

**ctg** **moveIT**  
Where's my job?

6 JUNE | Michaël Pilaeten



*looking at*  
**THE JOB MARKET**





A person in a grey suit is holding a tablet computer. In the foreground, a silver laptop sits on a wooden desk. The laptop screen displays the text "WE'RE HIRING" in white and yellow. To the left of the laptop is a notebook, a smartphone, and a pen. To the right is a pair of black-rimmed glasses. A small potted plant is on the desk behind the laptop. The background shows a cityscape through a window with warm sunlight.

**WE'RE  
HIRING**

[Linkedin.com/jobs](https://www.linkedin.com/jobs)

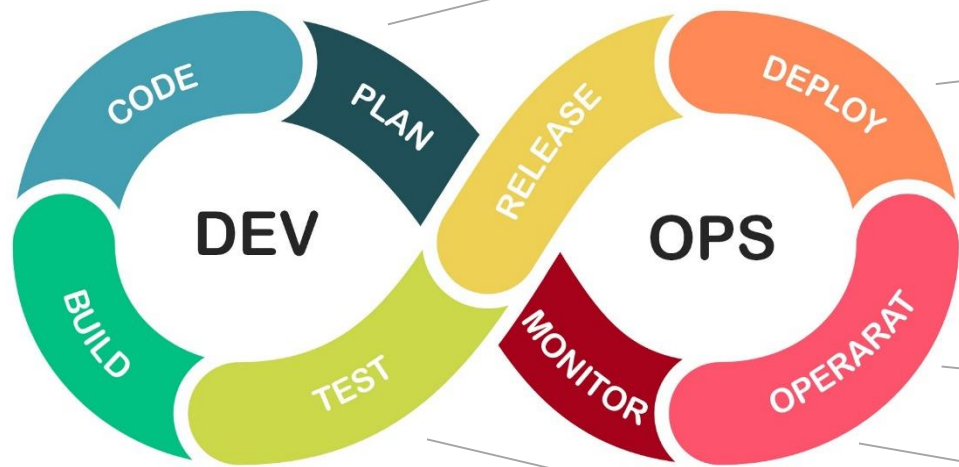
[Stepstone.be](https://www.stepstone.be)

[Vacature.com](https://www.vacature.com)

[Vdab.be](https://www.vdab.be)

[Be.indeed.com](https://www.be.indeed.com)

[Monster.be](https://www.monster.be)



Containerization

Azure

Docker

Agile

Programming

SCRUM

Jenkins

AWS

CI/CD

.NET

*recruiting*  
**FOR HARD SKILLS**

# Hard skills

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Hard skills, also called **technical** skills, are any skills relating to a specific task or situation. It involves both understanding and proficiency in such specific activity that involves methods, processes, procedures, or techniques.

These skills are **easily quantifiable** unlike soft skills, which are related to one's personality. These are also skills that can be or have been tested and may entail some professional, technical, or academic **qualification**.





	Course	Pricing excl. VAT	# Days	Location ↓	Language	Start Dates	
IT Service Management	<a href="#">Introduction Test Management with Azure DevOps</a>	€ 500	1	CTG Belgium	English	<a href="#">20-12-2019</a>	
Management Consultancy	<a href="#">Test Management: Foundation</a>	€ 1.500	3	CTG Belgium	English	<a href="#">13-11-2019</a>	
Regulatory Compliance	<a href="#">BPMN Awareness</a>	€ 500	1	CTG Belgium	English	<a href="#">05-11-2019</a>	
	<a href="#">Call Handling</a>	€ 500	1	CTG Belgium	English	<a href="#">04-11-2019</a>	
Expertise	<a href="#">ISTQB Advanced Test Manager (CTAL - TM)</a>	€ 2.250	6	CTG Belgium	English	<a href="#">22-10-2019</a>	
	Foundation	<a href="#">Microfocus ALM in a Regulated Environment</a>	€ 750	1	CTG Belgium	English	<a href="#">16-10-2019</a>
	Advanced	<a href="#">ITIL® 2011 Foundation Training and Examination</a>	€ 1.100	3	CTG Belgium	English	<a href="#">16-10-2019</a>
Domain	Methodology	<a href="#">Introduction to Quality Risk Management</a>	€ 750	1	CTG Belgium	English	<a href="#">14-10-2019</a>
	Soft Skills	<a href="#">Introduction to Electronic Records and Electronic Signatures</a>	€ 750	1	CTG Belgium	English	<a href="#">11-10-2019</a>
	Technology	<a href="#">Introduction to Computerised System Validation</a>	€ 1.400	2	CTG Belgium	English	<a href="#">09-10-2019</a>
Country	<a href="#">Introduction to Life Sciences</a>	€ 750	1	CTG Belgium	English	<a href="#">08-10-2019</a>	

