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FROM THE MANAGING PARTNER

To Our Valued Clients and Customers,

It is my pleasure to introduce the 2015 Kavaliro Employee Outlook and Salary Guide.

Last year held good news for many in our industry, which closely tracks job creation. The Bureau of Labor Statistics reported that the economy added 252,000 jobs in December, and according to ABC News, 2014 was the best year of job growth since 1999. The bad news in an otherwise upbeat summary of the past year is that jobs still skewed toward low-wage positions, and wages have not experienced corresponding growth.

All sectors of the economy added jobs last year, with Professional and Business Services experiencing the greatest growth — again good news for our industry and our clients. As a result of that growth, three of our branches had to move to larger office space. That's not surprising when we were named one of the fastest-growing private companies for the 4th year a row by Inc. Magazine.

One thing that has remained constant since the last issue of our guide is the use of social media in job searches, and in turn, social professional networks have provided many quality hires for recruiters, Kavaliro included. Kavaliro has kept pace with that trend. Our mobile job search app, which links to our online job portal, is still highly effective in attracting top-notch job candidates, and last year we added our own YouTube channel for job seekers. We believe that Kavaliro is one of the most agile companies in our industry and that our level of commitment is unsurpassed, and we will continue to offer cutting-edge tools to ensure that we attract the best job seekers for your staffing needs.

Once again, we are offering our annual guide, which our clients have said is helpful for determining their staffing needs and strategies for the upcoming year. It provides insight on recent trends in employment, staffing, workplace issues, recruiting, and technology. For example, the Affordable Care Act affects large and small businesses this year, and we can help with what you need to know.

You can contact us via email at contactus@kavaliro.com. We also invite you to join us on LinkedIn, Facebook), Twitter our YouTube channel. Finally, you can find more information at www.kavaliro.com. Reach out to one of our team members for your 2015 needs.

We look forward to our shared success.



Sincerely,
Bill Peppler
Managing Partner
Kavaliro



ABOUT THIS GUIDE

Kavaliro is committed to providing you with an abundant supply of resources to aid you in your staffing process. As part of that effort, we have created the 2015 Employee Outlook and Salary Guide to keep you informed. Understanding the economy and the trends in your industry is essential. Without the knowledge and tools to hire efficiently and effectively, a business loses the competitive advantage.

Using our experience and expertise, the advice of other leaders in the recruiting field and data from a variety of sources, this guide provides a broad perspective of today's labor outlook. For the most up-to-date information or for strategies and assistance, contact one of our seasoned representatives at contactus@kavaliro.com.



RELEVANT TRENDS IN TODAY'S JOB MARKET

Even the best in-house hiring teams can find it time-consuming and difficult to keep up with the latest developments, so Kavaliro does it for you. LinkedIn has noted that as data storage, processing, and transmission become cheaper, talent acquisition leaders have begun to use this data for both strategic and tactical business decisions. We have access to in-depth data available from resources like CareerBuilder and have made it a priority to gather extensive knowledge about the changing market.

The trends we have uncovered define the job market and allow businesses to form its employment plan based on future projections. Those business owners who base their hiring on these trends will attract the best employees at the fairest rates.

We do the research for you. Then, using the knowledge we've gained about trends, we expand our network of professionals and draw the best talent. Kavaliro has an extensive database of candidates because we know that outsourcing can be nearly impossible without access to the right people. We can reduce your company's recruiting costs and fill your needs quickly and efficiently.

According to LinkedIn, here are the three top trends from the past year:

1. Job seekers are increasingly researching opportunities and companies in a mobile-optimized format.

This means that not only do savvy recruiters have a wide field to choose from, but social media has leveled the playing field for plugged-in talent.

2. Intense competition makes it challenging to hire the best talent.

Competition for talent tops the list for hiring concerns, followed by compensation. When hiring becomes that competitive, it drives salaries up. "Big Data engineers, mobile app developers and wireless network engineers have seen some of the biggest salary spikes," notes Bill Peppler, managing partner at Kavaliro.



Big Data is a huge part of many industries today, and along with those skills, cloud skills dominated the list of skills that earned the highest paychecks in 2014. "Cloud is becoming increasingly important as more and more companies adopt the technology, and employees who can mine information and help companies achieve their business goals are valuable assets," says Kavaliro president Mark Moore. According to DICE, the top 10 most desirable skills are the following:

1. PAAS	6. Pig
2. Cassandra	7. ABAP
3. MapReduce	8. Chef
4. Cloudera	9. Flume
5. HBase	10. Hadoop

[&]quot;The skills that Dice lists are so hard to find that they drive up salaries for those people," said Mark Moore, President of Kavaliro

3. Social professional networks have become the main source of quality candidates.

Almost half (46%) of U.S. companies say that they get most of their quality hires from social professional networks. Their other sources for candidates, in descending order, are employee referral programs (44%), company career sites (43%), internet job boards (40%), and internal hires (27%).



Other trends that our Kavaliro staff in Orlando has found include the following:

David Gilcher, Resource Manager

- IT positions that are trending are in digital marketing, data warehousing and architecture, web development, information security and mobile development.
- Positions on the decline are mail carriers, meter readers, travel agents, drill press
 operators and flight attendants. As technology continues to advance, many positions,
 especially those that involve manual labor, are becoming obsolete.
- In 2014, Forbes rated **Orlando No. 1 in job growth**. Orlando, Miami, Austin, Dallas, Houston and San Antonio also saw surges in job growth, as well as Seattle, Portland, San Diego and San Francisco.
- Over the last couple of years, Chattanooga, TN has been making an effort to get technology professionals to move to the area, offering relocation and mortgage incentives.

Ted Soper, Lead Application Developer

- Android developers with more than one or two years' experience are scarce and in high demand. For job seekers willing to relocate, it's easy to make six figures if they have the skills.
- Graphic Designers need skills other than just Photoshop/Illustrator. HTML and CSS, in addition to knowing how to design for mobile, increase job opportunities exponentially.
- New programming technologies are fun and exciting if programmers can find a job in those areas, but the older industry heavyweights like Java, PHP and .NET will present more opportunities.

Kelly Babb, Resource Manager

 Cyber-security positions are big right now, but they are going to even more important in nearly every company over the next few years as hackers become more proficient and relentless.



