



## SKILL DEMAND DEFINITIONS

### Hourly Based Information Technology Services

Normal	High
Technologies and skills of a low to normal technical level, and/or there is a high supply and low demand for resources with the technology or skill. Sample technologies listed below.	Technologies or skills of a high technical level, and/or the technology is new, and/or there is a low supply and a high demand for resources with the technology or skill. Sample technologies listed below.
.NET, ASP	Adobe Forms Developer
802.1p	AIX
802.1x	Apache
Access	Apple Mac OS X Server
Accessibility Standards (MacroMedia)	ARC GIS
Active Directory Administration for large enterprise	Aruba Certified Mobility Expert (ACMX)
ActiveX	Assembler
AD authentication using Radius, VP, secure remote access, 2-factor	Audit and event logging
Administering AD delegated permissions, object types, GPO, local, universal and global	Backup capacity planning
Administering W2K3 DC, GCs, schema, trusts, replication	Backup/recovery capacity planning
Administering Windows 2008 DC, GCs, schema, trusts, replication	Backup/recovery infrastructure design
ADO .Net end to end solution development	Business Object Enterprise Architect
Adobe Acrobat	Capacity Planning
Advanced SQL	CCDA (Cisco Certified Design Associate)
AJAX	CCIE (Cisco Certified Internetwork Expert)
Anti-malware report scripting	CCSE - Check Point Certified Security Expert
Anti-Virus (AV)	CCSE Plus - Check Point Certified Security Expert Plus
Apple Mac OS X Client	Certified Information Systems Security Professional (CISSP)
Application Access and Authentication	CIM
ASP.Net	Cisco IOS
AWK Scripting	Cisco VSS
Basic SQL	CITRIX Configuration, Administration
BGP	Data Warehouse
BGP	Design, planning & implementation for large-scale Active Directory
BIND (Berkeley Internet Name Domain)	DRUPAL
Brocade SAN Switch installation, configuration, administration, EFCM	EMC – Avamar administration, configuration
Business Objects	Endpoint Security Design & Implementation
C	Esri ArcGIS Desktop Developer
C# .Net end to end solution development	Esri ArcGIS Desktop Specialist
C++	Esri ArcGIS Server Oracle Database Architect
CA Clarity	Esri ArcGIS Server Web Application Developer - Flex API
CA Endeavor	Esri ArcGIS Server Web Application Developer - Javascript API
CA SiteMinder	Esri ArcGIS Server Web Application Developer - Silverlight API
CA\Concord Network Health	Exchange
CA1	Finjan Appliances
CAD	GPS/Field Data Collection Specialist
CCDP (Cisco Certified Design Professional)	Hitachi Data Systems Diligent ProtecTier
CCIP (Cisco Certified Internetwork Professional)	HPUX
CCMA - Check Point Certified Master Architect	Hyperion
CCMSE -Check Point Certified Managed Security Expert	IBM AIC Network Installation Manager
CCMSE Plus VSX - Check Point Certified Managed Security Expert Plus VSX	IBM AIX Cluster Manager (clstrmgr)
CCNA (Cisco Certified Network Associate)	IBM AIX Cluster Resource Manager
CCNA Security (Involves Implementing Cisco IOS Network Security)	IBM AIX Cluster Systems Management (CSM)
CCNA Voice (Involves Implementing Cisco IOS Unified Communications)	IBM AIX Extreme Cluster Administration Toolkit version 2
CCNA Wireless (Implementing Cisco Unified Wireless Networking Essentials)	IBM AIX File system management tasks
CCNP (Cisco Certified Network Professional)	IBM AIX Geographic Logical Volume Manager (GLVM)
