interviewmocha

What Your Recruiting Team Must Know To Ace
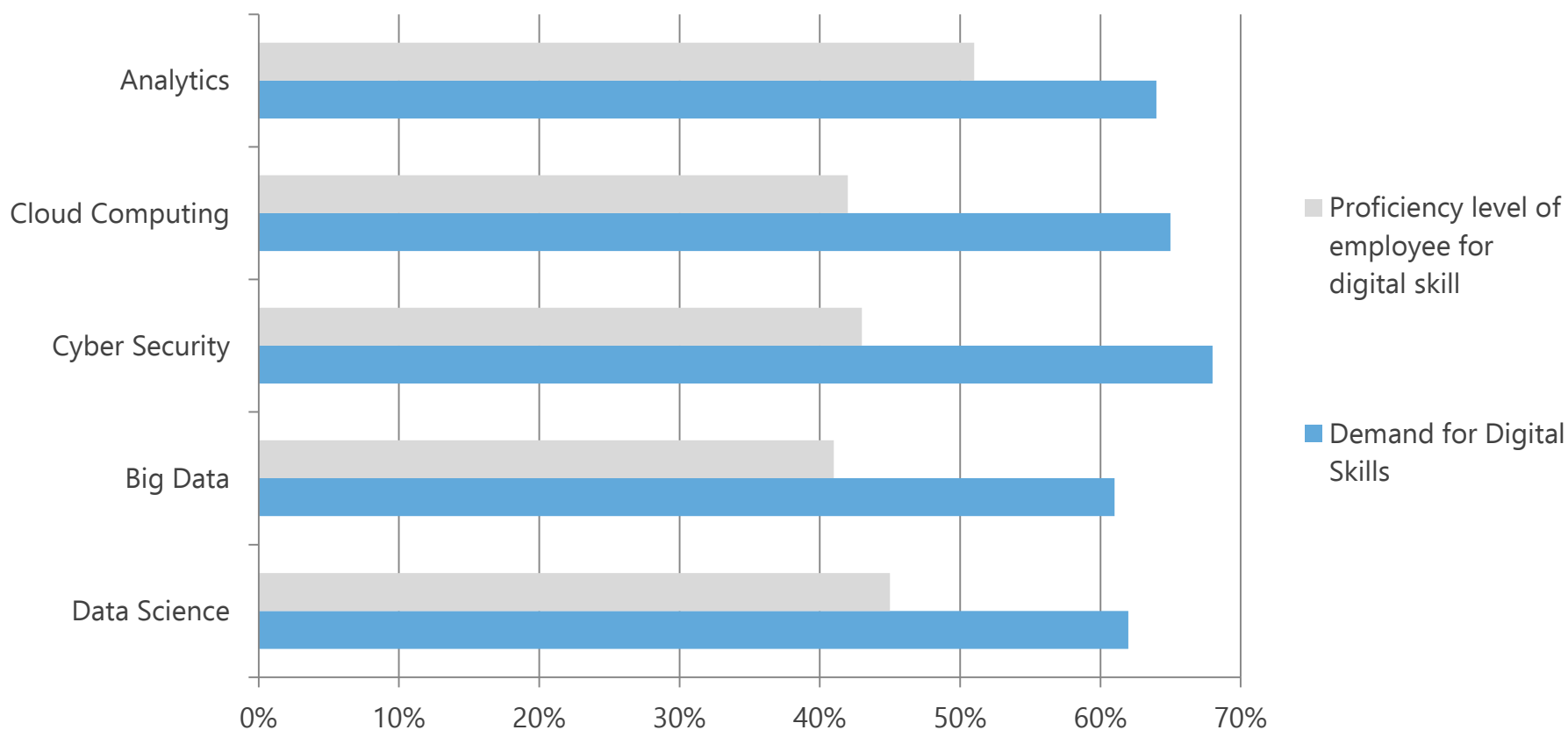# Digital Transformation 2.0

As Digital Transformation is gaining a firm foothold across industries, the foremost critical factor that will help companies leverage digital to their advantage is *hiring the right People.*

Companies are now on the lookout for talented employees who are proficient in new age skills – everything from Industry 4.0 and robots to artificial intelligence, data science, virtual reality, and new digital business models. Thus the onus lies on the HR and recruitment teams to gear themselves to identify and attract the best talents.

Demand of Digital 2.0 Skills Exceeds Supply

A recent research report published by Capgemini & LinkedIn shows that 50-55% of the organizations struggled with their digital transformation owing to lack of finding the right talent with digital 2.0 skills.

Legend:
- Proficiency level of employee for digital skill
- Demand for Digital Skills

Categories (top to bottom): Analytics, Cloud Computing, Cyber Security, Big Data, Data Science

X-axis: 0%, 10%, 20%, 30%, 40%, 50%, 60%, 70%

Source: Capgemini digital transformation institute survey taken on 501 employers and 751 employees

Hiring for digital 2.0 skills is no doubt a challenge. The key to overcome this challenge is empowering the recruitment team to understand this change, train them to identify potential employees, attract, and retain them.