Katy Ostrowsky, Business Development Manager

- Big Data is important not only for the staffing industry, but also for job seekers. As CareerBuilder has pointed out, an estimated 90 percent of the data in the world today has been created in the last two years alone. Recruiters have more data available to help companies understand the hiring landscape, and job seekers with the skills to help companies analyze their data are in demand.
- As my colleague Kelly noted, larger companies are looking for security analysts and developers as a result of the increase in hacking in 2014. Job seekers with experience in this area can easily make more than 120k.

Louis Douglas, Resource Manager

• Gaming and simulation developers are increasingly in demand. Outside of the gaming and simulation industries, they can help reduce costs for industries that work with huge machinery and equipment. Instead of retiring a faulty piece of equipment or shipping it away for expensive repair, these developers can reduce labor and errors by designing a virtual replica of the equipment. This allows machinists to build equipment correctly the first time when they physically apply the software and to navigate through repairs seamlessly.

LinkedIn also found that one of the top trends in recruiting for 2015 is the strength of U.S. companies in prioritizing and managing its talent. U.S. firms are above average in these areas, but they need to improve how they properly fund and measure that brand. In addition, LinkedIn noted that a strong talent brand reduces cost per hire by up to 50 percent and lowers turnover rates by 28 percent.

Using a professional staffing firm such as Kavaliro gives you access to thousands of highly qualified candidates that have already been screened. Kavaliro can also locate top-notch employees who are not actively seeking a job but are willing to switch companies for the right position.



THE ECONOMY'S EFFECT ON HIRING AND WAGES

The economy, of course, affects hiring—that's not news. As we said initially, the labor market numbers are finally up after a couple of difficult years and companies are hiring. Wages are up as well. As Dice's 2014 annual survey found, technology pay continues on an upward trend with the average wage for technology workers is almost \$90,000.

Other survey results include the following:

- Merit raises have returned for 61 percent of IT professionals.
- 25 percent of technology employees earned a higher salary by changing jobs.
- 37 percent of tech workers received a bonus in 2014, up from 34 percent last year.

Workers were not as satisfied with their wages last year, however. Salaries peaked in 2012, when 57 percent of IT workers reported being satisfied, but the level of satisfaction has decreased since then. "That's not surprising," says Bill Peppler, managing partner at Kavaliro. "It's supply and demand at work. As highly skilled IT professionals become harder to find, there's more competition for them and paychecks rise to accompany the demand," he explains.

Here's a comprehensive list of tech jobs showing the salary increases (including percent changes) from 2014 to now.

1. IT Management

- CIO: \$157,000 \$262,500 (+4.9%)
- CTO: \$137,500 \$220,250 (+5.8%)
- CSO: \$134,250 \$204,750 (+7.1%)
- Vice President of IT: \$138,000 \$210,250 (+5.1%)
- Technology Director: \$118,750 \$174,000 (+5.1%)
- IT Manager: \$101,750 \$150,750 (+4.7%)



2. Project Management and Analysts

- Manager: \$103,250 \$150,750 (+4.6%)
- Project Manager: \$91,250 \$139,250 (+4.8%)
- Systems Analyst: \$79,500 \$114,500 (+4.9%)
- Business Systems Analyst: \$79,250 \$116,500 (+5.7%)
- CRM Business Analyst: \$84,500 \$116,750 (+6.5%)
- ERP Business Analyst: \$87,500 \$124,500 (+6.5%)
- ERP Technical/Functional Analyst: \$94,750 \$132,000 (+5.5%)
- Developer/Programmer Analyst: \$74,250 \$129,000 (+5.9%)

3. Application Developments

- Mobile App Developer: \$107,500 \$161,500 (+10.2%)
- Applications Architect: \$115,750 \$159,500 (6.5%)
- CRM Technical Developer: \$93,500 \$129,250 (+6.5%)
- ERP Technical Developer: \$99,750 \$136,750 (+5.3%)
- Database Developer: \$98,000 \$144,750 (+7.2%)
- Lead Applications Developer: \$106,250 \$148,250 (+7.2%)
- Technical Writer: \$55,000 \$85,250 (+2.7%)

4. Consulting and Systems Integration

- Director, Consulting/Systems Integration: \$119,750 \$178,750 (+5.4%)
- Practice Manager: \$119,250 \$164,750 (+5.5%)
- Project Manager/Senior Consultant: \$98,750 \$144,250 (+5.7%)
- Staff Consultant: \$77,500 \$108,750 (+5.5%)
- Senior IT Auditor: \$111,750 \$155,500 (+5.4%)
- IT Auditor: \$94,500 \$134,500 (+4.8%)

5. Data and Database Administration

- Big Data Engineer: \$119,250 \$168,250 (+9.3%)
- Data Architect: \$119,750 \$164,750 (+7.2%)
- Database Manager: \$112,250 \$160,250 (+6.1%)
- Database Admin: \$91,000 \$134,750 (+5.7%)
- Data Analyst/Report Writer: \$70,750 \$108,250 (+6.1%)
- Data Modeler: \$101,750 \$145,250 (+6.7%)
- Data Warehouse Manager: \$119,750 \$163,000 (+4.9%)
- Data Warehouse Analyst: \$102,500 \$142,500 (+5.3%)
- Business Intelligence Analyst: \$108,500 \$153,000 (+7.4%)
- Electronic Data Interchange Specialist: \$74,750 \$108,250 (+4.9%)
- Portal Admin: \$92,750 \$127,250 (+3.7%)



6. Quality Assurances and Testing

- Quality Engineer Manual: \$63,750 \$88,250 (+5.2%)
- Quality Engineer Automated: \$74,250 \$103,750 (+4.1%)
- Quality Assurance/Testing Manager: \$90,000 \$122,500 (+4.0%)
- Quality Assurance Associate/Analyst: \$62,000 \$97,500 (+3.7%)

7. Internet and Ecommerce

- Sr. Web Developer: \$104,500 \$144,250 (+6.8%)
- Web Developer: \$73,500 \$122,000 (+6.5%)
- Web Admin: \$66,500 \$102,000 (+5.8%)
- Web Designer: \$64,000 \$105,500 (+6.4%)
- Ecommerce Analyst: \$84,250 \$121,500 (+5.9%)

