

Role-Based Solution Packages

Product Catalog

30+

on-demand job roles covered

10+ years

expertise of designing assessments
for entry to mid-level job roles

30 million+

assessments administered annually

750+

corporate clients



Role-Based Solution Packages for Strategic Hiring

Role-based Solution Packages will help assess the relevant skills/competencies for strategically important roles (identified through thorough market research) through necessary assessments mapped to them.

Key Features:



Holistic Solution



Popular & Varied
Technology Stacks



Designed using Scientific Approach



Covers different Experience Levels,
Career Tracks, and Specializations



Minimal Customization Requirements



Provides Flexibility



No Customization or Design charges



Consolidated Report

Roles for which we are offering solution packages:

1



Full Stack Development

2



Data Science

3



AI Specialist

4



Cloud Computing

5



Customer Success Specialist

6



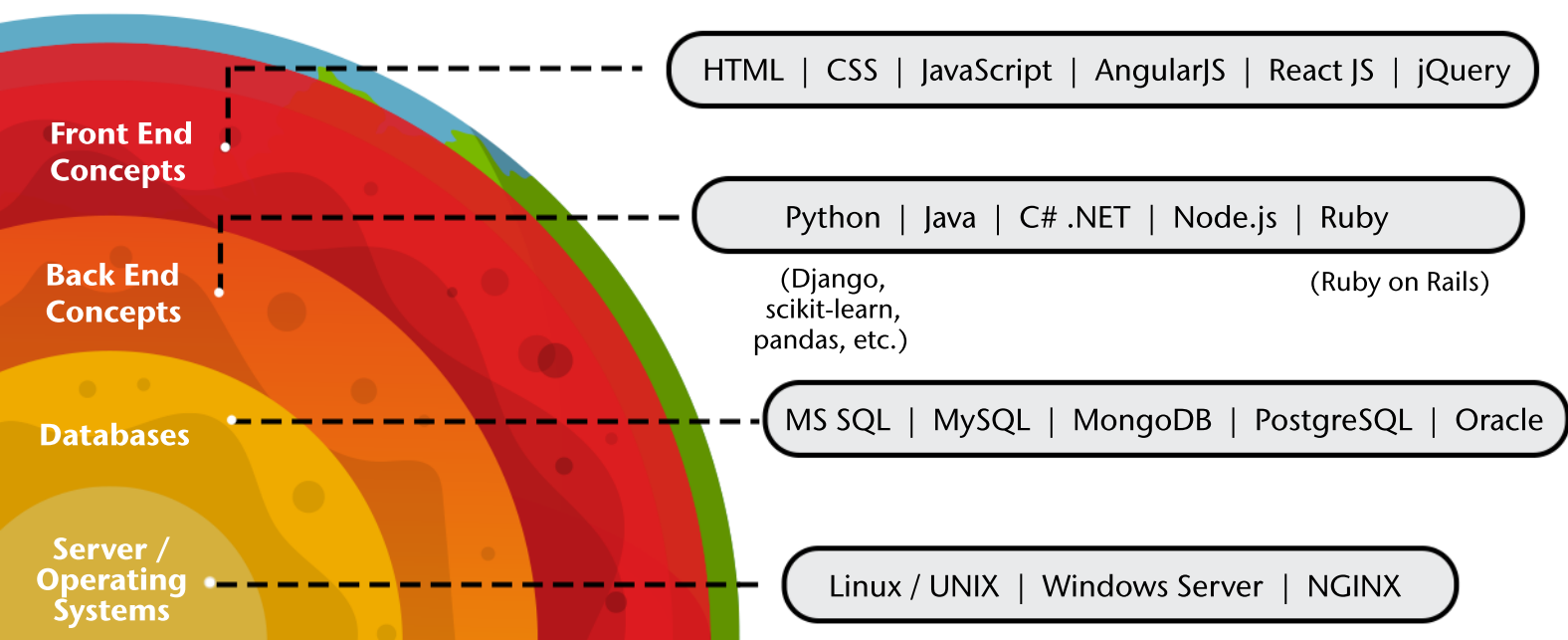
Product Manager



Full Stack Development Solution Package

- Full Stack Development (FSD) is the process of developing an end-to-end computing system from Front end (client) to Back end (server) technology and the software code connecting the two.
- Full Stack Developers with diverse skills have the ability to build a complete application from an end-to-end perspective with no discontinuation in the process.

