

Vision and Strategy Leadership

Role	Technical strategy	Architecture governance	Resource allocation	Risk management	Vendor oversight	Stakeholder engagement	Communication	Executive leadership	Strategic vision	Budget approval	Risk oversight	Stakeholder influence
Technology Sponsor	3.8	2.6	4	4	4	4.6	4.6	4	4	3.8	4	3.8
Executive Sponsor												
Business Sponsor												
	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses
No Experience	0	1	0	0	0	0	0	0	0	1	0	0
Limited Experience	1	1	1	0	0	0	0	0	1	0	1	0
Some Experience	1	2	0	2	1	0	0	1	0	0	0	2
Solid Experience	1	1	2	1	3	2	2	3	2	2	2	2
Deep Experience	2	0	2	2	1	3	3	1	2	2	2	1

Vision and Strategy Leadership

Role	Decision making	Business strategy	Stakeholder advocacy	Benefit realization	Budget oversight	Change management	Decision making	
Technology Sponsor	4.2	4.2	4.25	3.6	4.2	3.2	4.2	
Executive Sponsor								
Business Sponsor								
	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	Totals
No Experience	0	0	0	0	0	1	0	3
Limited Experience	0	0	0	0	1	0	0	6
Some Experience	1	2	0	3	0	1	1	17
Solid Experience	2	0	3	1	1	3	2	35
Deep Experience	2	3	1	1	3	0	2	33

Architecture and Product Design

Role	Enterprise application architecture	Solution design	Microservices principles	Cloud-native patterns	API management	Cross-functional leadership	Agile methodology	TOGAF or Similar	Domain Architecture	Governance Frameworks	Strategic Planning
Enterprise Architect Application Architect Data Architect Cybersecurity Architect	5	4	4	5	5	2	5	2	4	2	3
	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses
No Experience	0	0	0	0	0	0	0	0	0	0	0
Limited Experience	0	0	0	0	0	1	0	1	0	1	0
Some Experience	0	0	0	0	0	0	0	0	0	0	1
Solid Experience	0	1	1	0	0	0	0	0	1	0	0
Deep Experience	1	0	0	1	1	0	1	0	0	0	0

Architecture and Product Design

Role	Integration Patterns	Stakeholder Alignment	Roadmap Development	
Enterprise Architect Application Architect Data Architect Cybersecurity Architect	4	3	4	
	# of Responses	# of Responses	# of Responses	Totals
No Experience	0	0	0	0
Limited Experience	0	0	0	3
Some Experience	0	1	0	2
Solid Experience	1	0	1	5
Deep Experience	0	0	0	4

Data Development Team

Role	SQL and ML concepts	Data quality metrics and monitoring systems	Data Architecture with Infrastructure	Statistical literacy	Product management frameworks	Data Products Roadmap planning	Agile/ Scrum	Stakeholder prioritization	Metrics definition	Go-to-market strategy	Data Governance implementation
Data Product Manager	3.3	2.9	2.4	3	2.3	2.3	2.3	3	2.8	1.6	2.6
Data Engineer											
Data Scientist											
BI Engineers											
Data Analysts											
Business Analysts											
QA/Test Engineers											
	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses
No Experience	3	5	6	4	7	7	7	5	5	17	6
Limited Experience	5	4	6	3	5	6	6	1	5	1	6
Some Experience	1	3	7	8	7	7	7	9	5	3	5
Solid Experience	12	12	5	6	4	4	4	6	6	3	5
Deep Experience	3	0	0	3	0	0	0	3	3	0	2

Data Development Team

Role	Data interoperability, accessibility and usability	Data product economics and democratization	Communication	Apache Spark	Python or Scala	Streaming ingestion	Batch processing	Data lake architecture	Partitioning strategies	Cloud storage integration	Automated cataloging
Data Product Manager	3.1	2.1	3.4	1.2	1.8	1.4	2.2	1.6	1.6	1.9	1.5
Data Engineer											
Data Scientist											
BI Engineers											
Data Analysts											
Business Analysts											
QA/Test Engineers											
	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses
No Experience	4	11	4	19	14	17	11	10	12	9	15
Limited Experience	4	3	0	5	4	4	4	11	9	9	6
Some Experience	3	7	5	0	2	3	2	2	2	4	2
Solid Experience	9	2	9	0	4	0	7	0	1	2	1
Deep Experience	3	1	5	0	0	0	0	0	0	0	0