CCSA - Check Point Certified Security Administrator	IBM AIX High Availability Cluster Multi-Processing (HACMP)
CCSP (Cisco Certified Security Professional)	IBM AIX HMC - Hardware Management Console
CCSPA -Check Point Certified Security Principles Associate	IBM AIX Integrated Virtualization Manager (IVM)
CCVP (Cisco Certified Voice Professional )	IBM AIX Object Data Manager (ODM)
Check Point Appliances	IBM AIX Partition Mobility
Check Point Firewall and VPN	IBM AIX Performance and System Tuning
Check Point Intrusion Detection & Prevention	IBM AIX PowerVM Enterprise Edition
Check Point Remote Access	IBM AIX Resource Monitoring and Control (RMC)
Check Point Security Virtualization	IBM AIX Security Expert (aixpert)
Check Point Unified Threat Management	IBM AIX Software Vital Product Data (SWVPD) database
CICS	IBM AIX System Management Interface Tool (SMIT)
CIFS	IBM AIX System Planning Tool (SPT)
Cisco ACS	IBM AIX System Resource Controller (SRC)
Cisco Firewalls	IBM AIX Systems Director
Cisco Routers and Switches	IBM AIX The Logical Volume Manager (LVM)
Cisco Tidal	IBM AIX The Virtual Memory Manager (VMM)
Cisco VPN	IBM AIX Web-based System Manager
Citrix Support	IBM AIX Workload Manager (WLM)
CLI Scripting	IBM AIX Workload Partitions Manager
Client Certificates/SSL/TLS Architecture	IBM SAN management utilities
Client VPN	IBM SVC (SAN volume controller)
Clientless VPN	IBM tape library administration
COBOL	IHS
ColdFusion	Interwoven
Com/COM +/- DCOM	Interwoven Teamsite
CompTIA A+ Certification	Interwoven Technical Design & Implementation
CompTIA Network+ Certification	Intrusion Detection (IDS)/Intrusion Prevention (IPS) systems

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CompTIA Security+ Certification	IPV6
Concord Network Health	iSCSI
CPCS - Connectra - Check Point Certified Specialist - Connectra	iSCSI, NFS, CIFS
CPCS - Integrity - Check Point Certified Specialist - Integrity	JAWS Screen Reader Tester
CPCS - InterSpect - Check Point Certified Specialist - InterSpect	JBOSS
CPCS - IPS-1 - Check Point Certified Specialist - IPS-1	JNCIA-AC (Juniper Networks Certified Internet Associate)
CPCS - Pointsec - Check Point Certified Specialist - Pointsec	JNCIA-DX (Juniper Networks Certified Internet Associate)
CPCS - Pointsec PC - Check Point Certified Specialist - Pointsec PC	JNCIA-ER (Juniper Networks Certified Internet Associate)
Crystal Reports	JNCIA-EX (Juniper Networks Certified Internet Associate)
Crystal Reports Designer	JNCIA-FWV (Juniper Networks Certified Internet Associate)
CSS	JNCIA-IDP (Juniper Networks Certified Internet Associate)
CSSA - Certified SonicWALL Security Administrator	JNCIA-M (Juniper Networks Certified Internet Associate)
Data Confidentiality	JNCIA-SSL (Juniper Networks Certified Internet Associate)
Data Integrity and Authentication	JNCIE-ER (Juniper Networks Certified Internet Expert)
Data Modeling	JNCIE-M (Juniper Networks Certified Internet Expert)
Data replication, migration techniques	JNCIP-M (Juniper Networks Certified Internet Professional)
Database - Mainframe	JNCIS-ER (Juniper Networks Certified Internet Specialist)
database concepts and SQL commands	JNCIS-ES (Juniper Networks Certified Internet Specialist)
DB2	JNCIS-FWV (Juniper Networks Certified Internet Specialist)
dBase	JNCIS-M (Juniper Networks Certified Internet Specialist)
DC/DB2	JNCIS-SSL (Juniper Networks Certified Internet Specialist)
DreamWeaver	Juniper IOS
