

HEALTH WEALTH CAREER

# TECHNICAL COMPETENCY FRAMEWORKS AT WORK

A READY TO USE HANDBOOK FOR IMPLEMENTING TECHNICAL  
COMPETENCY FRAMEWORKS IN ORGANIZATIONS ALONG WITH  
INTERVIEW QUESTIONS



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## INTRODUCTION

Technical hiring remains at the core of every business venture since technical expertise is what holds the basic organizational framework together. Which is why recruiters and hiring managers are always looking for niche talent who would adhere to the company's work culture and align with the vision to give quality output.

Hiring decisions cast a long-lasting impact on the company's productivity, attrition and success rate. Hence, recruiting candidates for different technical roles becomes a roadblock for many because every job role requires a different set of technical competencies against which a candidate should be measured.

However, to solve all your woes, Mettl has come up with a process that helps in on-boarding a smart technical recruit. The three vital aspects that lay a strong foundation of a stellar hiring spree are- Competency Frameworks, Technical Screening Questions, and Telephonic Interview Questions.

To strike a balance between the three and based on our experience of working with 2,000+ clients, we have compiled a ready to use technical competency framework handbook covering eight popular job families. This would in turn benefit organizations in making the right technical hires.

Because, **Mettl Helps Organizations Build Winning Teams.**

## MOST POPULAR JOB FAMILIES



1. JAVA



2. C#



3. PYTHON



4. PHP



5. DATA SCIENCE



6. DEV OPS



7. AUTOMATION TESTING



8. WEB DEVELOPMENT

# 1. JAVA

90% of Fortune 500 companies use Java as a server-side language for back-end development. It is in demand in the finance sector specially in E-commerce websites. Future scope of Java programmers in India is great since Java emerges as the most widely used programming language worldwide. With government's Digital India initiative and demonetization reform, demand for java programmers has shot , since organizations are increasingly planning to go digital.

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Junior Java Developer

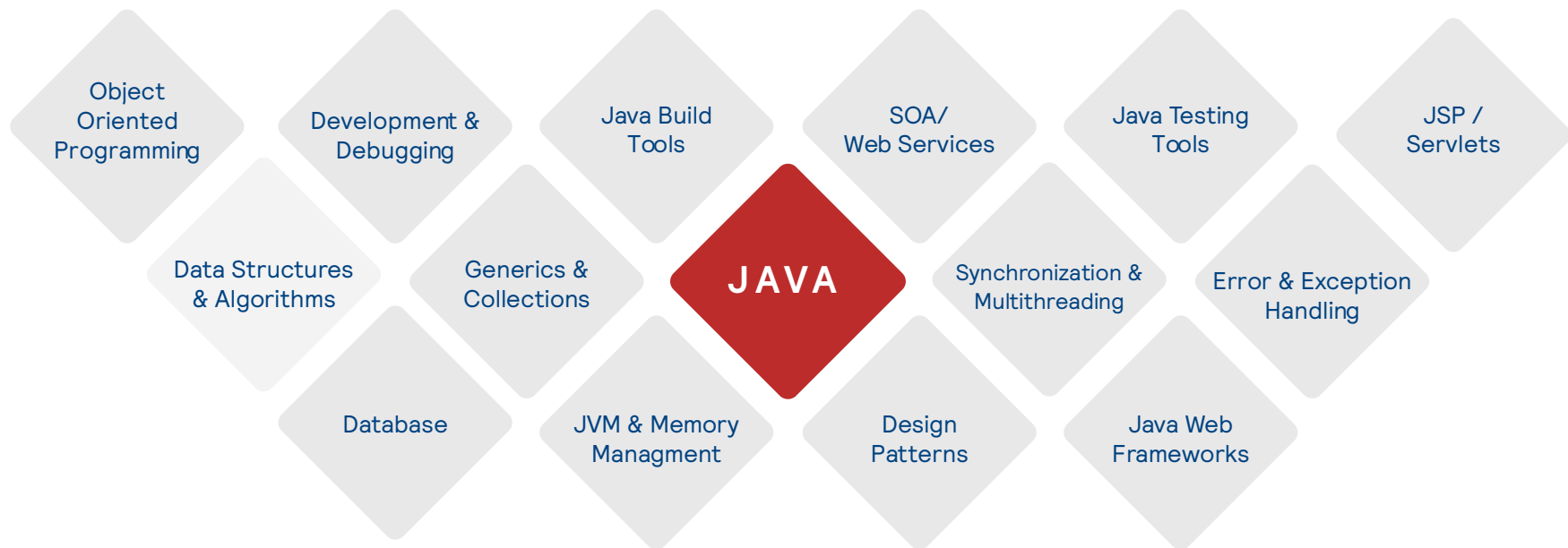


Senior Java Developer



Java Tech Lead

TECHNICAL COMPETENCY FRAMEWORK



## 1.1) JUNIOR JAVA DEVELOPER

Develop user interface, design in compliance with specifications, analyze business requirement and integrate applications by designing database architecture.

### Technical Expertise

- Abstraction, encapsulation, inheritance, polymorphism
- Abstract classes interfaces and constructors
- Thread lifecycle, parallelism, synchronization
- Thread class and object class methods
- Stacks, queues, exceptions and errors
- Collection types, Coding conventions
- JSP lifecycle and scripting methods
- Know at least one RDBMS- Microsoft SQL Serve  
MySQL, Oracle
- DDL, DML, JOINS

### Technical Screening Questions

- Write the query for create, update, delete and insert data.
- Swap two numbers without using a third variable.
- What are Checked and UnChecked Exception?
- How can one customize the serialization process?

### Telephonic Interview Questions

- Which is your favorite and least favorite technology products? Why?
- Give a gist of your last presentation.

## 1.2 ) SENIOR JAVA DEVELOPER

Gather system and user requirement, test features before release, prioritize, assign and execute tasks. Supervise junior developers, deploy and maintain high quality applications.

### Technical Expertise

- Implementation of constructors & multiple inheritance
- Deadlock, implementing threads, race condition & critical section
- Big O, JVM memory structure, throw & exception handling
- Collections and map hierarchy, arraylist, vectors
- Application of generics, debugging and software analysis
- URL-rewriting, annotations, Servlet filters
- JS directives, servlet parameters, J2EE frameworks
- Should know at least one tool- Maven, Gradle or Ant
- Complex SQL queries, data storage, movement

### Technical Screening Questions

- Which are the must have tools for Continuous Delivery solution?
- Write algorithm for Big O notation for linear time complexity.
- Explain the use care for Servlets 3.0 introduced async support.
- What are the crucial features introduced in Java 5, 7 & 8?

### Telephonic Interview Questions

- Describe your two strengths and weaknesses.
- What are flaws in your current project and how you will improve them?



### 1.3 ) JAVA TECH LEAD

Collaborate with development team, deliver impeccable software solutions and take full ownership of the product. Encourage and lead team innovation, prepare training module for juniors and client interaction to deliver high quality results.