Functional Skills – Technology Stack Options



*Choose 1 or 2 topics from each of the layer

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

Role	Cognitive Ability	Functional Knowledge	Coding Skills	Communication Skills	Work-Related Behaviour
Full Stack Developer – Freshers (No prior exp. required)	●	●	●	●	●
Full Stack Developer – Entry Level (1 – 3 years exp.)	●	●	●	●	●
Full Stack Developer – Laterals (3 – 5 years exp.)	●	●	●	●	●

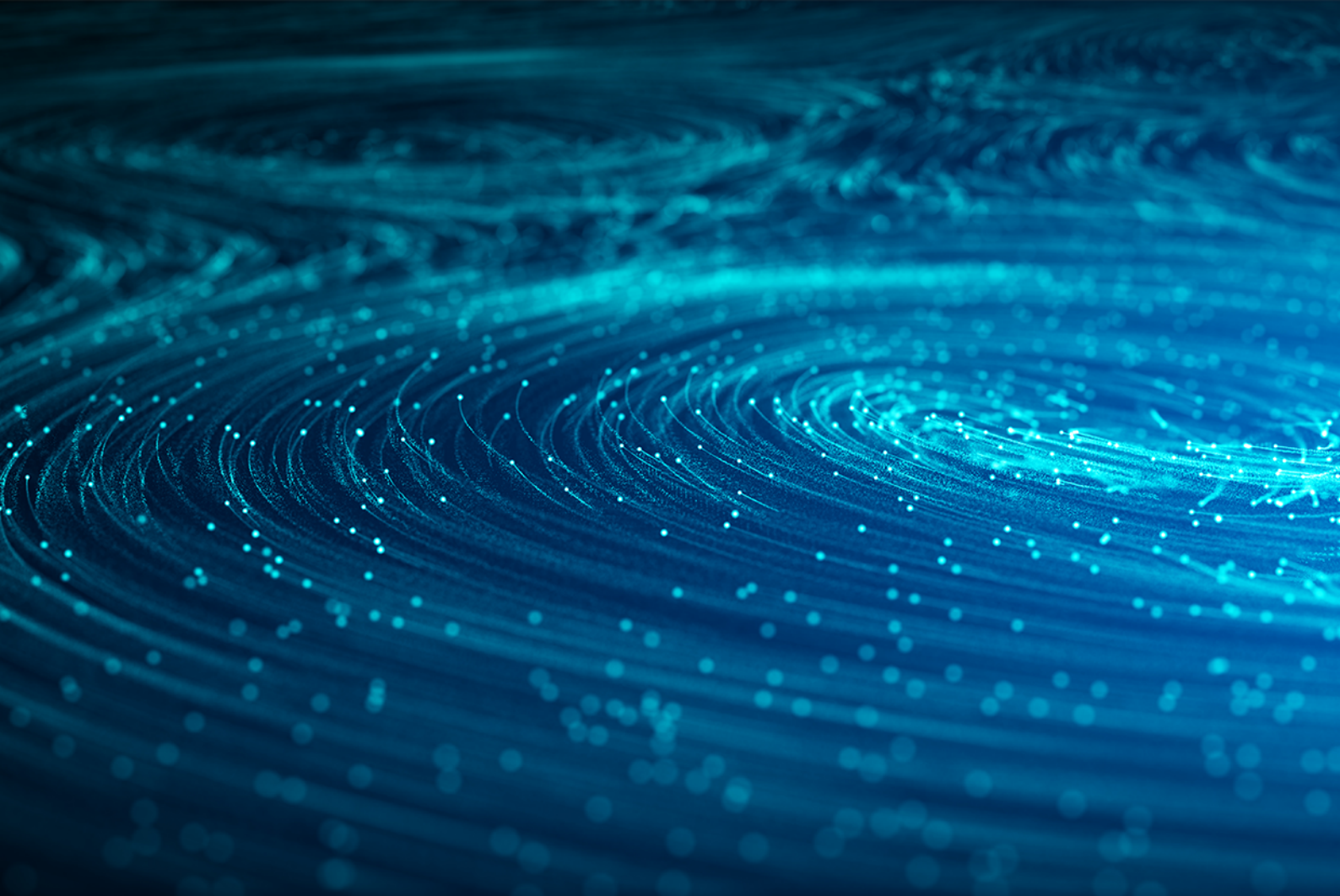
Relevance/Criticality

● Low

● Moderate

● High

With increasing internal team and client communications increases thus Communication Skills and Work-Related Behavioral assessment becomes highly relevant. Also, with increasing experience the application/product-oriented knowledge increases as well, hence the complexity of the assessment increases



Data Science Solution Package

- Data Science (DS) is a multifaceted domain that uses scientific methods, processes, algorithms and systems that extracts the information and insights from many organized or unorganized data.
- Data Science specialists collect, read and analyze data to extract meaningful insights which further add value to the business.

Data Science – Specializations



Natural Language Processing

- Lexical Processing
- Syntactic Processing
- Semantic Processing
- Applications of chatbots



Deep Learning and Neural Networks

- Neural Networks - basic and advanced
- Industry applications
- Gesture Recognition



Business Intelligence/ Data Analytics

- Advanced SQL
- Schema Design and Retrieval Assignment
- NoSQL
- Advanced Excel
- Visualization using tableau and Power BI
- Marketing Campaign Analysis



Data Engineering

- Data Warehousing
- ETL Process
- Building and Querying Data
- Warehouse with Apache Hive
- Data Ingestion
- Data Processing and Analysis using PySpark