Make your hiring team digital transformation ready by helping them understand:

Next-gen job-roles
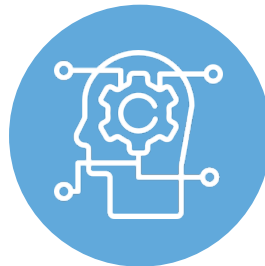
Skillset required for
in-demand job-roles

Digital 2.0 Skills

Data Science refers to obtaining the information from unstructured as well as structured data. It uses algorithms, statistical, mathematical concepts as well as scientific processes and methods for analyzing the voluminous data. Data Science consists of AI (Artificial Intelligence) and ML (Machine Learning).

Data Science Skills

- Data modelling
- Data mining
- Data warehouse
- Data integration
- Distributed architecture
- Automating machine learning
- Data visualization
- Dashboards and BI
- Data engineering
- Deployment in production mode
- Data analytics
- MATLAB
- Statistical, predictive modeling

Data Science Job Roles

- Data Analyst
- Data Scientists
- Data Engineer
- Data Science Consultant
- Data Architect
- Data Mining Analyst
- Data Specialist
- Solution Architect – Data Science
- Statistician
- Research Scientist
- Database Developer
- Database Administrator
- Machine Learning Developer

Artificial Intelligence (AI) is the science of creating intelligent machines/ computer programs that can be used to mimic human intelligence. Businesses of all sizes are using AI to solve the complex business problems.

Artificial Intelligence Skills

- ML, DL, NLP
- Blockchain
- Neural networks
- Statistical learning
- Predictive analysis
- Pattern recognition, classifiers
- Cluster analysis
- Robotics Probabilistic methods: Bayesian network, Hidden Markov model, Kalman filter, etc.
- Expertise in tools such as Caffe/Deeplearning4j/ TensorFlow/ ConvNet, OpenNN/etc.

Artificial Intelligence Job-roles

- AI Developer
- Deep Learning Developer
- RPA Developer
- NLP Developer
- Neural Network Developer
- AI Engineer
- Blockchain Developer
- AI/ML Developer
- Deep Learning Architect
- Algorithm Specialist
- Research Scientist
- BI Developer
- Business Intelligence Engineer
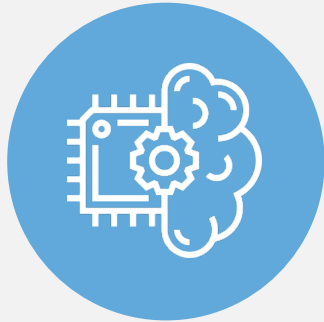
Machine Learning (ML) is the science that uses statistical techniques to analyze the data, learn from the data & to make future predictions depending on its analysis. It also gives the ability to computer systems of improving its performance for specific tasks without being explicitly programmed.

Machine Learning Skills

- Supervised machine learning
- Unsupervised machine learning
- Reinforcement learning
- Neural networks
- SVM/CRF/HMM
- Anomaly detection
- Programming skills: R or Python
- Regression analysis
- Data exploration
- Expertise in handling TensorFlow/Apache Mahout/Torch/ Accord.NET

Machine Learning Job-roles

- Machine Learning Developer
- Machine Learning Engineer
- Machine Learning Expert
- Machine Learning Specialist
- Machine Learning Researcher
- Data Analyst
- Research Scientist
- Predictive Modeler
- Data Scientist
- Data Science Engineer
- Algorithm Specialist

Big data involves study and application of large & complex data sets (structured, semi-structured and unstructured form). This stream helps to address business problems by providing trends, patterns, better insights for businesses to make strategic moves.

Big Data Skills

- Docker
- Flume
- Hadoop
- HDFS
- Hive
- Map Reduce
- Oozie
- Pig
- Spark
- Sqoop
- Strong coding skills of Java, Python, Perl, shell scripting
- Strong SQL and exposure to any RDBMS platforms

Big Data Job-roles

- Big Data Developer
- Big Data Analyst
- Big Data Engineer
- Big Data Architect
- Hadoop Developer
- BI Engineer
- BI Architect
- Database Administrator
- Hadoop Engineer
- Hadoop Architect

Cloud computing refers to the delivery of computing services such as servers, storage, databases, networking, software, and analytics through a cloud services platform or internet.

Cloud Computing Skills

- AWS
- Azure Machine Learning
- DevOps
- Linux
- Puppet
- Chef
- VMware
- Database languages: SQL, MySQL, MongoDB, etc.
- Programming skills: Python, Java, Perl, .NET, Ruby, PHP, etc.
- Information security
- MuleSoft

Cloud Computing Job-roles

- Application Lead- AWS/Cloud/Azure
- Cloud Technical Architect
- AWS Developer
- Microsoft Azure Developer
- Cloud Computing Analyst
- Functional Analyst
- AWS Engineer
- Cloud Data Architect
- MuleSoft Architect
- Security Architect

Information/cybersecurity is the study of protecting organizational data, hardware, and software from online attacks or unauthorized sources.