#### Technical Expertise

- Define technical requirements and create high level architectural specifications, ensuring feasibility, functionality, and integration with existing systems/ platforms.
- Trie, B-Trees, Quadtrees, boxing-unboxing
- Heap memory, permgen space and garbage collection models
- Implement HashMap, LinkedHashMap and others
- JDBC queries, inserts, updates and deletes in a JSP/Servlet web application
- SOAP, RESTful, Validation, HATEOAS & Secured REST
- High volume SQL Server databases, tuning and monitoring
- Create required database indexes, index management

#### Technical Screening Questions

- How would you synchronize five threads to start at the same time?
- Where have you implemented micro service architecture in your previous organization?
- What are the deployment methodologies you have followed in the past?
- List a few producer and consumer related problems. Which class of queue interface is used to solve it?

#### Telephonic Interview Questions

- What do you hope to achieve in the first six months after being hired?
- How do you maintain work-life balance?

## 2.C#

C# is a modern, general purpose, object-oriented programming language designed around the Common Language Infrastructure. A great C# developer is capable of handling many aspects of developing an application, including but not limited to performance, scalability, security, testing, and more.

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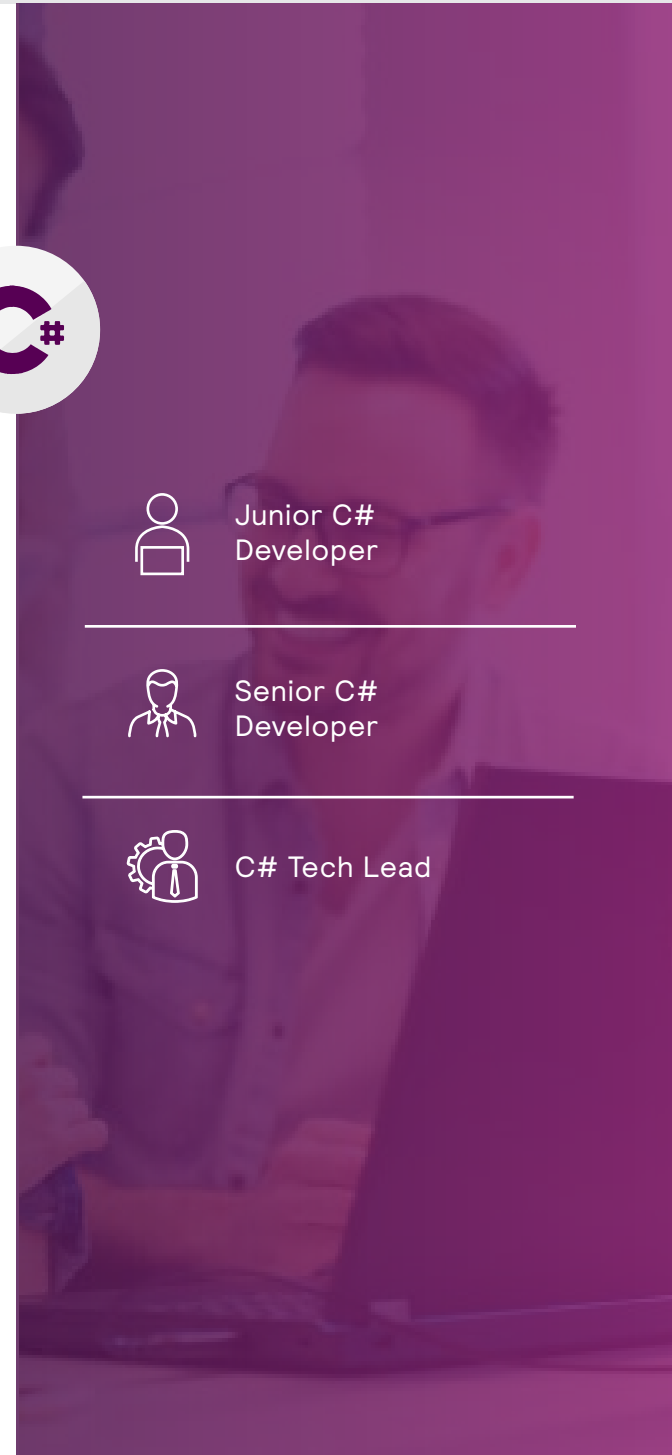
Junior C#  
Developer



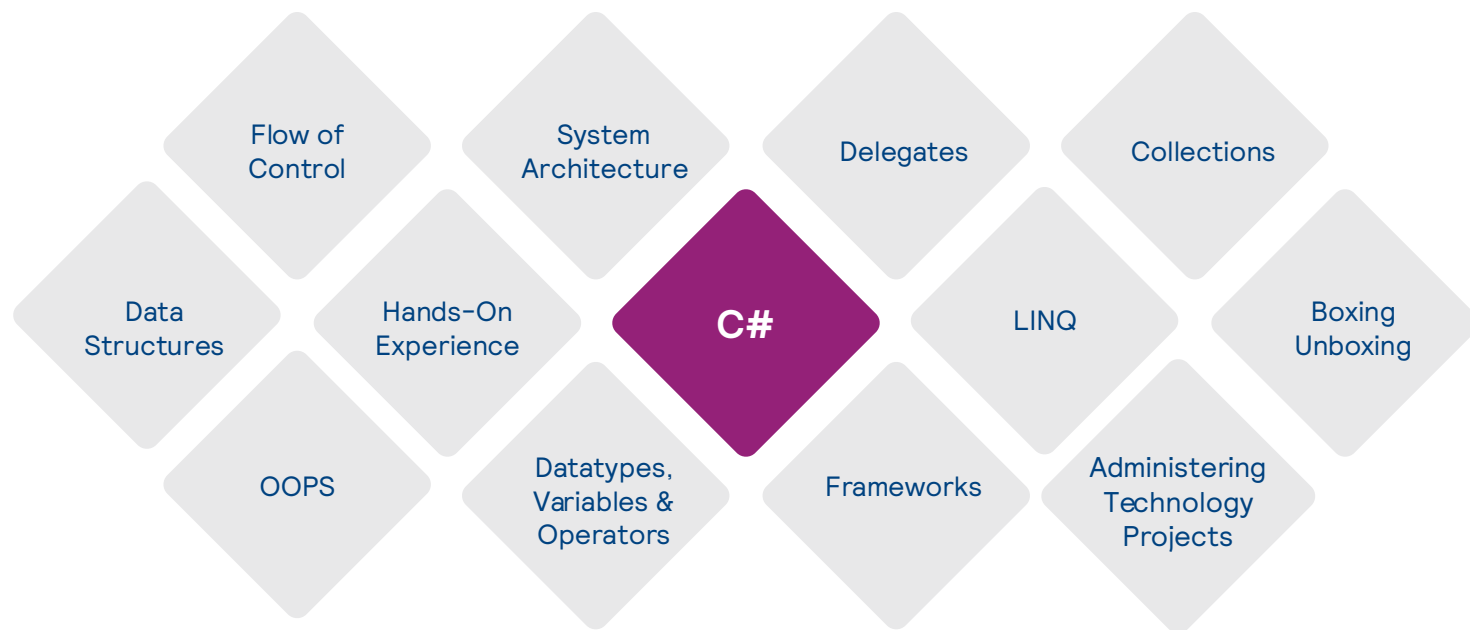
Senior C#  
Developer



C# Tech Lead



TECHNICAL COMPETENCY FRAMEWORK



## 2.1) JUNIOR C# DEVELOPER

Responsible for providing development, enhancement, troubleshooting, debugging and maintenance for software applications.

