Job Title:	JAVA Developer

1. What core task would not be performed if this position was not filled? Why is it not possible for someone within the team to fill this task?

Participate and contribute in the solution approach for Kagami platform
Independently develop the module or tasks assigned in the Kagami platform
Ensuring the quality of deliverables by proper unit testing procedures

2. Name 3 or 5 core tasks that will be performed by this new hire?
(Programming Module x., Defining Product Features, Perusing Resumes, Paying Vendors, Making Cold Calls, Solving Problem X etc.)

TASK 1	Design and development of various software components in Kagami platform
TASK 2	Coding for complex solutions
TASK 3	Ensuring the proper design principles and design methodologies
TASK 4	Improving Performance of the application
TASK 5	Development under stringent and tight deadlines

3. Identify the following skills that are essential for the job.

  a. Hard Skills   (Computer language, Negotiation skills, Account Management skills, Networking Skill, Negotiating Skill etc.)

SKILL 1	5+ years of software development experience in Java / J2EE technologies
SKILL 2	Spring, Hibernate and Web services
SKILL 3	Hands-on experience in Algorithms and Data structures
SKILL 4	Hands-on experience in applying the Design patterns
SKILL 5	Prior experience in development of any ERP application is a plus

  b. Cognitive skills (these skills are to be filled by the Head of HR, the Department Head and the Team Lead) They stay constant

SKILL 1	Strong Analytical skills
SKILL 2	Good Problem solving skills
SKILL 3	Ability to adopt to change with innovative ideas

c. Attitudinal skills (This will be filled by the founders and will be common for the Team)

SKILL 1	High level of curiosity. Implement the 10:90 principle.
SKILL 2	Extremely high discipline so that they drive the project.
SKILL 3	Comfortable with the intensity of working with the best professionals.

4. What demonstrable evidence will be gathered to ensure that the person is a good fit for the job?

EVIDENCE 1	Framework implementation
EVIDENCE 2	
EVIDENCE 3	

5. What demonstrable evidence will be used to show that the person is in the top 1% of skill set in the category that we wish to hire from.

Solving an unstructured problem in a structured manner in less time Solving a complex/unseen problem with different approach and that is path breaking in nature