

# Cloud Computing



## What is Cloud Computing?

Cloud computing is on-demand delivery of computing services such as servers, storage, databases, networking, software, analytics, and intelligence via the internet with pay-as-you-go pricing model



## Who are Cloud Engineers?

Cloud engineers are responsible for :

- Designing and deploying applications on the cloud
- Identifying the best practices of cloud architecture to support applications
- Strategizing a recovery plan to compensate for possible downtime or failure scenarios



## Why assessments for Cloud Computing?

Support critical talent decisions for Cloud computing through objective and reliable talent measurement specific to the organization across multi-faceted skills and knowledge areas.



# How to Identify Talent – Requirements

I need to identify and hire potential candidates for Cloud Computing role at different experience levels. I do have a few candidates but:

Umm.. While I need to hire candidates possessing some experience:  
Do they have knowledge and hands-on experience on cloud technologies?

Are they good at communicating with others?

Do they possess skills required for designing cloud infrastructure and applications?

Do they possess skills required for developing, deploying, and debugging cloud-based applications?

Are they technically sound?

Do they have the basic knowhow about Cloud Computing?

And talking about a specialized role –  
How can I check the concepts or programming knowledge required for that particular role?

Do they have good problem-solving skills?

Are they a culture and role fit or not?








Do they possess good programming skills?

Can they learn fast and are they trainable?

While I need to assess all these but I also want to save my interview bandwidth as well.  
How can I do that?



# Mapping Requirements to Assessments

| Requirements   | Abilities/Knowledge Areas  | Assessment Name   |  |
|--|--|---|---|
|  <p>General mental ability and reasoning capacity<br/>Should possess learning and training agility</p>                                 | <p>Analytical Ability<br/>Quantitative Ability</p>   | <p><b>Cognitive Ability</b><br/>(15-20 items)</p>                             | <p>15-20<br/>Minutes</p>  |
|  <p>Basic knowhow about cloud computing<br/>Knowledge and application of cloud computing concepts</p>                                  | <p>Concepts of Cloud Computing<br/>IaaS, PaaS, SaaS<br/>Deployment models<br/>Virtualization</p>                     | <p><b>Generic Domain Skills</b><br/>(20 – 30 items)</p>                       | <p>20-30<br/>Minutes</p>  |
|  <p>Specific skills required for each specialization</p>   | <p>Cloud Platforms<br/>Linux/Windows<br/>DevOps<br/>Databases<br/>Networking</p>                                     | <p><b>Specialized Domain Skills</b><br/>(20 – 30 items)</p>                   | <p>20-30<br/>Minutes</p>  |
|  <p>Should possess coding/ programming ability to write code that are logically correct, complete and algorithmically efficient.</p> | <p>Coding problems at various difficulty levels (L1 to L4)<br/>Python, Java, R, PHP, .NET<br/>SQL Query Problems</p> | <p><b>Coding Simulation</b></p>   | <p>20-30<br/>Minutes</p>  |
|  <p>Should be proficient in English language for effective comprehension and communication</p>                                       | <p>Reading Comprehension<br/>WET<br/>(Written English Test)</p>  | <p><b>Communication Skills*</b><br/>(10-15 items,<br/>1 simulation based)</p> | <p>15-25<br/>Minutes</p>  |
|  <p>Should possess certain behavioral aspects and preferences that are critical for successful performance in the role</p>           | <p>Result &amp; Goal Orientation<br/>Systematic Approach<br/>Readiness to Learn<br/>Flexibility, etc.</p>            | <p><b>Work-Related Behavior*</b></p>  | <p>15-20<br/>Minutes</p>  |

\* Optional Module



# Cloud Engineers – Categories

## Solutions Architect



**Solutions Architect** are the individuals who will be involved in designing the infrastructure and applications. They are responsible for creating blueprints of application designs.

- **Programming Language**
- **Database**
- **Cloud Platform**
- Linux/Windows
- Information Security

## Cloud Developers



**Cloud Developers** are responsible for coding and development of applications. They are involved in developing, deploying, and debugging

- **Advanced Programming language**
- **Database**
- **Cloud Platform**
- Shell scripting
- **DevOps**
- Information Security

## System Operations Engineer



**System Operations Engineer** are system administrators who take over once the application is designed and developed. They are responsible for managing and monitoring most of the activities that follow the process of development.