8. Networking and Telecommunications

- Wireless Network Engineer: \$99,000 \$137,500 (+9.1%)
- Network Architect: \$115,000 \$165,250 (+5.5%)
- Network Manager: \$98,000 \$137,250 (+5.0%)
- Network Engineer: \$90,750 \$131,250 (+5.5%)
- Network Admin: \$71,250 \$105,750 (+6.5%)
- Pre-Sales Engineer/Technical Engineer: \$86,250 \$125,750 (+6.3%)
- Telecommunications Manager: \$86,000 \$118,500 (+5.4%)
- Telecommunications Specialist: \$59,000 \$91,250 (+5.6%)

9. Operations

- Operations Manager: \$65,500 \$93,500 (+3.6%)
- Computer Operator: \$34,750 \$48,000 (+3.1%)
- Mainframe Systems Programmer: \$61,500 \$85,000 (+3.9%)

10. Securities

- Information Systems Security Manager: \$122,250 \$171,250 (+6.6%)
- Data Security Analyst: \$106,250 \$149,000 (+7.4%)
- Systems Security Admin: \$100,000 \$140,250 (+6.0%)
- Network Security Admin: \$99,250 \$138,500 (+5.3%)
- Network Security Engineer: \$105,000 \$141,500 (+6.7%)

11. Software Developments

- Software Developer: \$85,500 \$136,250 (+6.9%)
- Product Manager: \$101,750 \$145,000 (+4.9%)
- Software Engineer: \$96,000 \$147,250 (+7.2%)



12. Help Desk and Technical Support

- Help Desk Tier 3: \$55,250 \$74,000 (+6.4%)
- Help Desk Tier 2: \$43,750 \$58,000 (+5.4%)
- Help Desk Tier 1: \$34,000 \$47,250 (+5.2%)
- Manager: \$80,500 \$114,750 (+5.3%)
- Desktop Support Analyst: \$52,000 \$77,000 (+5.1%)
- Systems Admin: \$65,750 \$100,500 (+4.7%)
- Systems Engineer: \$80,250 \$117,500 (+5.2%)
- Messaging Admin: \$72,500 \$105,000 (+5.5%)
- Instructor/Trainer: \$54,250 \$87,250 (+4.6%)
- • PC Technician: \$33,750 \$49,750 (+4.7%)
- •Business Continuity Analyst: \$92,500 \$132,250 (+5.6%)



KEEPING EMPLOYEES HAPPY AND LOYAL

Employee turnover could be one of your biggest expenses. The importance of keeping your retention rates high goes much further than just maintaining a good reputation. The Society of Human Resource Management estimates a cost of \$3,500 just to replace one entry-level, \$8 per hour employee. It has also been estimated that it will cost 150 percent of a mid-level employee's annual salary to replace the person. High-level employees or specialized professionals have replacement costs of up to 400 percent of their annual salary. Maintaining a positive work environment and being selective during hiring will help to eliminate these costs.

The following tips will help keep your employees' content and your turnover low:

- **Keep Communication Flowing:** It is imperative for your employees to know they can always speak with you regarding anything. You want to stress the importance of an "open-door" policy at all levels of the company. Most problems can be solved with a short conversation.
- Institute Employee Performance Reviews: It is beneficial to regularly assess all on their performance, but don't wait six months or a year with millennials—or any employees. By holding a weekly or monthly progress meeting, employees have the opportunity to privately voice their concerns and managers can give constructive criticism or praise. Younger employees, especially, should benefit the early heads-up to correct anything that might hold them back, especially if they weren't aware of some things they were doing or thought they weren't a problem.
- Do Not Overload Core Employees: According to Greg Smith, management consultant, the No. I reason people quit their jobs is because management demands that one person do the jobs of two or more people. It is crucial that you do not give your employees more than they can handle. If you suddenly have a high burst of work that needs to be completed, out-sourced employees can complete the tasks. If they're lucky, they've been advised, before being hired, to ask a boss, "What's my priority?" so they know what to devote their attention to, but that's not always the case.



- Reward Success: Its common knowledge that good leaders constantly recognize
 workers' accomplishments. It's one of the cheapest things you can do and often one of
 the most effective. Telling someone that they have done a good job can go a long way.
- In order to retain quality employees, you have to hire quality employees. Using a staffing service, such as Kavaliro, will ensure that you find those people. Guided by ethics and good business practices, our representatives work closely with you to improve the quality of your talent pool and help you gain control of a complex process. Kavaliro prequalifies all of the candidates in our database. Our representatives carefully match your company with future employees based not only on skill but also on personality and work habits. So often, employees are hired without thought of how well they will fit in with the rest of the company. It is nearly impossible for an employee to be an asset to the team and be happy if they do not fit in.



ATTRACTING HIGHLY SKILLED EMPLOYEES AND IMPROVING RETENTION RATES

What can you do to retain employees and attract the most desirable in a more competitive landscape? Peppler suggests that you may want to look more closely at your payment rates and see how competitive you are. "The numbers indicate that tech professionals are feeling confident about finding a higher paying position in 2015 and are even anticipating changing employers," he explains. Fewer are willing to relocate as well.

At the same time, it's wise to keep current employees happy so that you're satisfied with your retention rate. Now may also be a good time to review your company's employee perks.

In fact, some local firms already have taken steps to keep its top employees. We need look no further than Kavaliro for examples. In our last guide, we highlighted Rafael Restrepo. When he wanted a reward for hitting his sales goals, he asked his boss for extra vacation days instead of a cash bonus. Kavaliro had no problem complying with his request. Restrepo enjoys traveling, so days off were precious to him. With his extra days, he took a quick trip to China and Hong Kong over Labor Day weekend.

One of our latest hires, Jessica Hurtado, is another example of working hard and being rewarded. Starting as an Executive Administrative Assistant at Kavaliro more than a year ago, Jessica was promoted to Operations Assistant in no time. "We quickly noticed her abilities, her strong work ethic, and her commitment to Kavaliro," John Mahony noted. "A raise came with her promotion, but the promotion itself did a lot for her morale, too."