*What about*  
**THOSE SOFT SKILLS**

# Soft skills

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Soft skills are a combination of **interpersonal people skills**, **social skills**, **communication skills**, character traits, attitudes, career attributes and emotional intelligence quotient (EQ) among others, that enable people to navigate their environment, work well with others, perform well, and achieve their goals with complementing hard skills.

The  
unexamined life is not  
worth living



# THE CUSTOMER

SERVICE  
24/7

Satisfaction

Reward

Quality

SUPPLY



2013

2014

2025

2026

2027





~~looking at~~

# THE JOB MARKET

*forget*  
**THE JOB MARKET**  
*I'll do my own research*

- Spotify
- Write user stories
- Solve production issues
- Write acceptance criteria
- Assess priorities
- Write detailed requirements
- Server management
- Spike / prototype
- Write code
- SAFe
- Write unit tests
- Exploratory Testing
- Test Automation
- Have a cultivated beard
- Change Management
- Be an amigo
- Release Management
- Set up CI/CD pipelines
- Do BDD/ATDD
- Manage a SCRUM/Kanban board
- ...



☁️ baby ☁️



unicorn

*knowing*  
**YOURSELF**

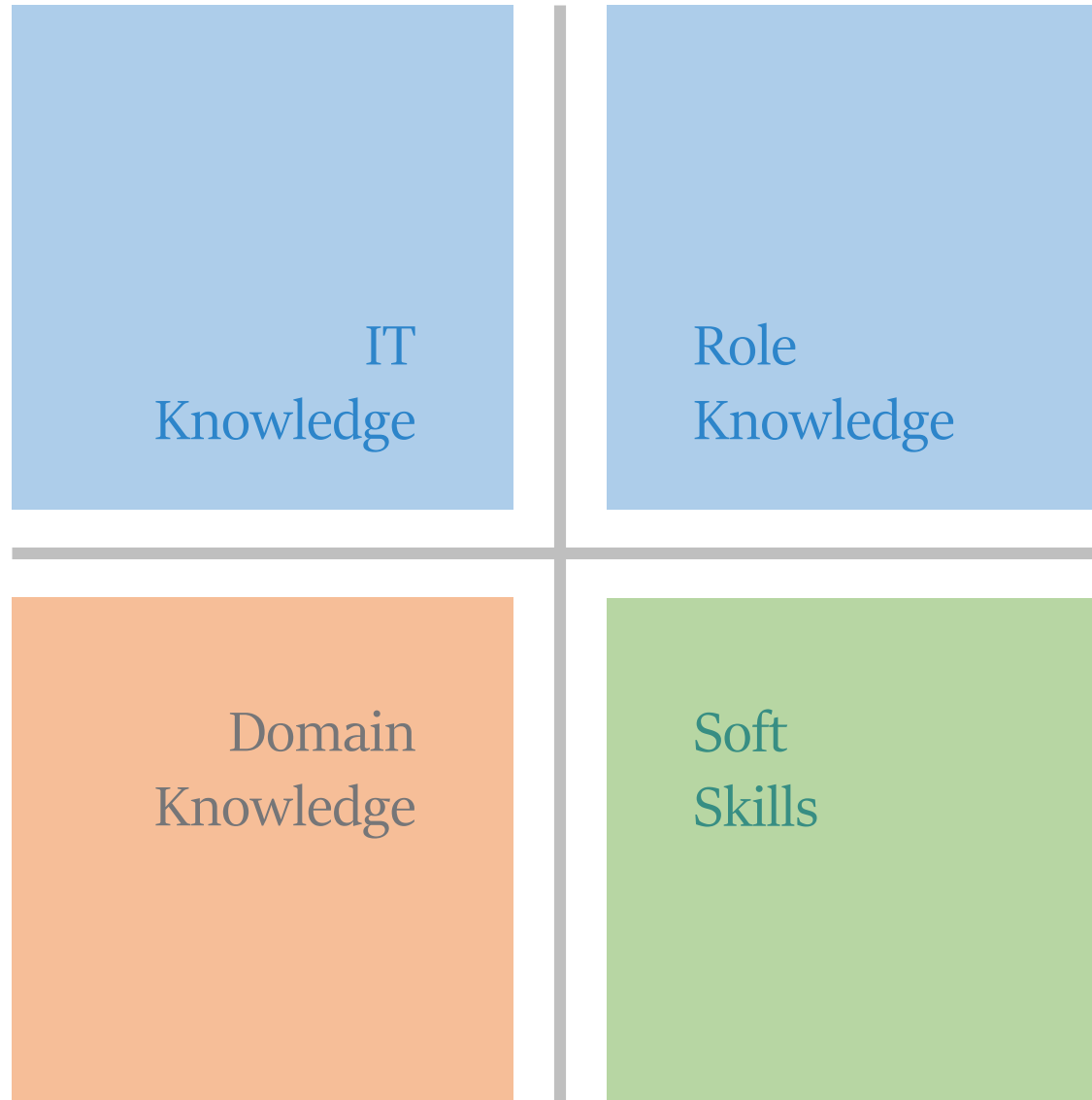




*message from*  
**QUALIFICATION**



# Trainable skills

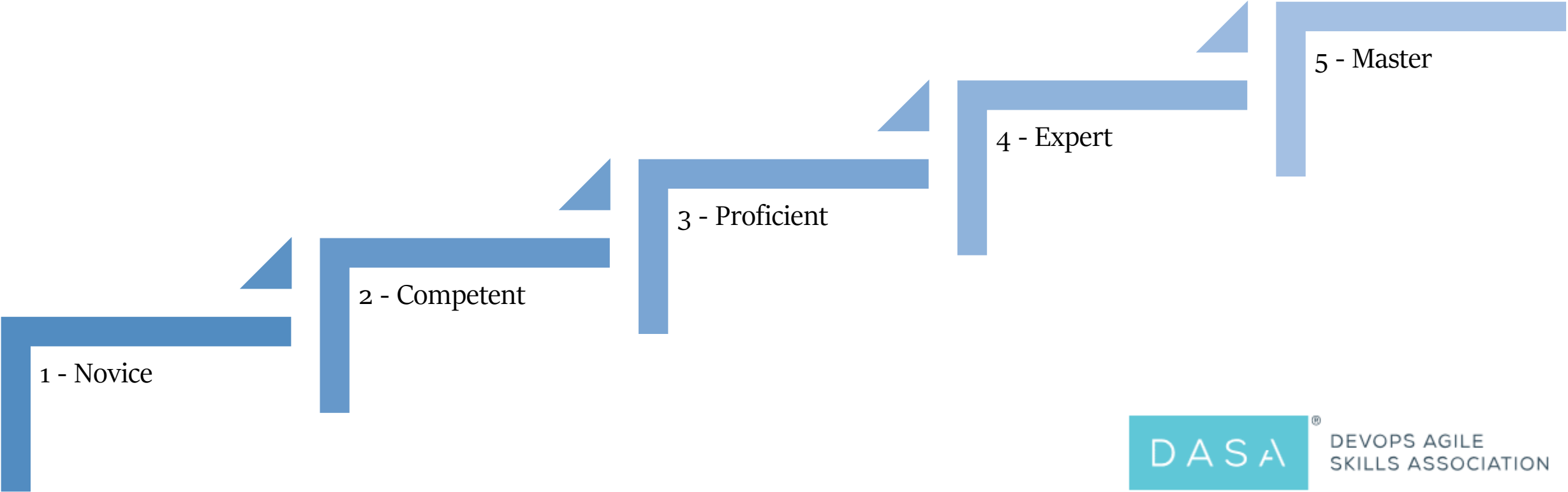


Experience

Attitude

*hallmarks of a*  
**DEVOPS ENGINEER**

12	capabilities
4	skill areas
8	knowledge areas
5	competence levels



# Business Value



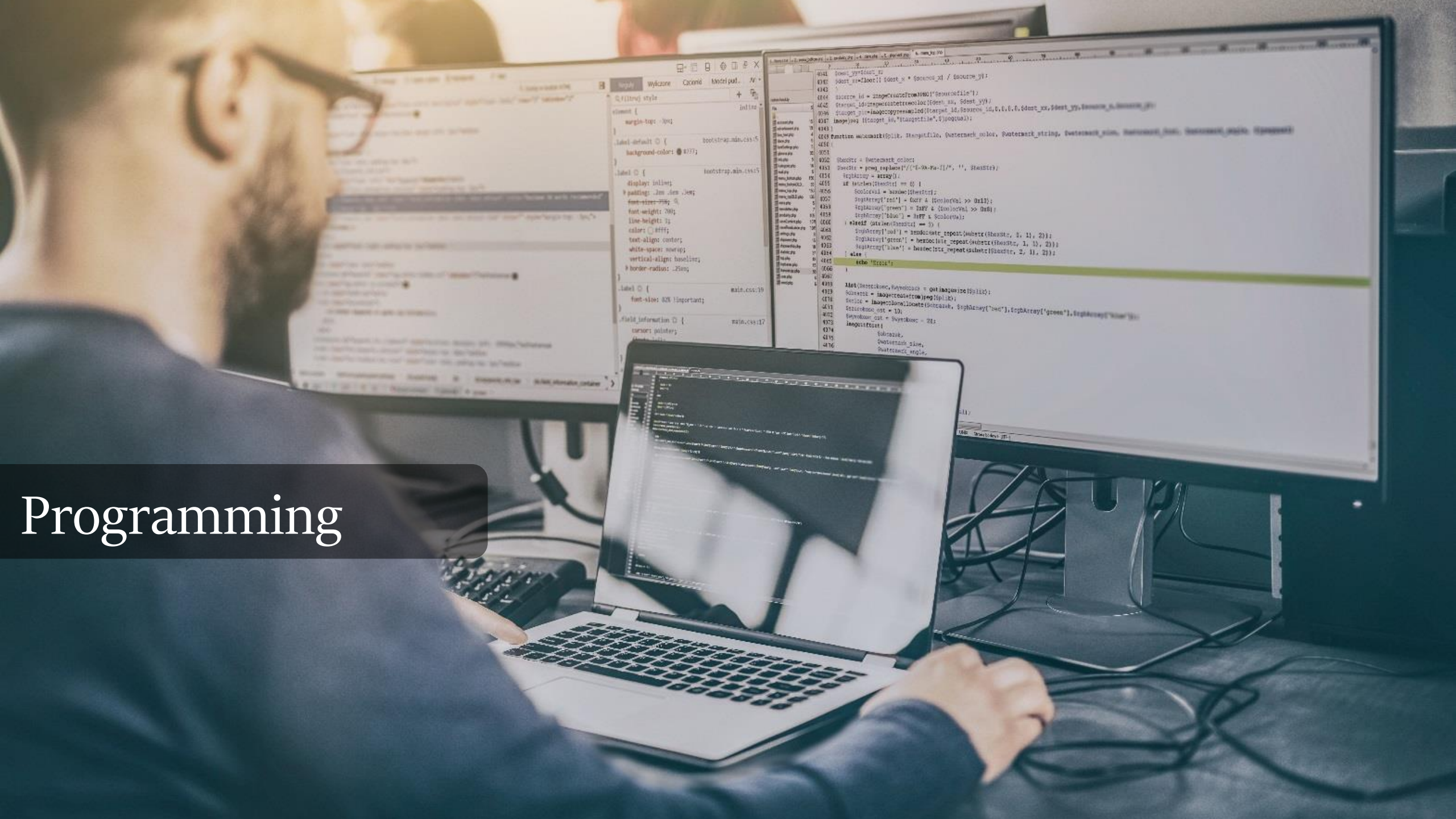
# Business Analysis





# Architecture & Design

# Programming



```
margin-top: 30px;

label-default {
  background-color: #037;
}

label {
  display: inline;
  padding: 2px 5px 5px;