### Technical Expertise

- OOPs basics, Inheritance rules, classes and keywords
- Basic coding and reviewing
- Basics of variables, data types and operators
- Basics of control statements and loops

### Technical Screening Questions

- What are dynamic type variables?
- What are delegates?
- What is the difference between constant and readonly keywords?
- How do you use StringBuilder class for concatenation of string?

### Telephonic Interview Questions

- Are you creative? How would you describe your creativity?
- What are your expectations from the job?

## 2.2 ) SENIOR C# DEVELOPER

Design, code, test, debug and document software project plans as per the requirement. deliver client specific work. Involvement in all aspects of project life cycle along with giving technical and management expertise.

### Technical Expertise

- OOPS intermediate knowledge
- Inheritance rules and their application
- Classes, keywords and their application
- Application of data structures
- Intermediate ability to read, review, and write code
- Conceptual knowledge of datatypes, variables, operators control statements and loops
- LINQ, boxing and unboxing
- Application level knowledge of delegates

### Technical Screening Questions

- Can we override static methods in a derived class? Support your answer with an example.
- Can we use 'this' keyword inside a static method? If yes, how it is used? If no, why can't we use it?
- What is an XSD file?
- What is a trigger? Explain different types of trigger?

### Telephonic Interview Questions

- Why did you leave your previous job?
- How does your previous work experience make you suitable for this job role?

## 2.3 ) C# TECH LEAD

Plan, execute and lead a project from start to end as per respective business standard, methodologies and controls. Develop overall technical strategies for external client projects.

### Technical Expertise

- Fluent in analyzing OOPs, design patterns & application
- Expert in C# programming and LINQ integrated queries
- Expertise in datatypes, variables, operators & flow of control
- Application of boxing-unboxing and collections
- Manage system architecture, administer development and lead team to achieve project objectives

### Technical Screening Questions

- What is a multicast delegate? What is the use of it? Have you ever implemented it in any of your project?
- What do you mean by 'Publishers' and 'Subscribers' in event?
- When does the deadlock situation arise in terms of threading?
- What QA process do you follow in your project and why?

### Telephonic Interview Questions

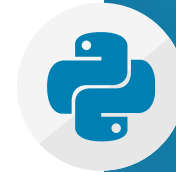
- How do you interview prospective team members?
- Would you describe yourself a team leader or coach? Why?

## 3. PYTHON

Python is a multipurpose language used for various tasks, such as web development and data science which is why it has become the fastest growing programming language. As per Analytics and Data Science Jobs Study, Python witnessed the biggest jump in 2018, replacing R as the most in-demand analytics tool. Even though the demand is high, the supply is comparatively inadequate. A survey also revealed that 43% developers wish to learn Python next to keep in pace with the tech trend.

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Junior Python Developer



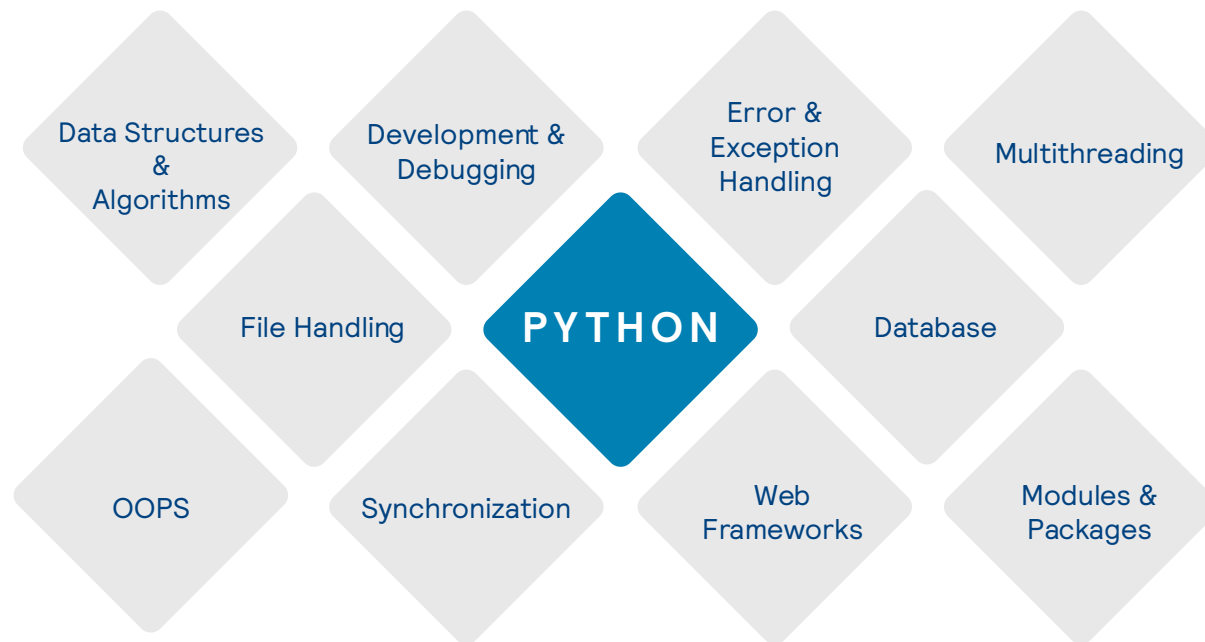
Senior Python Developer



Python Tech Developer



TECHNICAL COMPETENCY FRAMEWORK





### 3.1) JUNIOR PYTHON DEVELOPER

Assist senior developers in writing effective scalable codes, developing back-end components. Provide support to front-end developers by integrating.

#### Technical Expertise

- Module and package
- Basics of Django framework including ORM, Views, Forms and Models
- Data structures in Python such as Array, Sets, and Lists(Stack and Queue)
- Algorithms- Searching, and Sorting and their use
- Basics of try, except, finally and file operations
- Write, reuse and debug efficiently in Python
- Basics of SQL or any other database query language
- Create new database
- DDL and DML commands
- Inner Outer Joins, Group By and Having clause

#### Technical Screening Questions

- How does Python handle function calls?
- What are negative indexes and why are they used?
- Write a sorting algorithm for a numerical dataset.
- List some of the ways to get the code run in a parallel way

#### Telephonic Interview Questions

- Which hackathons have you participated in college?
- How would you rate your coding skills?

