tools & Technologies:

- Version control: Git
- CI/CD for database deployments

### Experience:

- Experience with systems working in the NATO air C2 domain.
- Required **minimum 5 years** prior experience, courses and certifications with similar systems and technologies, including:
  - Oracle database administration,
  - SQL, and PL/SQL,
  - C, C++,
  - Python,
  - systems working in the NATO air C2 domain.
- Preferably theoretical understanding and experience with distributed systems architecture

## 2.4 Cloud Software Factory Lead

### Tasks:

- Coordinate overall Cloud Software Factory (CSF) operations.
- Provide technical leadership and integration across DevSecOps, data, AI, and networking domains.
- Act as the primary technical liaison with Government stakeholders.

**Outputs:**

- Integrated, coherent CSF operations.
- Regular technical status and risk reporting.
- Governance artefacts (standards, workflows, documentation practices).

**Technical Skills:**

- Deep expertise in AWS (or Azure/GCP) cloud services.
- Strong knowledge of containerization (Docker, ECS, Kubernetes).
- Advanced proficiency with Terraform and CI/CD tools (GitHub Actions, Jenkins, GitLab CI, ArgoCD).
- Experience with monitoring tools (CloudWatch, Dynatrace, Prometheus, Datadog).
- Proficiency in scripting (Python, Bash).

**Experience Required:**

- 5+ years in cloud engineering or architecture.
- 5+ years in technical leadership roles.
- Proven track record designing and implementing cloud solutions

**Required SLP level 3333****2.5 Cloud Platform Engineer:****Tasks:**

- Build, operate, and optimise containerized infrastructure.
- Maintain Kubernetes clusters and platform services.

**Outputs:**

- Stable and scalable platform infrastructure.
- Automated infrastructure deployments via IaC.
- Platform operational documentation.
- **Required SLP level 3333**

**Technical Skills:**

- Expertise with AWS, Azure, or GCP cloud services.

- Strong Kubernetes and container orchestration knowledge.
- Proficiency with Terraform, CloudFormation, or Pulumi.
- Scripting skills in Python, Bash, Go, or PowerShell.
- Strong Linux/system fundamentals.

**Experience:**

- in cloud, DevOps, or infrastructure engineering.
- operating production cloud environments and CI/CD systems.

**2.6 Senior Systems Engineer****Tasks:**

- Provide senior-level systems engineering support across the hybrid environment
- Ensure coherence between platforms, applications, networks, and security controls
- Lead system integration, configuration management, and lifecycle engineering activities
- Support requirements traceability, technical risk management, and operational readiness.

**Outputs:**

- Coherent and documented system architectures.
- Stable and supportable system configurations.
- Reduced integration risk and improved operational reliability.
- Updated system design, configuration, and dependency documentation.
- **Required SLP level 3333.**

**Technical Skills:**

- Strong knowledge of **Linux**, **UNIX**, and **Windows Server** environments
- Experience with **MySQL**, **Oracle RDBMS**, **Microsoft SQL Server**
- Deep understanding of TCP/IP, OSI model, and general network architecture
- Ability to analyze network data and identify inefficiencies
- Proficiency with **AWS**, **Azure**, or **GCP** cloud environments (commonly required in modern roles)
- Experience with virtualization technologies (VMware, Hyper-V, etc.)
- Strong scripting skills in **Python**, **Perl**, **Ruby**, or similar languages
- Knowledge of security best practices, vulnerability management, and compliance frameworks
- Certifications such as **CISSP**, **Security+**, or equivalent are often preferred

**Professional Experience:**

- 5+ years of experience as a Systems Engineer

- Proven experience designing, implementing, and troubleshooting complex system architecture

## 2.7 Networking Engineer (Federated Networking)

### Tasks:

- Design, implement, and maintain hybrid and federated networking
- Ensure secure connectivity between on-premises and cloud environments

### Outputs:

- Resilient and secure network architectures.
- Stable hybrid connectivity.
- Documented network and security configurations.
- Network monitoring tools (e.g., SolarWinds, Wireshark).
- Firmware upgrades, configuration management, and performance dashboards.
- **Required SLP level 3333**

### Technical Skills:

- Strong understanding of TCP/IP, DNS, DHCP, routing & switching protocols.
- Experience with Cisco, Juniper, Fortinet, or similar network hardware.
- Ability to configure firewalls, VPNs, WAPs, and network controllers.
- Familiarity with LAN/WAN, wireless, VoIP, and cloud networking

### Professional Experience:

- 2+ years of experience as a Systems Engineer (minimum)

## 2.8 Strategic Planning

### Tasks:

- Collates information and creates reports and insights to support strategy management processes.
- Ensures all stakeholders are aware of the strategic management approach and timetables. Provides support and guidance to help stakeholders adhere to the approach.
- Develops and communicates plans to drive forward the strategy and related change planning.
- Contributes to the development of policies, standards and guidelines for strategy development and planning.



- Develops and communicates the plan for information management (IM)
- **Required SFIA experience levels: 5**
- **Required SLP level 3333**

**Technical & Analytical Skills:**

- Strong analytical and data-interpretation skills.
- Ability to synthesize qualitative and quantitative data.
- Proficiency in scenario modeling, forecasting, and strategic frameworks.

**Communication & Leadership:**

- Excellent communication and presentation skills for senior leadership audiences.
- Ability to simplify complex concepts for diverse stakeholders.

**Project & Stakeholder Management:**

- Ability to manage multiple strategic initiatives simultaneously.
- Strong organizational and facilitation skills.

**Experience:**

- Prior experience in strategic planning, corporate strategy, business analysis, or consulting.