Just to show you how proud we are of our employees, and because we think we're a good example of a company quick to recognize and reward talent when they see it, here's one more Kavaliro employee with a success story—Natalie Castellana, Financial Operations Manager:

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"I graduated from the University of Central Florida in August 2011 with a degree in finance in a difficult job market. In October, Kavaliro found me an opportunity in Financial Operations at another company and I took it. Then, Bill offered me a position helping with administrative work at Kavaliro and I moved over. It wasn't initially what I was professionally seeking, but within the first year I was creating my own path. I eventually assumed responsibility for the payroll process and as the company grew, expanded my administrative role to Financial Operations, taking on all of payroll, billing and collection processes.

Almost three and a half years later, my main focus is supporting the back office team in the finance department. In addition to ensuring that more than 350 people are paid each week, I also have set goals each month to ensure our Accounts Receivables remain in good standing with more than customers we have on billing.

Kavaliro has given me the incredible chance to transform with the growth of this company. At first I worried I was taking two steps back in accepting the administrative job, but instead I have taken five huge leaps forward."

You might take a tip from the Kavaliro team's playbook and consider both non-monetary and monetary perks. Don't wait to reward a talented employee with a promotion.



TEMPORARY POSITIONS VS. FULLTIME

Many jobseekers are hesitant to take on temporary work, but recent trends show that more college-educated professionals are seeking temporary positions. In the past, this may have been true of mostly blue-collar workers, but today's economy has prompted a new class of adults to seek temporary jobs.

There are many added benefits to working temporary jobs, such as the ability to have a more flexible work schedule. For high-demand skills like engineering, IT, programming and social media, a more lenient schedule can be a huge asset.

As we have noted in past years, using temporary labor will allow you to build lasting relationships with professional experts during an economic slump, so that you may hire these workers as core employees when the economy stabilizes.

Even when employment is high, a good strategy is contract hiring. A common mistake that business owners make during an unstable economy is over hiring when the economy seems rosy and then being forced to lay employees off when the economy plummets. This can be costly, it affects retention rates and it may hurt your reputation as a steady employer.



HOW THE AFFORDABLE CARE ACT (ACA) AFFECTS COMPANIES

Addressing temporary vs full time worker hiring is also important when it comes to benefits and the backend of hiring. The white paper available on our website ("The New Definition of a Full-time Employee Under the ACA and What it Means to Your Business") details the important points in the ACA legislation for large (at least 100 employees and above) and small employers. Large employers must provide minimum essential coverage to substantially all full-time and full-time equivalent employees and their dependents or they are subject to a penalty, and there are additional stipulations attached to that requirement. Employers with 50-99 full-time equivalent employees have until January 1, 2016 to implement these requirements, however.

Employers need to be aware of several stipulations within the legislation, such as measurement periods for identifying types of employees, and relief allowed. Once again, we've done the work for you! This crucial information is contained in the white paper. If you've signed up for our newsletter you should have received it. If you haven't signed up, you'll receive it when you do or please contact us and we'll be glad to send it.



RECOMMENDED HIRING PLAN: MIX OF CONTRACT EMPLOYEES AND CORE EMPLOYEES

Kavaliro recommends that to maximize efficiency and minimize spending, include a mix of contract employees with a core staff of full-time employees. This strategy focuses on completing the work at the lowest cost to the company.

- Hire FLEXIBLE core employees so that you can delegate special tasks internally. When presented with a new task, look inside the company first. You will save money by giving this task to a salaried employee instead of outsourcing or hiring someone new. So, once you are given a new workload to delegate, ask yourself if you already have an employee that could complete it. Having a versatile core staff makes it much more likely that you will.
- Hire contract employees with SPECIALIZED skills so you can get hard work done faster. Sometimes, you'll find a difficult task is out of the realm of even the most resilient core employees. You will waste time training a full-time employee to complete this task and most often, it will take them much longer than someone who specializes in it. Even though contract employees may be a little more expensive per hour, they will save you money in the long run because they will get the job done faster.
- Kavaliro will find quality employees that you may not have access to normally, building a strong "core" for your company. Our staffing representatives will find full-time employees fast and at a high quality. We make sure to look for cutting-edge skills in a fast-paced industry. Hiring can be strenuous and expensive, but allowing us to narrow it down to only the top selections will save you thousands in the long run. (Refer back to the sub-section Employee turnover could be one of your biggest expenses in "Keeping Your Employees Happy and Loyal").



• Kavaliro will obtain scarce, expert contract employees for detailed, unique jobs.

You may get tasks, especially in IT, dealing with such new technology that management does not even know where to look to find people with the skills needed. Luckily,

Kavaliro has a huge network of these people. Finding them quickly is crucial, because you may need them to transition to core employees in the future.



WORKING WITH THE NEWEST WORKFORCE GROUP – THE MILLENNIALS

As we've noted in the past, the millennial generation is graduating with a much different outlook, political atmosphere and job economy than their parents.

The current state of the job market is a major topic for 18 to 25 year-olds looking to enter the work force. They have not fared as well as some other age groups, with many of them unemployed or underemployed and with significant college debt. Peppler helps graduates jump-start their careers with advice on where to look for jobs, how to improve their resumes and what to do when interviewing.

"While the odds may be against them, these graduates are intelligent, tech-savvy, politically active and hopeful," Peppler says. "Their higher levels of education and use of social networking sites make them exciting job candidates."

How to best work with this group of workers? Give them a chance to showcase their talents, as we try to do at Kavaliro. We offer another example from our staffing firm. Less than a year ago, we hired Tim Arnold fresh out of University of Central Florida. With a degree in marketing on the professional selling track, he became a technical recruiter and within a few months he became our IT manager.

Arnold contributed to improving every area of office life and saved Kavaliro significant time and money. From bulk-ordering printer toner from Amazon to save 40 percent, to re-purposing items to create a high-speed, scan-to-email machine out of an old, broken scanner and an antiquated laptop, Arnold's work was nothing less than spectacular. He used the savings to invest in new technologies such as Monster SeeMore, Microsoft Sharepoint, and to create internal software development projects.



"We've undertaken several actions related to millennials," explains Peppler. "We encourage employees to use the Light Rail or bike to and from work. Orlando office has also installed bike racks to make biking to work more convenient and to reduce dangerous emissions from automobiles. We also have stand up desks available for all employees to use and encourage a healthy lifestyle."