EMC – ECC (EMC Control Center)	Juniper Network Security Manager
EMC Centera, Celerra disk configuration and administration	Juniper Networks Certified Internet Associate (JNCIA-FWV)
Encryption	Juniper SSL VPN Devices
Encryption methods (SSL, PKI)	LDAP
Endpoint patch management	MapInfo products
Etherchannel	Master CSSA - Master Certified SonicWALL Security Administrator
Experience automating tasks to schedule tasks, auditing, monitoring and logon/logoff.	McAfee Network Security Manager Administration
Experience with Data Center N-Tier network designs and server communication	McAfee Network Security Platform
Experience with DFS	Message Broker
Experience with network routing, TCP/IP, subnets, network security and AD related ports and protocols	Microsoft Silverlight Developer
Experience with SIDHistory using ADMT or an equivalent migration tool	Microsoft SQL Reporting Services
Extreme Networks Management Tools	Microsoft SQL Server 2008 - Expert Level
Extreme Networks Operating Systems	Microsoft System Center Configuration Manager 2007
Extreme Networks Security Products	Microsoft TMG D & I
Extreme Networks Switching Products	Microsoft Vista Certification
Extreme Networks Wireless Products	MQ
Financial Documentation	MS Clustering
Finjan Administration	MS Hyper-V
Firewalls	MS SQL Development /Architecture
Forensic Analysis	MSI Editing
Foundstone	Multicast - IGMP
Frontpage	NAC - 802.1x
FTP	NCDE - CallPilot Rls. 5.0 Unified Messaging (Nortel)
Google Search Appliance Architect	NCDE - Communication Server 1000 Rls. 5.0 Applications Engineering (Nortel)
Graphics Design (Firefox, Photoshop, Paint Shop Pro)	NCDE - Ethernet Switching (Nortel)
GRE	NCDE - Nortel Unified Communications - Converged Office for CS 1000 Rls. 5.x Planning & Engineering
Hardware Installation/Implementation	NetScaler
Host server security and configurations	Network and Perimeter security
HP Asset Center	NFS
HP Openview	NIS
HP PPM	Nortel Intrusion Prevention
HP Quality Center Specialist	Nortel Network Access Control
HP Service Manager	NYS Accessibility Tester
HP Switches	Oracle
HTML	Oracle Business Intelligence Suite Enterprise Edition Plus (OBIEE)
HTTP & HTTPS	Oracle Database Administration
HVAC, Environmental Controls	Oracle Integrator
IBM – TPC (TotalStorage Productivity Center)	Oracle Middleware
IBM 4000, 8000, 800 disk series –configuration, administration and utilities	Oracle PeopleSoft
IBM Rational	Oracle Portal
IBM TSM – backup and recovery installation, configuration, administration	Oracle Real Application Cluster (RAC) configuration, administration
IGMP	Oracle Spatial Database Architect
IIS	Patch Management for Win, AIX, Solaris, HPUX, Linux
Imaging Systems (including Onbase, Docuware, FileNet)	PeopleTools Upgrades and Patches
Incident Response Analyst	Performance Monitoring AIX
Informix	Performance Monitoring Windows Server
Integrating authentication methods such as Linus, Unix with Microsoft Windows Active Directory using LDAPS, Kerberos	Performance Analysis
Intermediate SQL Query Development	Performance Monitoring HPUX
Internet Access Troubleshooting	Performance Monitoring LINUX
Internet Proxy Administration	Performance Monitoring Solaris
Internet Proxy Design and Implementation	Ping Federate
IP Address Management	Pointsec Administration
IPS	Product Specialist Business Intelligence and Reporting Tools (BIRT) implementation and report writing.