  font-size: 20px;
  font-weight: 200;
  line-height: 1;
  color: #fff;
  text-align: center;
  white-space: nowrap;
  vertical-align: baseline;
  border-radius: 25px;
}

label {
  font-size: 20px !important;
}

field-information {
  cursor: pointer;
}
```

```
4341 $dest_x = floor($dest_x / $source_x) / $source_x;
4342
4343
4344 $source_id = imagecreatefrompng($source_file);
4345
4346 $target_id = imagecreatefrompng($target_x, $dest_y);
4347 $source_x = imagecopyresampled($target_id, $source_id, 0, 0, 0, $dest_x, $dest_y, $source_x, $source_y);
4348 imagejpeg($target_id, $target_file, 9);
4349
4350 function hexcolor($split, $hexcolor, $background_color, $background_string, $background_size, $background_repeat, $background_angle) {
4351
4352     $hexcolor = $background_color;
4353     $hexcolor = preg_replace('/([0-9A-Fa-f]{2})/', '$1', $hexcolor);
4354     $rgbarray = array();
4355     if (strlen($hexcolor) == 6) {
4356         $split = hexdec($hexcolor);
4357         $rgbarray['red'] = floor($split / 255);
4358         $rgbarray['green'] = floor(($split / 255) * 255);
4359         $rgbarray['blue'] = floor($split / 255);
4360     } else {
4361         $split = hexdec($hexcolor);
4362         $rgbarray['red'] = hexdec(substr($hexcolor, 1, 2));
4363         $rgbarray['green'] = hexdec(substr($hexcolor, 3, 2));
4364         $rgbarray['blue'] = hexdec(substr($hexcolor, 5, 2));
4365     }
4366     echo $rgbarray;
4367 }
4368
4369 list($background_repeat, $background_angle) = getimagesize($split);
4370 $background_size = imagecreatetruecolor($split);
4371 $background_size = imagecopyresampled($background_size, $rgbarray['red'], $rgbarray['green'], $rgbarray['blue'], $split);