Bill has some great initiatives to attract millennials and keep them happy. Below is insight from a fellow millennial and Kavaliro Resource Manager, Kelly Babb:

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"Kavaliro leadership is incredibly supportive of our networking efforts, even when they aren't the most traditional. The 'new' tech scene is all about casual, fun and easy meet-ups. Call it the Silicon Valley effect if you want, but it's run by millennials. Formal networking events have shifted into pizza and beer in a bar. This isn't always comfortable for some companies' C-level leadership to accept or even support, but Kavaliro didn't miss a beat when we asked. We are always empowered to attend technology meet-ups or even sponsor them. We are also allowed to expense alcohol (within reason) because they understand sometimes that is the best way to build rapport with a candidate or client. The new generation of tech candidates can work with anybody they want, so they want to work with people they like—people like their friends, people like them. As a millennial, this means I get to be myself.

Most millennials have to be a different person when they are working because they are expected to fit into an outdated mold of how to do business. Kavaliro's leadership makes conscious efforts to hire people they trust and then give us every opportunity to show them what the future looks like. It makes my job easier and less stressful so I have more energy and passion to invest back into this company and in turn, grow this company."



On the other hand, Kavaliro Resource Manager Noelle Cipollini reminds us how steeped in social media millennials are:

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"Millennials at Kavaliro are empowered to interact with Kavaliro executives through all forms of social media. We are encouraged to post open positions on Facebook, tweet articles that Kavaliro is featured in, and to tag cultural events from the Kavaliro office on Instagram. Our executive team is very responsive and supportive about retweeting and accepting friend requests. Even our friends promote different articles that we have been featured in on their own social media. It is great to intertwine work and personal life, and when I'm featured in social media my friends can see how successful Kavaliro is."



JOB DESCRIPTIONS

Hot Job

Scrum Master

Scrum masters work in a variety of industries and facilitate scrum and agile processes in small and large companies. The role can be crucial in successful completion of a project. Some people call them "project managers extraordinaire" because of all they do.

Tasks

- Guide the team and organization on how to use agile/scrum practices and values
- Guide the team on filling in the intentional gaps left in the agile/scrum frameworks
- Assess the scrum maturity of the team and organization and coaching the team to higher levels of maturity
- Remove impediments, or guide the team to remove impediments

Skills

The environment the person works in (and the project) will dictate the skills required, which may include the following:

- Certification or experience as a scrum master, including working with multiple teams
- Agile experience
- Experience with tools to manage scrum backlogs and reporting
- Experience writing Business requirements/User Stories
- Strong Sharepoint experience
- Training or experience as a Site Collection Admin and Designer with SharePoint
- Experience working with and leading application development and infrastructure teams into production

National Average Salary Range

\$73,000 - \$102,000/yr.



Hot Job

Network Security Engineer

Network Security Engineers implement, maintain and integrate the corporate WAN, LAN and server architecture. Network security engineers are also responsible for implementation and administration of network security hardware and software, enforcing the network security policy and complying with requirements of external security audits and recommendations.

Tasks

- Perform analysis of network security needs and contribute to design, integration, and installation of hardware and software.
- Analyze, troubleshoot and correct network problems remotely and on-site.
- Maintain and administer perimeter security systems such as firewalls and intrusion detection systems

Skills

- Ability to implement infrastructure security controls, including enhanced detection capabilities and improved event correlation, in large enterprises. Agile experience
- Experience performing risk assessments in network, system and application areas;
 leveraging big data analytics and traditional security event types to identify advanced threats
- Proven performance in finding solutions beyond traditional vendor technologies and developing custom controls unique to threat vectors applicable to the business offerings.
- Track record in building relationships quickly and easily with other teams and communicating the complexities of security with a wide variety of audiences, including senior management

National Average Salary Range

\$105,000 - \$141,500/yr.



ADDITIONAL TECH JOB DESCRIPTIONS INCLUDE THE FOLLOWING:

1. Business Intelligence Analyst

Business analysts are often being absorbed into marketing areas today. They use analysis tools to query data repositories and generate reports that help managers make business decisions by identifying trends and patterns in a company's stored operational data. They help managers generate one-time, ad hoc reports by crafting a custom query against the data repository.

Tasks

Generate standard or custom reports summarizing business, financial, or economic data for review by executives, managers, clients and other stakeholders.

- Synthesize current business intelligence or trend data to support recommendations for action.
- Analyze competitive market strategies through analysis of related product, market, or share trends.
- Analyze technology trends to identify markets for future product development or to improve sales of existing products.
- Collect business intelligence data from available industry reports, public information, field reports, or purchased sources.
- Create business intelligence tools or systems, including design of related databases, spreadsheets, or outputs.
- Disseminate information regarding tools, reports, or metadata enhancements.
- Document specifications for business intelligence or information technology (IT) reports, dashboards, or other outputs.
- Identify and analyze industry or geographic trends with business strategy implications.

Skills

- Mathematics Knowledge of arithmetic, algebra, geometry, calculus, statistics, and their applications.
- English Language Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.
- Customer and Personal Service Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

National Average Salary Range

\$80,000/yr.



2. Database Administrators

Install, configure, troubleshoot and maintain a database system. Implement, configure and troubleshoot database instances, replication, backup, partitions, storage and access. Monitor and optimize system performance using index tuning, disk optimization and other methods. Set user privileges within the database environment

Tasks

- Test programs or databases, correct errors and make necessary modifications.
- Modify existing databases and database management systems or direct programmers and analysts to make changes.
- Plan, coordinate and implement security measures to safeguard information in computer files against accidental or unauthorized damage, modification or disclosure.
- Work as part of a project team to coordinate database development and determine project scope and limitations.
- Write and code logical and physical database descriptions and specify identifiers of database to management system or direct others in coding descriptions.
- Train users and answer questions.
- Specify users and user access levels for each segment of database.
- Approve, schedule, plan and supervise the installation and testing of new products and improvements to computer systems such as the installation of new databases.
- Review project requests describing database user needs to estimate time and cost required to accomplish project
- Develop standards and guidelines to guide the use and acquisition of software and to protect vulnerable information.

Skills

- Computers and Electronics Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
- Customer and Personal Service Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- English Language Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar

National Average Salary Range

\$91,000 - \$134,750 /yr.



3. Data Security Analyst

Responsible for security design, construction, implementation and ongoing second level support of computer and information access control for critical business applications. Scope of responsibilities includes implementation of security on new and existing business applications.