Role	Automation design and implementation.	Machine learning algorithms	Python (pandas scikit-learn)	Predictive and Prescriptive Analytics	Statistical modeling	Experiment design	Model validation	Data visualization	Storytelling.	
Data Product Manager	2.2	1.6	1.6	2.2	2.6	2.2	2.6	3.4	2.8	
Data Engineer										
Data Scientist										
BI Engineers										
Data Analysts										
Business Analysts										
QA/Test Engineers										
	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	Totals
No Experience	10	16	16	9	7	11	9	6	7	289
Limited Experience	5	4	4	5	4	4	3	1	1	138
Some Experience	3	2	1	6	6	3	4	1	7	127
Solid Experience	6	1	3	3	5	3	4	9	6	142
Deep Experience	0	1	0	1	2	3	4	7	3	44

Organizational Change Team

Role	Change frameworks	Stakeholder analysis	Communication planning	Training development	Resistance management	Impact assessment	Metrics tracking	BPMN modeling	Workshop facilitation	Stakeholder interviews	Documentation
Change Manager	2.5	4	3	3	2.5	3	3.5	1.5	2.5	3	3.5
Process mapping expert											
Program Manager											
Business Analyst											
Change Management Analyst/Trainers											
Hypercare / Extended Time As-Needed Trainers											
	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses
No Experience	0	0	0	0	0	0	0	1	0	0	0
Limited Experience	1	0	0	0	1	0	0	1	1	0	0
Some Experience	1	0	2	2	1	2	1	0	1	2	1
Solid Experience	0	2	0	0	0	0	1	0	0	0	1
Deep Experience	0	0	0	0	0	0	0	0	0	0	0

Organizational Change Team

Gap analysis	Visio or Lucidchart	Continuous improvement	Program planning	Budget management	Risk and issue management	Resource allocation	Communication	MS Project or similar	Stakeholder management	Requirements elicitation	Process mapping	User story creation
3	4	3.5	4	4	4	3.5	4	4	4	3.5	4	3
# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses
0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0
2	0	1	0	0	0	1	0	0	0	1	0	2
0	2	1	2	2	2	1	2	2	2	1	2	0
0	0	0	0	0	0	0	0	0	0	0	0	0

Organizational Change Team

Data analysis	Communication and facilitation	Validation testing
4	3	3.5
# of Responses	# of Responses	# of Responses
0	0	0
0	0	0
1	2	1
0	0	1
1	0	0

Totals
1
4
24
24
1

Platform Development Team

Role	Infrastructure as Code	Azure networking	Terraform or Bicep	Automation via CI/CD	Security configuration	Monitoring and logging	Environment management	ETL tools (e.g. Azure)	Pipeline orchestration	CI/CD integration	Performance optimization
Cloud Platform Engineers	1.8	2.6	1.4	2.2	3	3.2	3.4	2.5	2.6	2	3.4
Data Platform Engineers											
Senior DevOps Engineers											
Cloud Support Engineers											
Junior Cloud Support Eng.											
Cybersecurity Engineers											
Test Automation Engineers											
QA/Test Engineers											
Business Analysts											
Experience Level	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses
No Experience	2	0	4	3	1	0	0	2	3	3	0
Limited Experience	2	2	0	0	0	2	2	0	0	1	1
Some Experience	1	3	1	1	2	0	0	1	0	0	2
Solid Experience	0	0	0	0	2	3	2	0	0	0	1
Deep Experience	0	0	0	1	0	0	1	1	2	1	1

Platform Development Team

Role	Scripting (Python/PowerShell)	Source control	Monitoring	Azure DevOps or	Containerization (Docker)	Scripting	Monitoring and alerting	Automation frameworks	Security integration.	Product lifecycle	Release planning
Cloud Platform Engineers	2.8	2.2	3.2	2.6	1.8	3	3	1.8	2.4	2.8	2.8
Data Platform Engineers											
Senior DevOps Engineers											
Cloud Support Engineers											
Junior Cloud Support Eng.											
Cybersecurity Engineers											
Test Automation Engineers											
QA/Test Engineers											
Business Analysts											
Experience Level	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses
No Experience	1	3	0	1	2	1	1	3	1	1	1
Limited Experience	0	0	2	2	2	1	1	0	1	1	2
Some Experience	3	1	0	1	1	1	0	2	3	1	0
Solid Experience	1	0	3	0	0	1	3	0	0	2	1
Deep Experience	0	1	0	1	0	1	0	0	0	0	1