### 3.2 ) SENIOR PYTHON DEVELOPER

Build efficient server-side applications, check code of other developers and guide juniors. Implement software enhancement and suggest improvements.

#### Technical Expertise

- Abstraction and Encapsulation, Inheritance, Polymorphism
- Create modules and packages
- Proficient with ORM, Views, Forms, Models, URL Mapping
- Process, thread, parallelism, synchronization
- Locks, RLocks, Semaphores, Events, Conditions and Barriers
- Dictionaries, Tuples, and Lists(Graphs and Trees)
- Proficiency in using Graph and Pattern Matching
- Proficiency in try, except, else, finally and file operations
- Write well-designed, efficient and testable code
- Analysis, programming, testing and debugging

#### Technical Screening Questions

- Find the largest palindrome made from the product of two 2-digit numbers.
- Give an example of filter and reduce over an iterable object.
- Mention the tools that you use for profiling, linting and debugging.
- Using pseudo-code, implement binary search for a sorted array of integers

#### Telephonic Interview Questions

- Describe an instance when you applied technical knowledge in a practical manner.
- How do you ensure quality in your deliverables?

### 3.3 ) PYTHON TECH DEVELOPER

Create architecture, innovate technology and collaborate with others. Expert programmer with excellent management skill, takes full responsibility for quality of code & newly developed test cases.

#### Technical Expertise

- Lead tech team to achieve project objectives
- UML, OOAD and Design patterns
- Flask, TurboGears, Pyramid
- Semaphores and prevent deadlocks
- Enhance and modify the existing data structures
- Create custom Exception
- Basics of pickle and shelve modules.
- Analyze flow of data, tuning and monitoring
- Create required database indexes, index management & maintain statistics

#### Technical Screening Questions

- Which tools do you use to test code quality while reviewing?
- How would you debug a program while it is being used?
- What research methods do you use to design a new software system?
- How do you stay updated with current technology trends?

#### Telephonic Interview Questions

- How did you ensure you meet deadlines for complex projects?
- How do you keep your team motivate?

## 4.PHP

PHP gained popularity since Mark Zuckerberg came up with Facebook. Furthermore, with organizations adopting digital platforms for promoting their business, PHP has remained in trend since it provides dynamic web solutions. A recent survey revealed that PHP is used by 84% of the majority of web servers. Though PHP lost 5.1% market share in the last five years, it still remains one of the most popular languages that IT outsourcing companies prefer to build dynamic websites.

[EXPLORE PHP TESTS >](#)

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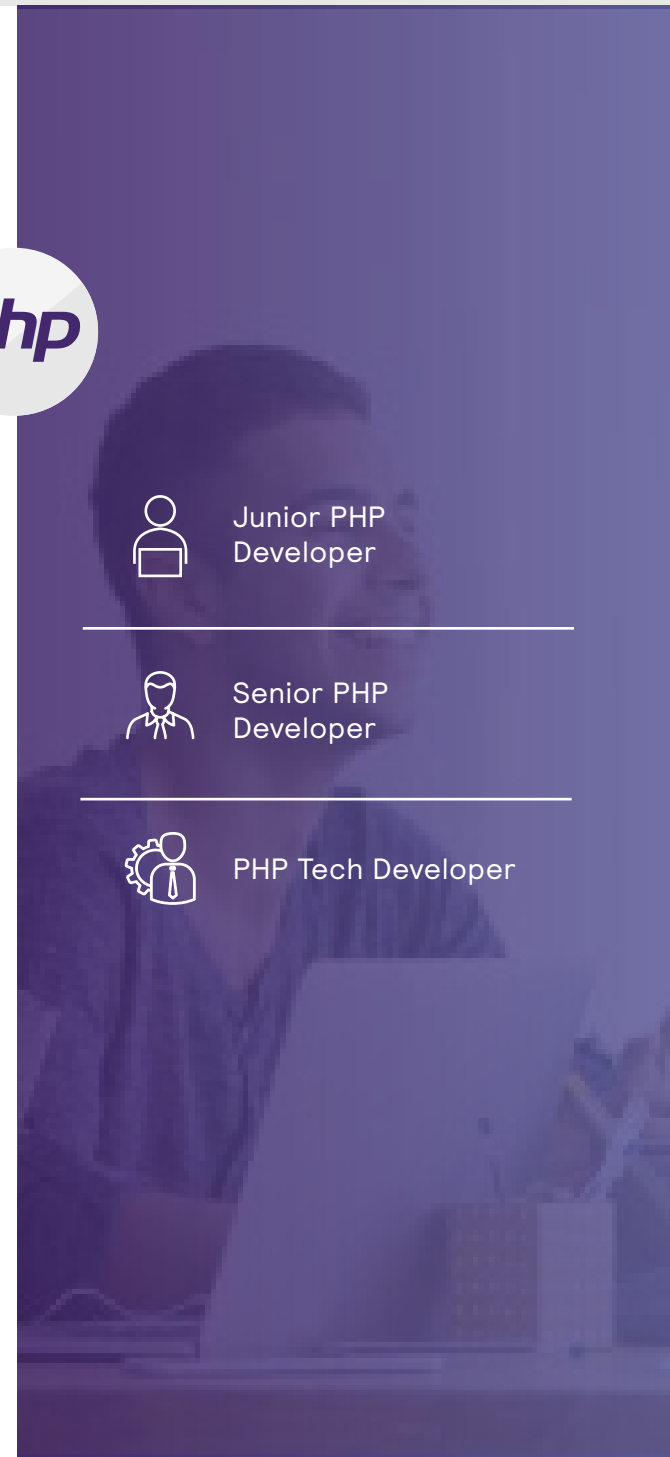
Junior PHP Developer