ISPF/PDF	Product Specialist IBM Tivoli Application Dependency Discovery Manager

Normal	High
ITIL	Product Specialist IBM Tivoli Composite Application Manager for Response Time Tracking (RTT)
Java	Product Specialist IBM Tivoli Composite Application Manager for Service Oriented Architecture (SOA)
Java Script	Product Specialist IBM Tivoli Composite Application Manager for Websphere Application Server (WAS)
Java Server Pages	Product Specialist IBM Tivoli Configuration Manager
JCL Scripting	Product Specialist IBM Tivoli Enterprise Console version 3.8 or higher
JES2 Commands	Product Specialist IBM Tivoli Monitoring version 5.x
Juniper Firewall/IPSec VPN Devices	Product Specialist IBM Tivoli Monitoring version 6.x
Juniper Network Management System	Product Specialist IBM Tivoli NetCool (Network Management)
Juniper Networks Intrusion Prevention	Product Specialist IBM Tivoli Netcool/Impact
Juniper Screen OS	Product Specialist IBM Tivoli Netcool/Omnibus
JUNOS and JUNOSe	Product Specialist IBM Tivoli Netview
LAN-Level Network Troubleshooting	Product Specialist IBM Tivoli Omegamon XE for Messaging
Linux Administration	Product Specialist IBM Tivoli Provisioning Manager for Software
Linux Administration	Product Specialist: IBM Tivoli Framework version 4.1 or higher
Linux Scripting	Product Specialist: Precise I2
ListServe	Product Specialist: Precise I3
Load Balancing	Proxy Services including ISA
Load Runner	QOS - 802.1p
Lotus Notes or Groupwise to Exchange migration experience	Redhat Linux
Master CSSA - Master Certified SonicWALL Security Administrator	RSA
McAfee Epolicy Orchestrator Administration	RSA SecurID
McAfee Epolicy Orchestrator Administration	SAMBA
McAfee Epolicy Orchestrator Design & Implementation	SAN Administration
Microsoft Access	sendmail
Microsoft Certified IT Professional or equivalent	Server Imaging
Microsoft Certified Technology Specialist or equivalent (Any Area)	SharePoint Administration
Microsoft DHCP	SharePoint Design & Implementation
Microsoft DHCP	Siebel Tools
Microsoft DNS	Solaris
Microsoft DNS	SPSS
Microsoft Excel	Storage capacity planning
Microsoft Exchange messaging systems	Subversion Source Control Architect
Microsoft Office & Project	Sun Identity Manager
Microsoft Outlook Client	Support and Maintenance of 10,000 and Above Network Endpoints
Microsoft PowerPoint	Sygate Administration
Microsoft Project	Tuxego
Microsoft Server technologies	Veritas
Microsoft Sonic Wall Content Security	VMWare
Microsoft Sonic Wall SSL-VPN Secure	VMWare ESX and ESXi
Microsoft SQL Server 2008 or equivalent	VOIP
Microsoft TMG Administration	VTL (Virtual Tape Library) configuration, administration
Microsoft Visio	Watchguard Firebox® X Core e-Series
Microsoft WINS	Watchguard Firebox® X Edge e-Series
Microsoft Word	Watchguard Firebox® X Peak e-Series
MPLS	Watchguard WatchGuard SSL 500 & SSL 999
MS .Net Framework	Watchguard XTM 10 Series
MS Exchange (2007, 2003)	WebFocus
MS Project	WebLogic/Oracle Application Server
MS Project Server	Websphere
MS SQL Server - stored procedure, function, package, trigger and view development	WebSphere Java Development
MS SQL Server Database Administration	WebSphere Technical Design & Implementation
Multi Link Trunking - LACP	Window-Eyes Screen Reader Tester
MySQL	Windows Servers
NCDS - BCM50 RIs. 3.0 & BCM200/400 RIs. 4.0 Sales Engineering (Nortel)	Wireless computing
NCDS - BCM50 RIs. 3.0, BCM200/400 RIs. 4.0 & BCM450 RIs. 1.0 Sales Engineering (Nortel)	WMI Scripting