4372 $background_size = imagecopy($background_size, $background_size, 0, 0, 0, $background_size, $background_size);
4373 imagepng($background_size);
4374 $background_size = imagecopy($background_size, $background_size, 0, 0, 0, $background_size, $background_size);
4375 $background_size = imagecopy($background_size, $background_size, 0, 0, 0, $background_size, $background_size);
4376 $background_size = imagecopy($background_size, $background_size, 0, 0, 0, $background_size, $background_size);
```



Continuous Delivery



Testing



# Infrastructure Engineering



A person in a dark suit is shown from the chest up, holding a glowing, futuristic shield icon in their right hand. The shield is white with a blue padlock icon in the center and is surrounded by a network of white lines and dots, suggesting a digital or networked environment. The background is a soft, blue gradient with a faint grid pattern.

Security, Risk & Compliance

Courage





# Teambuilding

# Leadership



Continuous improvement



Skill Areas

Knowledge Areas





*finding*  
**THE RIGHT ONE(S)**

*A) appealing*  
**JOB QUESTIONS**



When you had to report to multiple stakeholders simultaneously in your previous assignment, how did you elicitate their reporting preferences and how did you combine contradicting priorities?



Can you elaborate on a business conflict you encountered?  
What was your approach to the problem and how did you resolve the conflict?



Can you recall and describe your most demanding manager?  
What was the most difficult aspect of your relation from your point of view? How did you handle the situation?



What are your areas of improvement?  
Are you already undertaking actions to strengthen these areas? How?