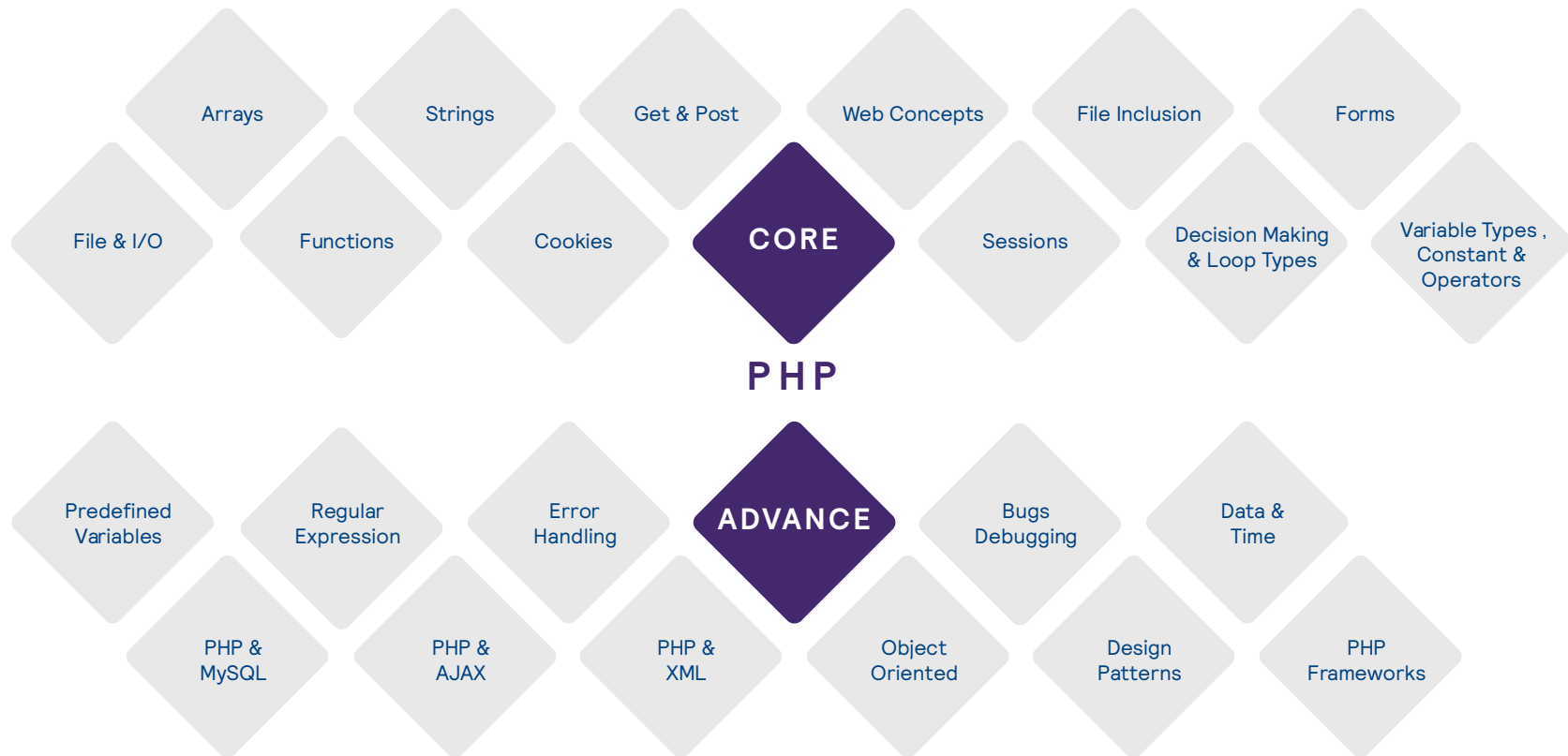
Senior PHP Developer



PHP Tech Developer



TECHNICAL COMPETENCY FRAMEWORK



## 4.1) JUNIOR PHP DEVELOPER

Assist senior developer in developing minor/major application feature and feature specifications, coding, testing and troubleshooting.

### Technical Expertise

#### CORE

- Operators, constant variables and datatypes
- Decision making, loop types, GET and POST methods
- Array, string functions
- Html forms and browser redirecting

#### ADVANCED

- Predefined variables or superglobals
- Regular Expressions using Posix or Perl Style Regular Expression
- Error handling functions and possible error levels
- Exception handling model, try and catch

### Technical Screening Questions

- What is the purpose of constant() function?
- How do you create a session? How will you set value and remove data from a session?
- How will you concatenate two strings?
- What is the difference between abstract and interface class?
- Describe the different types of errors in PHP.

### Telephonic Interview Questions

- What are your weak areas in coding?
- How can our organization benefit from your college education?

## 4.2 ) SENIOR PHP DEVELOPER

Write clean and high-quality codes, produce detailed specifications and deploy new features. Collaborate with UX team, troubleshoot and maintain web services.

### Technical Expertise

#### CORE

- Include PHP file content of into another PHP file
- Opening, writing, closing or reading a file
- Set and delete cookies
- Get and post, handling and validating form

#### ADVANCED

- Custom error handling functions and create custom exception handler
- FuelPHP & CakePHP
- Create or delete MySQL database using PHP, insert and retrieve data
- Abstraction and Encapsulation

### Technical Screening Questions

- What is usermeta function in Wordpress?
- How will you set csrf token in codeigniter?
- Can you send an Ajax request to another domain?
- Find a pair with matching sum equal to matching number.

### Telephonic Interview Questions

- Describe two things that are not mentioned in your CV.
- What is more important- studies or practical knowledge? Why?

### 4.3 ) PHP TECH LEAD

Build efficient and reusable modules, integrate user-facing elements, solve architectural challenges and proficient in code version tools. Help team with technical issues and coordinate with client for smooth implementation.

#### Technical Expertise

##### CORE

- Proficient knowledge of starting and destroying a PHP session, turning on auto sessions, sessions without cookies

##### ADVANCED

- Access information from a database through Ajax and PHP using client side html file and server side PHP file
- Inheritance, polymorphism and XML parsers
- FlightPHP and PHP design patterns

#### Technical Screening Questions

- How do you practice continuous integration in your current role?
- What is the main problem while comparing floating point numbers?
- How do you optimize database?
- How can you enable error reporting in PHP?

#### Telephonic Interview Questions

- How is your experience in managing team members with diverse background?
- How often do you provide feedback and what is its impact?



## 5. DATA SCIENCE

During the Union Budget 2018 session, Finance Minister Arun Jaitley listed government's investment in research, training and skill development in robotics, Artificial Intelligence, digital manufacturing and more (\$480M allotted to Digital India initiatives). Having said this, Data Science emerges as a new age skill as also suggested by Mettl's Campus Salary & Employment Report 2018.