Tasks

- Encrypt data transmissions and erect firewalls to conceal confidential information as it
 is being transmitted and to keep out tainted digital transfers.
- Develop plans to safeguard computer files against accidental or unauthorized modification, destruction, or disclosure and to meet emergency data processing needs.
- Review violations of computer security procedures and discuss procedures with violators to ensure violations are not repeated.
- Monitor use of data files and regulate access to safeguard information in computer files.
- Monitor current reports of computer viruses to determine when to update virus protection systems.
- Modify computer security files to incorporate new software, correct errors, or change individual access status.
- Perform risk assessments and execute tests of data processing system to ensure functioning of data processing activities and security measures.
- Confer with users to discuss issues such as computer data access needs, security violations, and programming changes.
- Train users and promote security awareness to ensure system security and to improve server and network efficiency.
- Coordinate implementation of computer system plan with establishment personnel and outside vendors.

Skills

- Computers and Electronics Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
- Telecommunications Knowledge of transmission, broadcasting, switching, control, and operation of telecommunications systems.
- Administration and Management Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.

National Average Salary Range

\$62,000-104,000/yr.



4. Developer/Programmer Analyst

Develop, create and modify general computer applications software or specialized utility programs. Analyze user needs and develop software solutions. Design software or customize software for client use with the aim of optimizing operational efficiency. May analyze and design databases within an application area, working individually or coordinating database development as part of a team.

Tasks

- Modify existing software to correct errors, to adapt it to new hardware or to upgrade interfaces and improve performance.
- Advise customer about, or perform, maintenance of software system.
- Analyze information to determine, recommend and plan installation of a new system or modification of an existing system.
- Consult with engineering staff to evaluate interface between hardware and software, develop specifications and performance requirements and resolve customer problems.
- Direct software programming and development of documentation.
- Store, retrieve and manipulate data for analysis of system capabilities and requirements.
- Confer with data processing and project managers to obtain information on limitations and capabilities for data processing projects.
- Consult with customers or other departments on project status, proposals and technical issues such as software system design and maintenance.
- Coordinate installation of software system.
- Prepare reports and correspondence concerning project specifications, activities and status.

Skills

- Computers and Electronics Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
- Engineering and Technology Knowledge of the practical application of engineering science and technology. This includes applying principles, techniques, procedures, and equipment to the design and production of various goods and services..
- Administration and Management Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.

National Average Salary Range

\$74,250 - \$129,000/yr.



5. ERP Analyst

Perform work flow and organizational structure assessment and based on this information, create a white paper and direct every task related to ERP. Recommend ERP systems.

Tasks

- Act as project manager for medium sized projects; manage the planning and execution of the project to ensure a successful completion.
- Understand the importance of patches and upgrades in an ERP environment.
- Provide oversight for the maintenance of the Banner production environment including interfaces to other systems and vendor upgrades.
- Demonstrated ability to diagnose/resolve technical problems independently and to lead development and implementation of new and complex applications is necessary.
- Strong interpersonal skills and the ability to communicate effectively with technical staff as well as non-technical users.
- Have the ability to multi-task and work in a collaborative team environment and to work cooperatively with others.

Skills

- Administration and Management Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.
- Customer and Personal Service Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction
- Engineering and Technology Knowledge of the practical application of engineering science and technology. This includes applying principles, techniques, procedures, and equipment to the design and production of various goods and services.

National Average Salary Range

\$104,000/yr



6. Help Desk Tier 1

This position typically handles straightforward and simple problems. This includes troubleshooting methods such as verifying physical layer issues, resolving username and password problems, uninstalling/reinstalling basic software applications, verification of proper hardware and software set up, and assistance with navigating around application menus.

Tasks

- Oversee the daily performance of computer systems.
- Answer user inquiries regarding computer software or hardware operation to resolve problems.
- Verify the ability to perform basic troubleshooting and repair of both desktop and portable Macintosh systems.
- Manage accounts, network rights, and access to systems and equipment on Mac OS Servers
- Install and perform minor repairs to hardware, software, or peripheral equipment, following design or installation specifications.
- Perform data backups and disaster recovery operations.
- Monitor network performance to determine whether adjustments need to be made, and to determine where changes will need to be made in the future.
- Integrate hardware and software components within the systems environment.

Skills

- Computers and Electronics Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
- Telecommunications Knowledge of transmission, broadcasting, switching, control, and operation of telecommunications systems.
- Customer and Personal Service Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

National Average Salary Range

\$34,000 - \$47,250/yr.



7. Help Desk Tier 2

This position ensures proper computer operation so that customers can accomplish business tasks. This includes actively resolving escalated end user help requests within established SLAs. Problem resolution may involve the use of diagnostic and help request tracking tools, as well as providing in-person, hands-on help at the desktop level.

Tasks

- Monitor incoming emails, tickets, and phone calls to the Help Desk; self-assign and complete work orders.
- Install, configure, upgrade, and maintain desktops, laptops, networked printers, scanners, video cards, system boards, NICs, etc.
- Install, configure, upgrade, and maintain operating systems.
- Install, configure, upgrade, and maintain applications.
- Troubleshoot and resolve both hardware and software related PC problems.
- Resolve PC hardware issues: hard disk failures and replacements, hard disk data recovery, memory upgrades and system imaging.
- Document PC and network configuration, maintenance procedures, and PC inventory.
- Respond to the IT Help Desk Emergency support line after hours including weekends on rotation basis.
- Create and manage user e-mail accounts and general mailboxes
- Configure and support email, printing, file sharing, and access to network resources.
- Provide users with first and second level technical support.
- Research and resolve issues concerning user network access.
- Data Migration: Transfer data from workstations to assigned network directories.
- Recover data from the server snapshots or from tape backups.
- Perform morning and nightly checklist to verify proper function of network resources.

Skills

- Computers and Electronics Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
- Telecommunications Knowledge of transmission, broadcasting, switching, control, and operation of telecommunications systems.
- Customer and Personal Service Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

National Average Salary Range

\$43,750 - \$58,000/yr.



8. Help Desk Tier 3

This position supervises the day-to-day operations of the help desk. Identifies, researches and resolves complex technical problems. Creates and manages escalation procedures and ensures service levels are maintained. Documents, tracks and monitors problems to ensure resolution in a timely manner.

