

1. Network/ -administrator, -engineer, -specialist (incl. Firewall/Security)

Must have:

- Knowledge of network components and architecture
- Switches, Firewall, Loadbalancer, Proxy
- LAN (IP4, IP6), WAN, WLAN, VoicelP, Routing, contracting

Nice to have:

- Knowledge of manufacturers and/or certificate (e.g. CISCO, Juniper, Fortinet, PaloAlto, Extreme, F5, Zscaler, VMware, Citrix, McAfee....)

2. IT-System/ -administrator, -architect (IT-Infrastructure Solution Designer)

Must have:

- 360 degrees knowledge of IT-Infrastructure and the fundamental technologies running in the background
- Server (+ Server Operating Systems), Cloud (Hybrid, Public, Private), Virtualization technologies (VMware, Hyper-V, Citrix), OS-Systems (Microsoft, Linux), IT-Support 2nd, 3rd lvl, Backups, Recovery, Databases (SQL, Oracle, MySQL, NoSQL, Powershell), Messaging, Storage (SAN, NAS), Basic Network skills (WiFi, LAN)
- IT-Security (Proxy, Endpoint Security, Antispam, SingleSignOn, IdentityAccessManagement)
- M365 (O365)

Nice to have:

- Certificates (e.g. Microsoft, AWS, GCP, ITIL, RedHat)
- Agile methodologies (Scrum, Kanban....)

3. Software Developer (nice to have: DevOps experience)

Must have:

- Java, C#, C++, C, PHP, Python, JavaScript, TypeScript, CSS, HTML5, R, F#
- Databases (MSSQL, Oracle, PostgreSQL, MySQL, NoSQL...)
- Frameworks (Spring, .NET, JavaEE/JakartaEE, Laravel, Symfony, React, Angular, Vuejs, Qt...)
- Docker, Kubernetes, Hadoop, Apache Mesos, Jenkins, GIT, Bamboo, Jira, Test Driven Development, Clean Code, Fullstack, Web Developer, Frontend, Backend
- Cloud (Azure, AWS, GCP)

4. Project Manager (ideally IT/Engineering/Science background)

Must have:

- Experience in managing/leading a project/team (at least 2-3 years)
- Knowledge of IT-Infrastructure and/or Software Development and/or IT Service Management
- Strong communication skills, structured, pronounced sense of responsibility, solution-oriented, presentation skills, empathic personality (capability to deescalate)
- Business skills (entrepreneurial mindset)

- Skills with O365
- Knowledge of agile management methods
- **English (fluent), German (good -> fluent)!**

Nice to have:

- Certificates (Scrum Master, Product Owner, IPMA, PMI, PRINCE2, ITIL, Six Sigma...)

5. IT Security Specialist (tech. Background)

Network and/or Infrastructure background with specialized Security knowledge

- Pentest, Hacking, Network Security, Cloud/On-premise Security, Risk & Compliance, GDPR

Lead criteria for every position (in general):

- Communicative personality
- Open minded
- Willingness for continuous improvement (self-improvement)
- Good listening skills
- Analytical mindset
- Flexibility
- English (excellent)
- German (good or in the learning process)

Not all “must haves” are mandatory, they are meant as example skills. At least some of the skills/technologies mentioned should match.