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Data Analyst



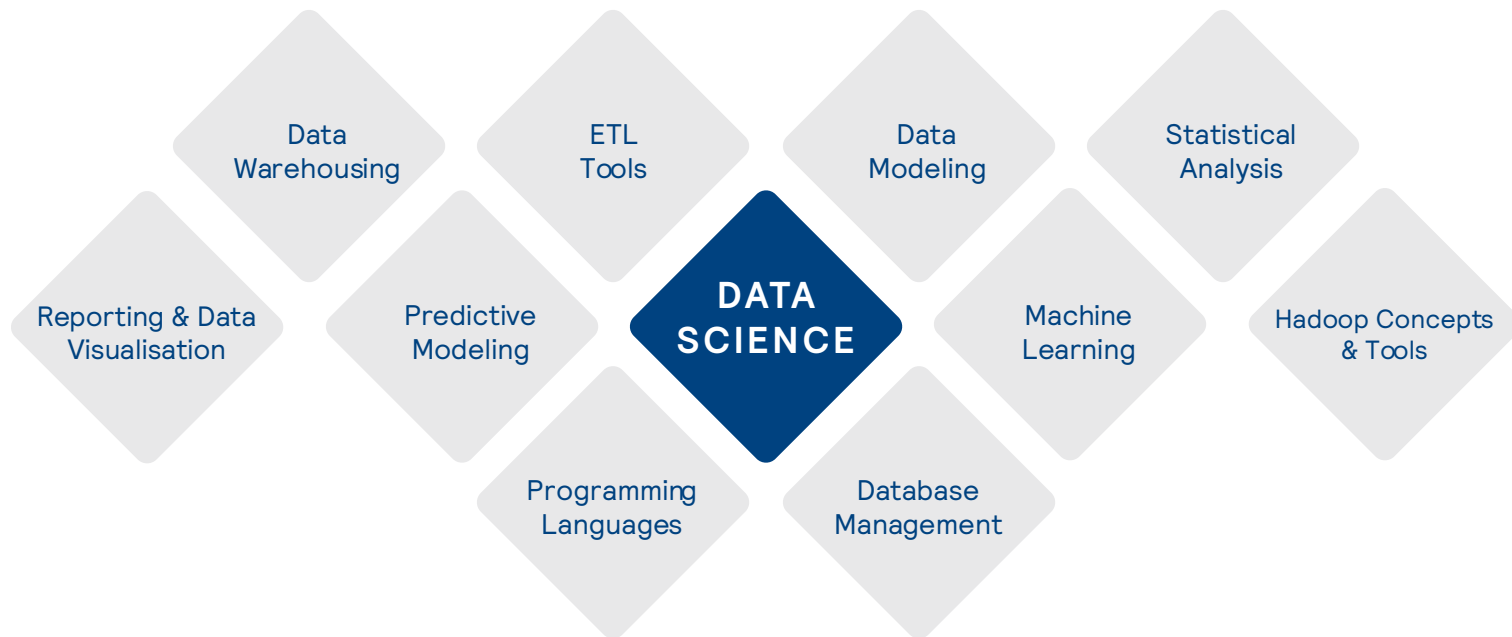
Data Scientist



Data Engineer



TECHNICAL COMPETENCY FRAMEWORK



## 5.1) DATA ANALYST

Collects and analyzes huge volume of data be it sales related, market research, logistics, or transportation costs to make better business decisions by producing comprehensible outcomes.

### Technical Expertise

- Data Mining, Warehousing concepts, Redshift and Panoply
- Data munging using R, Python and SQL
- Tableau, Inforgram or ChartBlocks
- Hands-on-experience of data visualisation and manipulation packages in R like ggplot, dplyr or libraries in Python like Matplotlib
- Microsoft Excel, SPSS, SPSS Modeler
- Proficient in MySQL and MS SQL Server and R or Python
- MapReduce, HDFS, Hive, SQOOP, Pig

### Technical Screening Questions

- How will you use data modeling for creating a pivot table?
- What are the best practices for data cleansing?
- How would you solve multi-source problems?
- Explain what should be done with suspected or missing data?

### Telephonic Interview Questions

- How would you rate your knowledge in Excel?
- How do you find errors that aren't immediately obvious?

## 5.2 ) DATA SCIENTIST

Create insights from mismatched information and disconnected patterns, structure and mine data, make relevant assumptions and deliver business impact through the available data.

### Technical Expertise

- Data visualization libraries/packages- Matplotlib, ggplot, or d3.js
- Statistical tests, distributions, maximum likelihood estimators and inferential statistics like regression and classifiers
- k-nearest neighbors, random forests, ensemble methods

### Technical Screening Questions

- Compare SAS, R and Python programming?
- You are given a data set which has missing values spread along 1 standard deviation from the median. What percentage of data would remain unaffected? Why?
- You came to know that your model is suffering from low bias and high variance. Which algorithm should you use to tackle it? Why?
- When is Ridge regression favorable over Lasso regression?

### Telephonic Interview Questions

- How has your prior experience prepared you for a role in data science?
- How do you overcome challenges in your assumptions?

### 5.3 ) DATA ENGINEER

Develop and test infrastructures of data generation, analyze and manipulate data in analytical databases. Work with different teams to understand and implement database requirements and analyzer performance.

#### Technical Expertise

- Redshift or Panoply, StitchData or Segment
- SSAS, Ab Initio, Amazon Redshift
- ERWin, Enterprise Architect and Visio
- Implement predictive modeling, Natural Language Processing & text analysis
- Proficient in Python,C/C++ Java, Perl, MatLab, R
- UNIX, Linux and Solaris
- PostgreSQL and MySQL, and NoSQL technologies like Cassandra & MongoDB
- Apache Hadoop-based analytics with knowledge of HBase, Hive, MapReduce

#### Technical Screening Questions

- How to connect Oracle database Python, Java & Shell script?
- Designing a booking website and writing all test cases along with all the details captured.
- Implement iterator which takes 3 iterators as input and sort it out.
- Implement scalable topK words for Amazon product descriptions using count-min sketch.

#### Telephonic Interview Questions

- What strategy do you follow to develop your team?
- What challenges do you face in managing a remote team?

## 6. DEV OPS

Organizations are increasingly adopting DevOps on a large scale since majority of businesses are moving towards it. According to a Capgemini report, 60% of companies adopted DevOps in 2017 or plan to do so in 2018. The staggering figure shows the significance of DevOps being a critical part of a business strategy since every organization aims at adhering to demands, internal improvements and regular updating of software or other solutions. Which is why there is a nationwide demand for DevOps experts.