Please describe your typical “nightmare” day, a day where everything went wrong.



What kind of work environment brings out the best in you?  
And the worst?





Tell me about a colleague or stakeholder you didn't agree with  
and why you think you didn't agree.

*B) MBTI or Belbin*

# QUESTIONNAIRES

RATE YOURSELF ON EACH STATEMENT:	E	I	S	N	T	F	J	P
5 -- a lot like me								
4 -- a bit like me								
3 -- half way								
2 -- not much like me								
1 -- not like me at all								
People interest me more than ideas or feelings.								
I like dealing with facts and details.								
I prefer to be logical about things.								
I like to keep to a schedule.								
I am hard to get to know.								
I tend to notice what is going on behind the surface.								
It is better to go with the heart than with the brain.								
I like frequent changes in my life.								
I am energized by being with people.								
I am a realistic person.								
I consider myself objective.								
I like to plan things carefully.								
I am a rather deep person.								
Some say I have my head in the clouds.								
I am more interested in "who" than "why."								
I am a curious person.								
I love interaction with others.								
I prefer to deal with the here and now.								
I often base my decisions on principles.								
I am a decisive person.								
I like reflecting on life.								

*C) Personal*  
**ASSESSMENTS**



*D) Business*

**SIMULATIONS**



**TESTING  
CUP** **2019**

- *the talk* Soft skills are becoming hard skills
- **SUMMARIZED** Recruit for attitude, train for excellence
- Know yourself, know your stakeholders
- A competence model is a great help