- **Programming Language**
- **Cloud Platform**
- **Virtualization technologies**
- Networking concepts

\*Options available

# Options

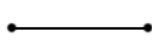
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## Programming Language



*\* and more*

## Cloud Platform



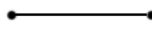
Amazon  
EC2



Amazon  
VPC



Amazon  
RDS



Azure  
Storage



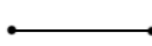
Azure  
Blob



Azure  
Compute



Google Cloud



Google  
VPC



Compute  
Engine



App Engine  
(GAE)

## Database



## Operating System



Linux/Unix



Windows

## DevOps



Jenkins

*\*\* and more*

## Virtualization



\*More than 20 programming languages are available

\*\*3 more tools are available

# Assessment Solution (Role-Wise Evaluation Framework)

The relevance / importance of each evaluation method differs across the typical roles and their corresponding experience brackets – the table below indicates the recommended criticality

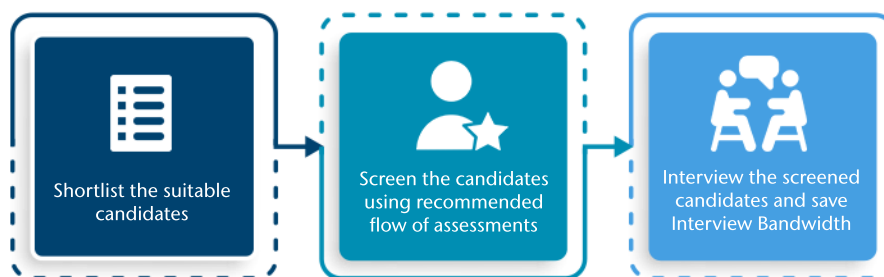
| Experience Level                  | Specialisation             | Cognitive | Domain  |             | *Simulation | Communication Skills | Work-Related Behaviour |
|-----------------------------------|----------------------------|-----------|---------|-------------|-------------|----------------------|------------------------|
|                                   |                            |           | Generic | Specialised |             |                      |                        |
| Freshers                          | Cloud Developer            | High      | High    | Low         | Moderate    | Low                  | Low                    |
| Entry Level<br>(1 – 3 years exp.) | Solutions Architect        |           |         | High        | Moderate    |                      |                        |
|                                   | Cloud Developer            | Moderate  | High    | High        | High        | Moderate             | Moderate               |
|                                   | System operations Engineer |           |         | High        | Moderate    |                      |                        |
| Laterals<br>(3+ years exp.)       | Solutions Architect        |           |         | High        | High        |                      |                        |
|                                   | Cloud Developer            | Low       | High    | High        | High        | High                 | High                   |
|                                   | System operations Engineer |           |         | High        | Moderate    |                      |                        |

● Low     ● Moderate     ● High

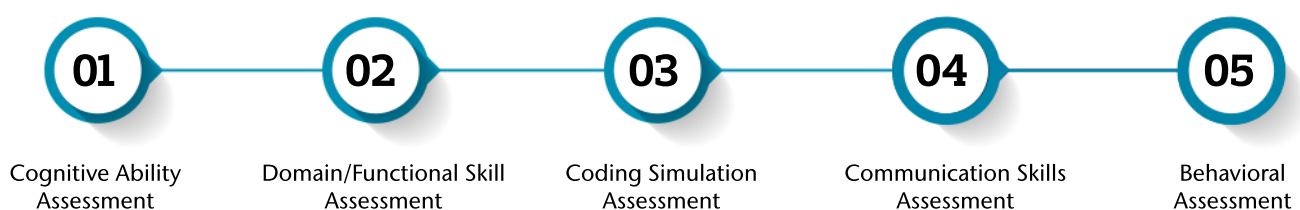
\*Simulation for Cloud Developer and System Operations Engineer is coding and for Solutions Architect is designing capabilities.

## Assessment Flow

For any role, a holistic approach to candidate evaluation ensures information is captured on all skills / abilities / competencies for better decision making. The following is the recommended flow to assess and hire best fit candidates for the role, though this can be configured/ customized as per client's requirements.

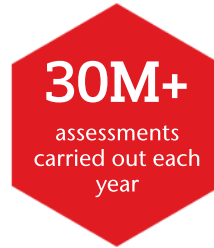


## Recommended Flow of Assessments



# About Assessment Solutions

Aon's Assessment Solutions includes the cut-e and CoCubes brands and operates as part of Aon's global Human Capital solutions, helping clients achieve sustainable growth by driving business performance through people performance. Aon's Assessment Solutions group undertakes 30 million assessments each year in 90 countries and 40 languages.



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## Contact

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