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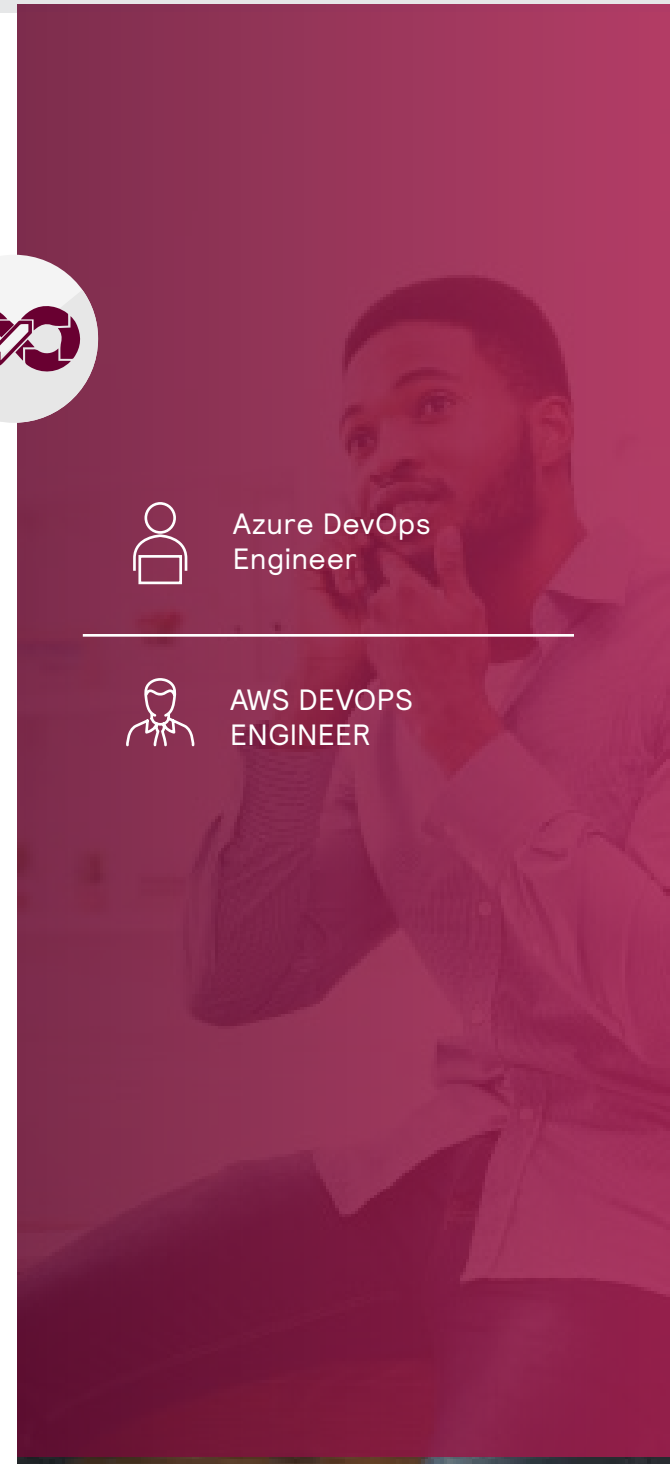
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Azure DevOps  
Engineer



AWS DEVOPS  
ENGINEER



## 6.1) AZURE DEVOPS ENGINEER

Manage and automate processes, support customer environments and consult customers on technical aspects. Provides continuous integration and delivery.

### Technical Expertise

- Continuous integration and deployment to Azure Container Service
- Continuous deployment with CI/CD
- Read, monitor and understand Azure Application insights
- Azure Resource Manager, Application Insights, Azure Monitor
- Penetration Testing, Web Application firewall, Layered Security Architecture
- Role-Based Access Control, Antimalware, Multi-Factor Authentication, Identity Protection, Virtual network gateways
- Encryption at rest, flight and key management with Azure Key Vault

### Technical Screening Questions

- What is the importance of CI/CD pipeline in Azure Devops?
- List the tools available that can be interfaced with Azure Devops services.
- What differentiates Azure Artifacts from Azure Repos?
- Can Azure test plan be used for manual and automatic testing? Justify your statement.

### Telephonic Interview Questions

- Why did you opt for engineering?
- What personal characteristics are important to be a good engineer?

## 6.2 ) AWS DEVOPS ENGINEER

Implement and manage continuous delivery systems, automate security controls and compliance validation. Define and deploy monitoring, metrics and logging systems.

### Technical Expertise

- Inventory, configuration tracking, coordination and management of AWS Resources
- AWS Elastic Beanstalk and AWS OpsWork
- Should know at least one – Chef, Puppet, Ansible or Salt
- HashiCorp Terraform, Topologies, Stack-Level Tools AND AWS Config Partners
- Deployment Automation, performance management
- Amazon Elasticsearch Service, CloudWatch Logs, Kinesis Firehose and Amazon S3
- Automated and manual monitoring tools

### Technical Screening Questions

- How will you troubleshoot a serverless application?
- What does `ec2-create-group CreateSecurityGroup` command do with respect to the Amazon EC2 security groups?
- How do you monitor the spikes which are coming for every second or two? How will you determine which process is causing spikes?

### Telephonic Interview Questions

- What are the projects that you have worked on?
- What would you do if you know a certain project cannot be delivered in a proposed deadline?



## 7. AUTOMATION TESTING

With the increase in complexity of software applications and maintenance needs in short periods of time, the use of automation testing has become significant. As per Automation Testing Market by Technology Report, the automation testing market is expected to grow at a CAGR of 17.7% between 2017 and 2023 globally. The factors that have given an impetus to this growth are increase in mobile devices, technology, digital revolution in testing and DevOps methodology.

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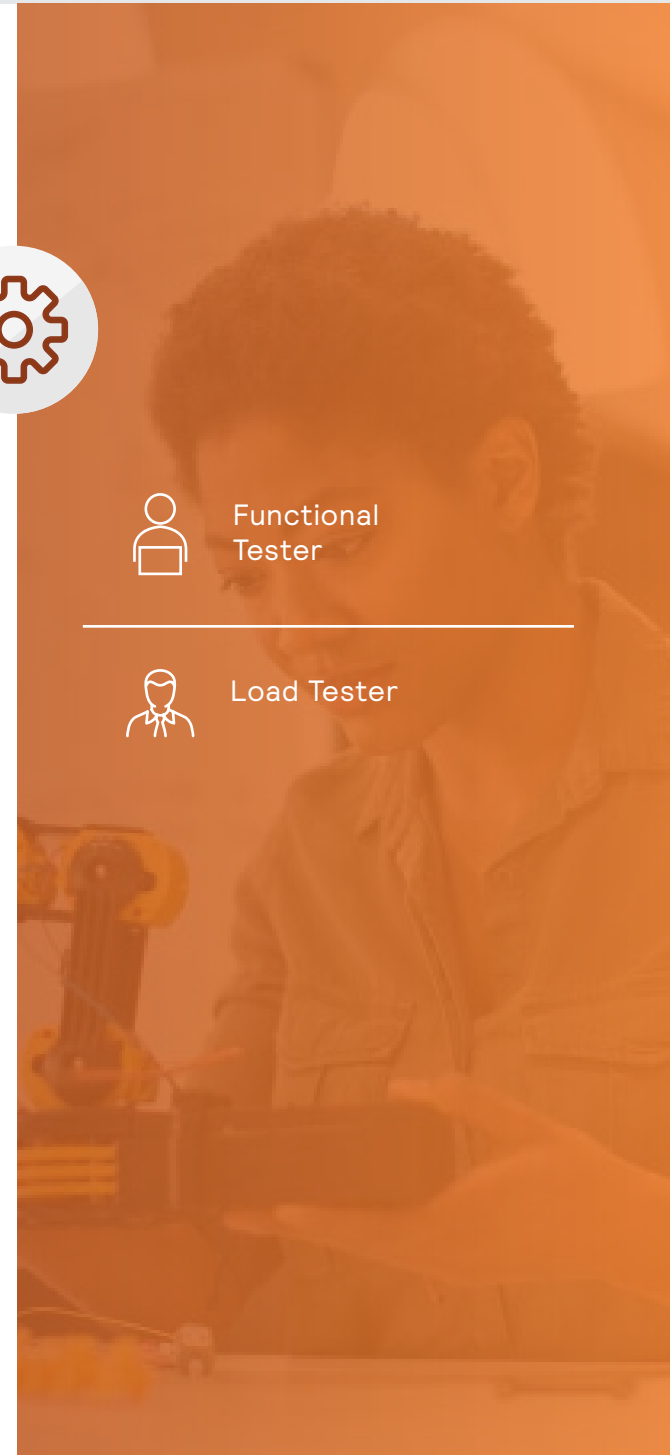
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Functional Tester



Load Tester



## 7.1) FUNCTIONAL TESTER

Test modifications, convert requirements to test plans, review and analyze system specifications. Execute test script, report and document technical glitches.