NCDS - CallPilot RIs. 5.0 Engineering (Nortel)	Xen (Citrix)
NCDS - Carrier VoIP Solution Engineering & Performance (Nortel)	XEN App (Citrix)
NCDS - Communication Server 1000 RIs. 5.0 Networking Design (Nortel)	XEN Server (Citrix)
NCDS - Contact Center RIs. 6.0 (Nortel)	
NCDS - Nortel Converged Campus ERS Solution	
NCDS - Nortel VPN Router RIs. 7.0 Solutions	
NCDS - Nortel WLAN 2300 RIs. 6.0 Planning & Engineering	
NCSE - CallPilot RIs. 5.0 Networking, Upgrades, & Troubleshooting	
NCSE - Communication Server 1000 RIs. 5.0 - BCM RIs. 4.0 Multi-site Integration (Nortel)	
NCSE - Communication Server 1000 RIs. 5.0 Installation & Troubleshooting (Nortel)	
NCSE - Ethernet Switching (Nortel)	
NCSE - Nortel Converged Campus ERS RIs. 4.x/5.x Advanced Configuration & Maintenance	
NCSE - Nortel Unified Communications - Converged Office for CS 1000 RIs. 5.x Configuration	
NCSE - Nortel VPN Router RIs. 7.0 Advanced Configuration & Management	
NCSS - BCM50 RIs. 3.0 & BCM200/400 RIs. 4.0 Installation, Configuration & Maintenance (Nortel)	

Normal	High
NCSS - BCM50 RIs. 3.0 Installation & Initial Configuration (Nortel)	
NCSS - BCM50 RIs. 3.0, BCM200/400 RIs. 4.0 & BCM450 RIs. 1.0 Installation, Configuration & Maintenance (Nortel)	
NCSS - CallPilot RIs. 5.0 Installation and Configuration (Nortel)	
NCSS - CallPilot RIs. 5.0 System Administration (Nortel)	
NCSS - Carrier Ethernet Operations (Nortel)	
NCSS - Carrier VoIP Border Control Point Overview, Configuration and Datafill (Nortel)	
NCSS - Carrier VoIP Communication Server 2000 Compact (Nortel)	
NCSS - Carrier VoIP Communication Server 2000 XA-Core (Nortel)	
NCSS - Carrier VoIP Integrated Element Management System (IEMS) Operations	
NCSS - Carrier VoIP Media Gateway 15000 Operations, Maintenance & Configuration (Nortel)	
NCSS - Communication Server 1000 RIs. 5.0 Database Administrator (Nortel)	
NCSS - Communication Server 1000 RIs. 5.0 Installation & Commissioning (Nortel)	
NCSS - Communication Server 2100 SE08/SE09 (Nortel)	
NCSS - Contact Center Manager RIs. 6.0 Installation & Maintenance (Nortel)	
NCSS - Contact Center Manager RIs. 6.0 Technical Support (Nortel)	
NCSS - Contact Center Multimedia RIs. 6.0 (Nortel)	
NCSS - Contact Center RIs. 6.0 Application Developer (Nortel)	
NCSS - Enterprise Network Management System RIs. 10.4 (Nortel)	
NCSS - MCS 5100 RIs. 4.0 Commissioning & Administration (Nortel)	
NCSS - Meridian SL-100 Maintenance (Nortel)	
NCSS - MPS 500 RIs. 3.0 Application Developer (Nortel)	
NCSS - MPS 500 RIs. 3.0 Operations & Maintenance (Nortel)	
NCSS - MPS 500 RIs. 3.0 Technical Support (Nortel)	
NCSS - Multiservice Switch 7000/15000/20000 Operations and Maintenance (Nortel)	
NCSS - Nortel Application Switch RIs. 24.x Configuration & Administration	
NCSS - Nortel Communication Control Toolkit RIs. 6.0	
NCSS - Nortel Converged Campus ERS Installation & Configuration	
NCSS - Nortel Secure Router RIs. 10.1 Configuration & Management	
NCSS - Nortel Software Communication System 500 RIs. 2.0 Configuration	
NCSS - Nortel VPN Gateway RIs. 7.0 Configuration & Management	
NCSS - Nortel VPN Router RIs. 7.0 Configuration & Management	
NCSS - Nortel Wireless Mesh Network RIs. 3.0 Implementation & Management	
NCSS - Nortel WLAN 2300 RIs. 6.0 Implementation & Management	
NCSS - Optical Metro 3500 Operations and Maintenance (Nortel)	
NCSS - Optical Multiservice Edge 6500 Operations and Maintenance (Nortel)	
NCSS - Symposium Express Call Center (Nortel)	
