

This is a work-in-progress document of the skills that developers at Dquip are expected to possess / develop.

Granted that all developers at Dquip do not possess all the skills listed herein. This document serves as a "skills-to-acquire" list for our existing team, as well as a reference list for aspiring applicants.

As someone who wants to join our organization, you should have several of these mastered, and be prepared to tackle the rest.

### Capability Matrix

Sr No	Skills	Developer 0+ yrs	Sr Developer 2+ yrs	Tech Lead 5+ yrs
1	<b>Web Application Development</b>			
	Basic HTML and CSS	Must have	Must have	Must have
	Basic Javascript	Must have	Must have	Must have
	Protocol level knowledge of HTTP	Must have	Must have	Must have
	Advanced HTML and CSS	Should have	Must have	Must have
	Advanced Javascript	Should have	Must have	Must have
	Ajax / Flex	Should have	Must have	Must have
	Understanding of MVC architecture	Should have	Must have	Must have
2	<b>PHP</b>			
	PHP - Best Coding Practices	Must have	Must have	Must have
	Basic PHP <ol style="list-style-type: none"> <li>1. Syntax</li> <li>2. Variables</li> <li>3. String</li> <li>4. Operators</li> <li>5. If...Else</li> <li>6. Switch</li> <li>7. Arrays</li> <li>8. Sorting Arrays</li> <li>9. While Loops</li> <li>10. For Loops</li> <li>11. Functions</li> <li>12. Forms</li> <li>13. \$_GET</li> <li>14. \$_POST</li> </ol>	Must have	Must have	Must have

Sr No	Skills	Developer 0+ yrs	Sr Developer 2+ yrs	Tech Lead 5+ yrs
	15. Arrays Multi 16. Date 17. Include 18. File 19. File Upload 20. Cookies 21. Sessions 22. E-mail 23. Secure E-mail 24. Error 25. Exception 26. Filter 27. Calendar 28. Date 29. Directory 30. Error 31. Filesystem 32. FTP 33. HTTP 34. Libxml 35. Mail 36. Math 37. Misc 38. MySQL 39. SimpleXML 40. String 41. XML 42. Zip			
	XML  1. Expat Parser 2. DOM 3. SimpleXML	Must have	Must have	Must have
	AJAX  1. Database 2. XML 3. Live Search 4. RSS Reader 5. Poll	Must have	Must have	Must have
<b>3</b>	<b>RDBMS</b>			
	Basic RDBMS knowledge	Must have	Must have	Must have
	Advanced RDBMS knowledge	Should have	Must have	Must have

Sr No	Skills	Developer 0+ yrs	Sr Developer 2+ yrs	Tech Lead 5+ yrs
	Query optimization	Must have	Must have	Must have
	RDBMS tuning	Should have	Must have	Must have
	Replication and Clustering	Bonus	Must have	Must have
	RDBMS Scalability	Bonus	Must have	Must have
<b>4</b>	<b>Design and Modeling</b>			
	Strong knowledge of OOPs	Must have	Must have	Must have
	Design patterns and application thereof	Should have	Must have	Must have
	Understanding of <ul style="list-style-type: none"> <li>• <a href="#">KISS</a></li> <li>• <a href="#">YAGNI</a></li> <li>• <a href="#">DRY</a></li> <li>• <a href="#">SoC</a></li> <li>• <a href="#">SRP</a></li> <li>• <a href="#">Loose Coupling</a> etc</li> </ul> Click on them to view	Should have	Must have	Must have
<b>5</b>	<b>Security</b>			
	Basic Security measures in PHP & My SQL	Must have	Must have	Must have
	Advanced Security measures in PHP & My SQL	Bonus	Must have	Must have
	Knowledge of OWASP (Open Web Application Security Project )	Should have	Must have	Must have
	Knowledge of Network layer security	Bonus	Must have	Must have
	Knowledge of secure architectures	Bonus	Must have	Must have
<b>6</b>	<b>Usability</b>			
	Knowledge of information architecture	Bonus	Must have	Must have
	Ability to design intuitive UI	Must have	Must have	Must have

Sr No	Skills	Developer 0+ yrs	Sr Developer 2+ yrs	Tech Lead 5+ yrs
7	<b>Development Methodologies</b>			
	Knowledge of Agile, Extreme Programming (XP), Scrum, Test-driven development (TDD)	Should have	Must have	Must have
	Knowledge of Identifying code smells and refactoring	Bonus	Must have	Must have
8	<b>Socket programming</b>			
	Ability to implement a protocol server/client	Bonus	Should have	Must have
	Ability to write high performance server/client	Bonus	Should have	Must have
	Understanding of various network protocols	Bonus	Should have	Must have
9	<b>Networking</b>			
	Basic knowledge of DNS	Bonus	Should have	Must have
	Protocol level understanding of TCP / UDP	Bonus	Should have	Must have
	Basic understanding of Routing concepts	Bonus	Should have	Must have
10.	<b>Platform Selection</b>			
	Ability to select languages, OS, RDBMS, Data structures, Frameworks, libraries, Hardware for an application	Bonus	Should have	Must have
	Understand performance, cost and other trade-offs between myriad platform choices	Bonus	Should have	Must have
11	<b>Strategy and Vision</b>			
	Business acumen	Should have	Must have	Must have
	Ability to determine features, product and service strategy	Should have	Must have	Must have

Sr No	Skills	Developer 0+ yrs	Sr Developer 2+ yrs	Tech Lead 5+ yrs
12	<b>Soft Skills</b>			
	Likeable / people's person	Must have	Must have	Must have
	Ability to garner respect amongst peers by demonstrable knowledge and actions	Should have	Must have	Must have
	Proactive mentor who loves to impart and share knowledge	Should have	Must have	Must have
	Attract and Recruit 'A' players	Must have	Must have	Must have
	Train and grow team	Should have	Must have	Must have
	Contribute to process evolution	Should have	Must have	Must have
	Motivate and inspire the team	Should have	Must have	Must have
	Eye for detail	Must have	Must have	Must have
	Ability to measure work	Should have	Must have	Must have
	Ability to listen and document what you have heard / discussed	Must have	Must have	Must have
	Humility	Must have	Must have	Must have
	Ability to work alone and in teams	Must have	Must have	Must have
13	<b>Penchant for Writing</b>			
	Frequently writes internal / external documents / articles	Should have	Must have	Must have
	Conducts internal and external training sessions	Should have	Should have	Must have
14	<b>Penchant for Reading</b>			
	Avid reader of tech and industry blogs, articles, news and books etc	Must have	Must have	Must have
15	<b>Technology Knowledge</b>			
	Avid Internet surfer and PC user.	Must have	Must have	Must have

Sr No	Skills	Developer 0+ yrs	Sr Developer 2+ yrs	Tech Lead 5+ yrs
	Knowledge about all operating systems	Must have	Must have	Must have
	Knowledge about functioning of latest devices like ipad, note, tablets etc	Must have	Must have	Must have
	Willingness to learn technology	Must have	Must have	Must have
16	<b>Product Evangelism</b>			
	Frequently blog	Bonus	Bonus	Must have