Tasks

- Monitor incoming emails, tickets, and phone calls to the Help Desk; self-assign and complete work orders using help desk software.
- Install, configure, upgrade, and maintain desktops, laptops, networked printers, scanners, video cards, system boards, NICs, etc.
- Install, configure, upgrade, and maintain Windows operating systems and PC applications.
- Troubleshoot and resolve both hardware and software related PC problems.
- Resolve PC hardware issues: hard disk failures and replacements, hard disk data recovery, memory upgrade and system imaging.
- Install CAT5 cabling, trace network data ports, basic network troubleshooting with escalation path to network support team.
- Document PC and network configuration, maintenance procedures, and PC inventory.
- Respond to the IT Help Desk Emergency support line after hours including weekends on rotation basis.
- Create and manage user email accounts and general mailboxes in Active Directory's Exchange Management System.
- Configure and support email, printing, file sharing, and access to network resources.
- Data Migration: Transfer data from workstations to assigned network directories.
- Recover data from the server snapshots or from tape backups.

Skills

- Computers and Electronics Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
- Telecommunications Knowledge of transmission, broadcasting, switching, control, and operation of telecommunications systems.
- Customer and Personal Service Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

National Average Salary Range

\$52,000/yr.



9. Information Systems Security Manager

This person manages disaster recovery functions for information systems. Arranges and administers security measures to restrict unauthorized use of data systems and databases. Coordinates any security investigations and executes preventive measures. Organizes off-site storage necessary for recovery processes, and oversees development of recovery procedures. Supports organization's departments in planning and implementing security or disaster recovery actions. Continues to be a major necessity for companies of all sizes.

Tasks

- Document security policies and procedures created by the Information Security Committee.
- Provide direct training and oversight to all employees, affiliate marketing partners, alliances, or other third parties, ensure proper information security clearance in accordance with established organizational information security policies and procedures.
- Perform information security risk assessments and serve as an internal auditor for security issues.
- Implement information security policies and procedures for the organization.
- Review all system-related security plans throughout the organization's network, act as a liaison to Information Systems.
- Coordinate the activities of the Information Security Committee.
- Monitor the internal control systems to ensure that appropriate access levels are maintained.
- Prepare the disaster recovery plan.

Skills

- Computers and Electronics Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
- Customer and Personal Service Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Administration and Management Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.

National Average Salary Range

\$122,250 - \$171,250/yr.



10. Information Technology Manager

Plan, direct and coordinate the development, implementation, deployment and operation of information systems and technology solutions for business needs.

Tasks

- Review project plans to plan and coordinate project activity.
- Manage backup, security and user help systems.
- Develop and interpret organizational goals, policies and procedures.
- Develop computer information resources, providing for data security and control, strategic computing and disaster recovery.
- Consult with users, management, vendors and technicians to assess computing needs and system requirements.
- Stay abreast of advances in technology.
- Meet with department heads, managers, supervisors, vendors and others, to solicit cooperation and resolve problems.
- Provide users with technical support for computer problems.
- Recruit, hire, train and supervise staff, or participate in staffing decisions.
- Evaluate data processing proposals to assess project feasibility and requirements.

Skills

- Computers and Electronics Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
- Administration and Management Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.
- Customer and Personal Service Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

National Average Salary Range

60,000-80,000/yr.



11. Lead Applications Developer

This person analyzes science, engineering, business and all other data processing problems for application to electronic data processing systems. Analyze user requirements, procedures and problems to automate or improve existing systems and review computer system capabilities, workflow and scheduling limitations. May analyze or recommend commercially available software. May supervise computer programmers.

Tasks

- Create and manage detailed schedules, timelines and milestones, while managing issues, risks and change.
- Coordinate sustained engineering responses, triage, and tracking.
- Coordinate, monitor and improve the build, release and installer process for multiple concurrent projects, and improve overall documentation.
- Maintain, track and monitor development and test metrics.
- Develop, test, and QA support of assigned application components in a delivery focused environment.
- Implement design requirements in order to produce high quality web sites and interactions.
- Ensure that all coding standards are met--code is readable, well-documented, maintainable, and efficient.
- Raise technical issues and problems to development lead; identify solutions and work with development lead to implement them.
- Support QA phase by accurately fixing defects and working with QA testers to ensure that fix is complete.

Skills

- Computers and Electronics Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
- Engineering and Technology Knowledge of the practical application of engineering science and technology. This includes applying principles, techniques, procedures, and equipment to the design and production of various goods and services.
- Administration and Management Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.

National Average Salary Range

\$106,250 - \$148,250/yr.



12. Network Security Administrator

This person plans, coordinates, and implements the organization's information security. Educates users about computer security, installs security software, monitors networks for security breaches, responds to cyber-attacks, and gathers data and evidence to be used in prosecuting cyber-crime.

Tasks

- Directly support all aspects of a Security infrastructure from a centralized location.
- Demonstrate a complete understanding of Data and Network Security and how to implement Security across a utilities corporate network, Scada networks, and distribution networks.
- Demonstrate the ability to perform problem analysis, logically organize and prepare technical documentation, and effectively communicate (oral and written).
- Study contractor products to determine those which best meet company needs; assist in presentation of information to management resulting in purchase and installation of hardware, software and telecommunication equipment.
- Manage network performance and maintain network security.
- Ensure that security procedures are implemented and enforced.
- Install all network software. Evaluate, develop and maintain telecommunications systems.
- Troubleshoot network problems.
- Establish and implement network policies, procedures and standards and ensure their conformance with information systems and company's objectives.

Skills

- Computers and Electronics Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
- Administration and Management Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.
- Customer and Personal Service Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

National Average Salary Range

\$99,250 - \$138,500 /yr.



13. PC Technician

This person analyzes, plans, designs and installs new personal computer systems and reviews, monitors and upgrades existing personal computer systems. Determines user specifications for hardware and software. Purchases or builds software to meet user needs. Installs new, and maintains existing hardware and software. Typically reports to LAN/ WAN Manager or PC Support Manager.

Tasks

- Converse with customers in order to determine details of equipment problems.
- Reassemble machines after making repairs or replacing parts.
- Travel to customers' stores or offices to service machines, or to provide emergency repair service.
- Reinstall software programs or adjust settings on existing software in order to fix machine malfunctions.
- Advise customers concerning equipment operation, maintenance and programming.
- Test new systems in order to ensure that they are in working order.
- Assemble machines according to specifications, using hand tools, power tools, and measuring devices.
- Operate machines in order to test functioning of parts and mechanisms.
- Maintain records of equipment maintenance work and repairs.
- Install and configure new equipment, including operating software and peripheral equipment.