NCSS - Symposium Express Call Center Installation and Maintenance (Nortel)	
NCTE - Converged IP Networks (Nortel)	
NCTE - Nortel Advanced Data Networking Technology	
NCTS - Converged IP Telephony Solutions (Nortel)	
NCTS - Nortel Data Networking Technology	
NCTS - Nortel Unified Communications Solutions: Business & Technology Fundamentals	
NCTS - Real-Time Networking (Nortel)	
Netscout Performance Manager	
Netscout Sniffer & InfiniStream	
Netview	
Netview AOC	
Network General Sniffer Enterprise Visualizer	
Network General Sniffer InfiniStream	
Network load balancing/distribution methods	
Networking skills ( IP addressing and protocols)	
Nortel Application Switching & Optimization	
Nortel Ethernet & Metro Routing Switches	
Nortel Firewalls	
Nortel Multiservice Switches	
Nortel Network Management	
Nortel Optical Ethernet	
Nortel Optical Switches	
Nortel Secure Routers and Switches	
Nortel Site Manager Operation & Administration	
Nortel Switches	
Nortel VPN	
NSRP	
Omegamon/Omegaview	
Open Distributed Transaction Integration, Data Transformation Services	
Oracle application express	
Oracle Data Integrator	
Oracle Forms and Reports	
Oracle Warehouse Builder	
OSPF	
PAGP	
Paradox	
Performance Analysis	
PERL	
PHP	
PIM	

Normal	High
Planview	
POE	
POE	
Pointsec Admin	
PowerBuilder	
PowerShell	
Primavera	
Print Server - IPM	
Print Server - Qdirect	
Product Specialist: Microsoft Operations Manager	
Product Specialist: Microsoft System Center Operations Manager	
Protocol Analysis	
Proxy Report Scripting	
QOS	
Quick Test Professional	
Radius	
Reporting tools	
RIP	
RIP	
Routers and Switches	
SCCM Administration	
Script writing (perl)	
SDSF	
Security Product Evaluator	
SED Scripting	
Servergraph – installation, configuration, reporting	
Servlets	
SharePoint Designer	
Shell Scripting	
Site Assessment/Survey Activity	
SNMP	
SNMP	
SOA (Service Oriented Architecture)	
SOAP	
Software Integrity	
Software Package Development	
Sonic Wall Content Security Management	
Sonic Wall E-Class Solutions	
Sonic Wall Endpoint Security	
Sonic Wall SSL-VPN Secure Remote Access	
Sonic Wall UTM / Firewall / VPN	
Spanning Tree	
SQL	
SQL Query Development	
SQL Server	
SSH	
SSL VPN	
SSLVPN	
Sun Directory Proxy Server	
Sun Directory Server	
Support and Maintenance of 1 - 5,000 Network Endpoints	
Support and Maintenance of 5,001 - 10,000 Network Endpoints	
SurfControl Administration	
SurfControl Report Scripting	
SurveyGizmo	
Sybase	
Sygate Admin	
Syslog	
Sysprep	
System Center (SMS)	
System/Middleware security	
TCP/IP	
Team Developer	
Technical Documentation	
Technical Writing	
Telnet	
Terminal Networking	
TFTP	
Trusted credentials	
TSO	
TWS	
Unisys - ECL/WFL	
Unix Administration	
Unix command line	
Unix Scripting	
VB/batch scripting	
VB6	
Version Control	
Video Conferencing	
Viewpoint	
Virtual Private Network (VPN)	
VISIO, CADD	
Visual Basic	
Visual Basic Scripting	

Normal	High
Visual FoxPro	
Visual SourceSafe	
Visual Studio .Net	
VLAN	
Vlan Tagging - 802.1q	
VMware Network Support	
VOIP	
VPN Devices	
VRRP	
WAN-Level Network Troubleshooting	
Web development tools (Dream Weaver, Frontpage)	
Web Services	
Websense Administration	
Websense Report Scripting	
Windows Scripting	
Windows Services end to end solution development	
Windows Vista/7 Imaging and Advanced Administration	
Windows XP Imaging and Advanced Administration	
WLAN - 802.11a/b/g	
WLAN - 802.11a/b/g/n	
WLAN - 802.11n	
XML	
XML website development	
XSLT website development	
X-Windows	
z/OS Console Commands	