### Technical Expertise

- Unit Testing
- Integration Testing
- System Testing
- Smoke Testing
- UI Testing
- Regression Testing
- Beta/Acceptance testing

### Technical Screening Questions

- Explain the bug cycle.
- Describe the functional flow of the project you last completed.
- Which object repository will OTP use to identify object when three local object repositories have same object, properties and values?
- What is the need of testing functional part of an application when structural part is tested properly?

### Telephonic Interview Questions

- What are the significant achievements in your testing career?
- What are your responsibilities in your current role?

## 7.2 ) LOAD TESTER

Help testers in solving scripting issues, collaborate with business development team, analyze product capability and prepare performance strategy. Review test scripts, workload model and execution results.

### Technical Expertise

- Longevity/Endurance Testing
- Volume Testing
- Test Case Creation
- Performance Testing
- Bottleneck Discovery
- Scalability Enhancement

### Technical Screening Questions

- How can data caching have negative effect on testing results?
- Why is it recommended to add verification checks to your all your scenarios?
- What language do you use to write load scripts?
- How do you handle memory leakages?

### Telephonic Interview Questions

- How is your experience with offshore client interactions?
- How do you tackle roadblocks?

## 8. WEB DEVELOPER

Web development acts as the bedrock of an organization's internet marketing strategy. With a surge in retail and travel industries, companies wish to keep in line with current technological trends. According to a report, web development will continue to grow at a CAGR of 24% through 2024. GoDaddy's study terms the present as 'Golden Age of Web Development'. The future is promising owing to technological updates and emphasis on creating user-friendly interfaces. Since there is no slowing down, the time may just be ripe for the Indian web development companies to venture in the global market.

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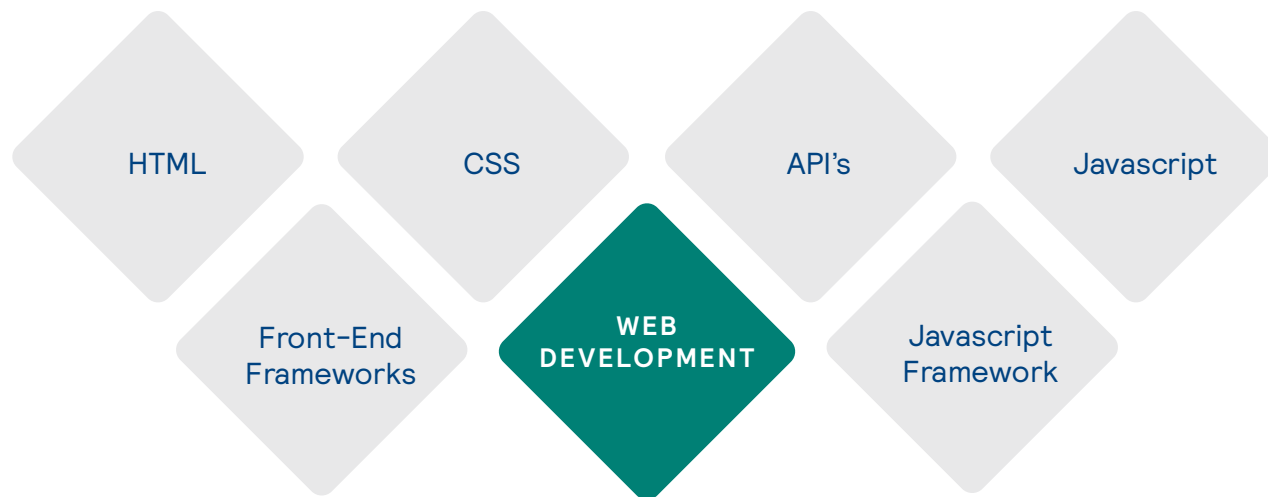


Junior Front-End  
Web Developer



Senior Front-End  
Web Developer

TECHNICAL COMPETENCY FRAMEWORK



## 8.1) JUNIOR FRONT-END WEB DEVELOPER

Write clear and well-structured code, implement visual and interactive elements, code signed off designs into web page templates and regularly administer website.

### Technical Expertise

- Create HTML and CSS files from scratch
- Elements, Attributes, Images, List, Forms, Colors
- Background color, color, position, margin, padding, tables
- Bootstrap, GET, POST, PUT and Delete basics
- 1xx - Information, 2xx - Successful, 3xx - Redirection, 4xx - Client Error, 5xx - Server Error
- Extensible Markup Language or JavaScript Object Notation
- JavaScript Events, Function, Objects and Data types declaration
- Angular JS, React JS or JQuery basics

### Technical Screening Questions

- How will you ensure that your website design or web application is accessible and user-friendly?
- How do you structure your CSS and JavaScript to make it easier for other developers to work with?
- When would you use: clear: both;?
- How would you send out/convert to JSON format?

### Telephonic Interview Questions

- What software versioning system have you used?
- How do you ensure you keep up to date with newly emerging trends?

## 8.2 ) SENIOR FRONT-END WEB DEVELOPER

Leads production, modification and maintenance of websites and other web user interfaces. Create innovative solutions, oversee work of junior developers and address critical situations.

### Technical Expertise

- Tags, attributes, elements, SVG, Canvas
- Geolocation, drag/drop, Web Storage, web workers, SSE
- LESS and SASS
- Bootstrap, UIKit or Pure basics
- Head, Patch, Options
- JSON and XML format.
- REST, ROA, SOAP and SOA
- Type conversion, RegExp, Strict mode, try catch, finally
- Implement in one or more- Angular JS, React JS, Vue.js or Popper.js

### Technical Screening Questions

- Code the UI of our listing page using bootstrap.
- How would you approach fixing browser-specific styling issues?
- If you have 5 different stylesheets, how would you best integrate them into the site?
- How will you create a simple slideshow page?

### Telephonic Interview Questions

- What do you do when you have to compromise with the quality to deliver a high priority project?
- Whom do you approach if you get stuck in your work?

## ABOUT US

At Mercer | Mettl our mission is to enable organizations to build winning teams by making credible people decisions across two key areas: Acquisition and Development. Since our inception in 2010, we have partnered with 2900+ corporates, 31 sector skill councils/ government departments, and 15+ educational institutions across 90+ countries.

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