Skills

- Computers and Electronics Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
- Customer and Personal Service Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Mechanical Knowledge of machines and tools, including their designs, uses, repair, and maintenance.

National Average Salary Range

\$33,750 - \$49,750/yr.



14. Software Developer

This person creates and produces software operating or applications systems and provides analysis related to software design and development and solves problems. Formulates operating system advancements and performs improvements. Evaluates impact of hardware in software performance, and recommends changes to hardware designers.

Tasks

- Modify existing software to correct errors, to adapt it to new hardware or to upgrade interfaces and improve performance.
- Advise customer about, or perform, maintenance of software system.
- Analyze information to determine, recommend and plan installation of a new system or modification of an existing system.
- Consult with engineering staff to evaluate interface between hardware and software, develop specifications and performance requirements and resolve customer problems.
- Direct software programming and development of documentation.
- Store, retrieve, and manipulate data for analysis of system capabilities and requirements.
- Confer with data processing and project managers to obtain information on limitations and capabilities for data processing projects.
- Consult with customers or other departments on project status, proposals and technical issues such as software system design and maintenance.
- Coordinate installation of software system.

Skills

- Computers and Electronics Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
- Engineering and Technology Knowledge of the practical application of engineering science and technology. This includes applying principles, techniques, procedures, and equipment to the design and production of various goods and services.
- Customer and Personal Service Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

National Average Salary Range

\$85,500 - \$136,250/yr.



14. Software Developer

This person creates and produces software operating or applications systems and provides analysis related to software design and development and solves problems. Formulates operating system advancements and performs improvements. Evaluates impact of hardware in software performance, and recommends changes to hardware designers.

Tasks

- Modify existing software to correct errors, to adapt it to new hardware or to upgrade interfaces and improve performance.
- Advise customer about, or perform, maintenance of software system.
- Analyze information to determine, recommend and plan installation of a new system or modification of an existing system.
- Consult with engineering staff to evaluate interface between hardware and software, develop specifications and performance requirements and resolve customer problems.
- Direct software programming and development of documentation.
- Store, retrieve, and manipulate data for analysis of system capabilities and requirements.
- Confer with data processing and project managers to obtain information on limitations and capabilities for data processing projects.
- Consult with customers or other departments on project status, proposals and technical issues such as software system design and maintenance.
- Coordinate installation of software system.

Skills

- Computers and Electronics Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
- Engineering and Technology Knowledge of the practical application of engineering science and technology. This includes applying principles, techniques, procedures, and equipment to the design and production of various goods and services.
- Customer and Personal Service Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

National Average Salary Range

\$85,500 - \$136,250/yr.



15. Systems Security Administrator

This person is able to design, manage and troubleshoot a variety of technical Internet Protocol (IP) network tasks. The candidate must be capable of formulating and documenting concise design recommendations and possess strong knowledge of various network security components, how they work with each other and the implications of improperly configured devices including: VPN, firewall, routers and switches, and email gateway servers.

Tasks

- Develops, evaluates and manages systems security.
- Understand security from an enterprise perspective and have the ability to provide solutions that address security issues on business initiatives and projects.
- Responsible for the implementation of an information security program, including IT risk management.
- Experience with role development for single, composite and derived roles.
- Requires technical expertise in systems administration and security tools, combined with the knowledge of security practices and procedures.
- Assist in the development and implementation of security policies and procedures (e.g., user log-on and authentication rules, security breach escalation procedures, security auditing procedures and use of firewalls and encryption routines).
- Monitor, identify, investigate and resolve issues related to security breaches, unauthorized access, or potential security risks.

Skills

- Computers and Electronics Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
- Customer and Personal Service Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Telecommunications Knowledge of transmission, broadcasting, switching, control, and operation of telecommunications systems.

National Average Salary Range

\$100,000 - \$140,250/yr.



16. Web Developer

This person writes, modifies and debugs software for web sites. Writes code to generate web pages, access databases and business logic servers. Works with designers and content producers. Tests and documents software for websites.

Tasks

- Design, build, or maintain websites, using authoring or scripting languages, content creation tools, management tools, and digital media.
- Perform or direct website updates.
- Write, design, or edit web page content, or direct others producing content.
- Confer with management or development teams to prioritize needs, resolve conflicts, develop content criteria, or choose solutions.
- Back up files from websites to local directories for instant recovery in case of problems.
- Identify problems uncovered by testing or customer feedback, and correct problems or refer problems to appropriate personnel for correction.
- Evaluate code to ensure that it is valid, is properly structured, meets industry standards and is compatible with browsers, devices, or operating systems.
- Maintain understanding of current web technologies or programming practices through continuing education, reading, or participation in professional conferences, workshops, or groups.
- Analyze user needs to determine technical requirements.
- Develop or validate test routines and schedules to ensure that test cases mimic external interfaces and address all browser and device types.

Skills

- Computers and Electronics Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.
- Customer and Personal Service Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.
- Design Knowledge of design techniques, tools, and principles involved in production of precision technical plans, blueprints, drawings, and models.

National Average Salary Range

\$73,500 - \$122,000/yr.



OVERVIEW OF KAVALIRO'S SERVICES

Kavaliro represents a vision shared by a group of seasoned staffing professionals who have developed strong relationships in the industry. Part of our strength comes from fostering a collaborative and open-minded environment where employees, clients, candidates and consultants are all supported and empowered to succeed.

We believe we offer the best recruiting strategies available to our clients. These include:

- Providing the most qualified professionals who can fill both project and permanent positions
- Using a streamlined-yet-thorough approach that saves our clients time, resources and money
- Utilizing cutting-edge technology and a national reach to ensure our clients get exactly what they ask for
- Providing one point of contact a seasoned staffing professional with real-world expertise and empowered to fulfill your needs in a timely manner.

The 2015 Kavaliro Employment Outlook and Salary Guide is just one tool for your hiring and staffing process. For the most current hiring advice, contact one of our expert representatives at 407.243.6006, or email us at contactus@kavaliro.com.