Information/Cyber Security Skills

- DevSecOps
- Strong understanding of operating systems Linux, Windows
- TCP/IT
- Coding skills: C, C++, PHP, Perl, Java, Python, Ruby, etc.)
- Security Certifications: CISSP, Comp TIA security, etc.
- Cloud Security
- Fundamentals of IT & system administration
- Threat intelligence
- Vulnerability management

Information/Cyber Security Job-roles

- Security Engineer
- Application Security Analyst
- Information Security Expert
- Information Security Specialist
- Cyber Security Analyst
- Cyber Security Specialist
- Cyber Security Administrator
- Data Security Engineer
- Security Architect

Blockchain also called as digital ledger is a distributed system that can record transaction made in any crypto currency or bitcoin. It is mainly used in financial sector initially but now it spans over industries like healthcare, manufacturing, etc.

Blockchain Skills

- Cryptography
- Hyperledger
- Ethereum
- EVM
- Truffle
- Geth
- Blockchain mining
- DApps
- Protocols of crypto network
- Expertise in at least one of the languages such as C++, Golang, Java, Node.js, etc.

Blockchain Job-roles

- Blockchain Developer
- Blockchain Analyst
- Blockchain Engineer
- Software Engineer – Blockchain development

Data Science

- Data modelling
- Data mining
- Data warehouse
- Data integration
- Distributed architecture
- Automating machine learning
- Data visualization
- Dashboards and BI
- Data engineering
- Deployment in production mode
- Data analytics
- MATLAB
- Statistical, predictive modeling

Artificial Intelligence

- ML, DL, NLP
- Blockchain
- Neural networks
- Statistical learning
- Predictive analysis
- Pattern recognition, classifiers
- Cluster analysis
- Robotics Probabilistic methods: Bayesian network, Hidden Markov model, Kalman filter, etc.
- Expertise in tools such as Deeplearning4j/Caffe/ TensorFlow/ConvNet, OpenNN/etc.

Machine Learning

- Supervised machine learning
- Unsupervised machine learning
- Reinforcement learning
- Neural networks
- SVM/CRF/HMM
- Anomaly detection
- Programming skills: R or Python
- Regression analysis
- Data exploration
- Expertise in handling TensorFlow/ Apache Mahout/Torch/ Accord .NET

Big Data

- Docker
- Flume
- Hadoop
- HDFS
- Hive
- Map Reduce
- Oozie
- Pig
- Spark
- Sqoop
- Strong coding skills of Java, Python, Perl, shell scripting
- Strong SQL and exposure to any RDBMS platforms

Cloud Computing

- AWS
- Azure Machine Learning
- DevOps
- Linux
- Puppet
- Chef
- VMware
- Database languages: SQL, MySQL, MongoDB, etc.
- Programming skills: Python, Java, Perl, .NET, Ruby, PHP, etc.
- Information security
- MuleSoft

Information/ Cyber Security

- DevSecOps
- Strong understanding of operating systems Linux, Windows
- TCP/IT
- Coding skills: C, C++, PHP, Perl, Java, Python, Ruby, etc.)
- Security Certifications: CISSP, Comp TIA security, etc.
- Cloud Security
- Fundamentals of IT & system administration
- Threat intelligence
- Vulnerability management

Blockchain

- Cryptography
- Hyperledger
- Ethereum
- EVM
- Truffle
- Geth
- Blockchain mining
- DApps
- Protocols of crypto network
- Expertise in at least one of the languages such as C++, Golang, Java, Node.js, etc.

Final Thoughts To Achieve Digital Transformation 2.0

A report from the McKinsey Global Institute has predicted that during the next 10-15 years, the demand for advanced IT and programming skills could grow as much as 90%.

The rising demand coupled with the shortage of talented candidates will mean just one thing – Companies falling over themselves to grab the right talent!. You and your team can stay ahead of the competition by focusing on:

- Empowering your recruitment team to attract the right talent

- Analysing your team's engagement with the digital 2.0 talent

- Building a pipeline to find and engage new talent.

- Designing a training strategy for current employees to improve their digital 2.0 skill proficiency

About Interview Mocha

The Most Comprehensive Skills Assessment Solution

Interview Mocha is the world's leading provider of
pre-employment skill assessment solution with
1000+ ready skills tests & custom-made tests to
recruit job-fit candidates.

interviewmocha

What are you waiting for? Mocha Can Help You

Schedule Your Free Demo

+1-408-641-3289

Clients who trust us and are delighted in every
step of assessment process

ALTRAN

Gartner.

optiverA

SIEMENS

Capgemini

ADP