Platform Development Team

Role	Risk management	Stakeholder communicati	Agile methodolog	KPI tracking	Roadmap alignment	Advanced C# and .NET	Design patterns	Microservice s architecture	Code reviews	Mentorship	CI/CD pipelines
Cloud Platform Engineers	2.4	2.6	2.4	1.6	1.8	2.2	2.2	2	2.2	2.6	2
Data Platform Engineers											
Senior DevOps Engineers											
Cloud Support Engineers											
Junior Cloud Support Eng.											
Cybersecurity Engineers											
Test Automation Engineers											
QA/Test Engineers											
Business Analysts											
Experience Level	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses
No Experience	1	1	2	3	2	2	2	2	2	1	3
Limited Experience	2	2	0	1	2	2	2	2	2	2	1
Some Experience	1	0	2	1	1	0	0	0	0	0	0
Solid Experience	1	2	1	0	0	0	0	1	0	2	0
Deep Experience	0	0	0	0	0	1	1	0	1	0	1

Platform Development Team

Role	Performance tuning	C# and .NET framework	Git version control	Unit testing	Debugging	REST API development	Agile Practices	
Cloud Platform Engineers	2.6	2.2	2	1.8	2.4	1.8	2.2	
Data Platform Engineers								
Senior DevOps Engineers								
Cloud Support Engineers								
Junior Cloud Support Eng.								
Cybersecurity Engineers								
Test Automation Engineers								
QA/Test Engineers								
Business Analysts								
Experience Level	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	Totals
No Experience	2	2	3	3	1	3	2	70
Limited Experience	0	2	1	1	3	1	1	49
Some Experience	1	0	0	0	0	0	1	31
Solid Experience	2	0	0	1	0	1	1	31
Deep Experience	0	1	1	0	1	0	0	18

Product Development Team

Role	Infrastructure as Code	Azure networking	Terraform or Bicep	Automation via CI/CD	Security configuration	Monitoring and logging	Environment management	ETL tools (e.g. Azure Data Factory)	Pipeline orchestration	CI/CD integration	Performance optimization
Product Managers	2.4	2.2	1	2.2	2	3.25	2.2	1.8	2.2	2.2	3.6
Senior .NET Developers											
Junior .NET Developers											
Business Analysts											
QA/Test Engineers											
Experience Level	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses
No Experience	2	1	5	2	1	0	1	2	1	1	0
Limited Experience	1	2	0	0	3	1	2	2	2	2	0
Some Experience	0	2	0	3	1	1	2	1	2	2	2
Solid Experience	2	0	0	0	0	2	0	0	0	0	3
Deep Experience	0	0	0	0	0	0	0	0	0	0	0

Product Development Team

Scripting (Python/PowerShell)	Source control	Monitoring	Azure DevOps or Jenkins	Containerization (Docker Kubernetes)	Scripting	Monitoring and alerting	Automation frameworks	Security integration.	Product lifecycle management	Release planning	Risk management	Stakeholder communication
2.2	3.8	3.25	3.4	1.6	3	2.6	2.2	2	3.6	3.8	3.8	3.8
# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses
2	0	0	0	3	1	1	1	1	0	0	0	0
1	0	1	1	1	1	1	2	3	1	1	1	1
1	3	1	1	1	1	2	2	1	1	0	0	0
1	0	2	3	0	1	1	0	0	2	3	3	3
0	2	0	0	0	1	0	0	0	1	1	1	1

Product Development Team

Agile methodology	KPI tracking	Roadmap alignment	Advanced C# and .NET Core	Design patterns	Microservices architecture	Code reviews	Mentorship	CI/CD pipelines	Performance tuning	C# and .NET framework	Git version control	Unit testing
3.8	2	2.75	3.2	3.8	2.6	3.8	4	2.2	2.8	3.6	3.6	3.6
# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses	# of Responses
0	1	0	0	0	0	0	0	2	1	0	0	0
1	3	2	2	0	3	0	0	0	0	1	1	0
0	1	1	1	1	1	2	2	3	3	1	2	2
3	0	1	1	4	1	2	1	0	1	2	0	3
1	0	0	1	0	0	1	2	0	0	1	2	0

Product Development Team

Debugging	REST API development	Agile Practices	
3.8	2.8	3.8	
# of Responses	# of Responses	# of Responses	Totals
0	0	0	29
0	3	1	47
2	0	0	52
2	2	3	52
1	0	1	17