Business Analytics

- Advanced SQL
- Advanced Excel
- Frameworks for Problem solving
- Hypothesis Formulation
- Revenue and Operational

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

Package	Specialisation	Cognitive	Generic	Specialised	Coding Simulation	Communication Skills	Work-Related Behaviour
Basic		High	Moderate	Low	Moderate	Low	Low
Intermediate	Advance Machine Learning	Moderate	High	Moderate	Moderate	Moderate	Moderate
	Analytical Tools and Data Visualisation	Moderate	High	Moderate	Moderate	Moderate	Moderate
Advanced	NLP			High	High		
	Deep Learning & Neural Networks	Low	High	High	High	High	High
	Business Analytics			High	High		
	Data Analytics			High	High		
	Data Engineering			High	High		

● Low ● Moderate ● High



AI Specialist Solution Package

- AI is a machine/algorithm with the ability to solve problems that are usually done by humans with their natural intelligence. It is the science and engineering of making intelligent machines, especially intelligent computer programs.
- AI Specialists are the one who can develop, test, and deploy AI models, convert machine learning models into APIs, build and understand the model.

Artificial Intelligence– Specializations



AI Developer

Programming Language
Framework
 Algorithm
 Probability and Statistics



AI Architect

Advanced Programming language
Big Data
 Machine learning-
 Basic and Advanced
 Statistical Analysis



Big Data Engineer

SQL
Big Data
Programming Language
 Machine Learning Basics



Research Scientist

Advanced SQL
Machine learning Frameworks
Programming Language
 Feature Extraction
 Deep Learning
 Advanced Machine Learning
 Data and Text Mining



Machine Learning Engineer

SQL
Machine Learning Frameworks
 Machine Learning Concepts
 Data Structures and Data Modelling

The sections marked as bold will have options to pick from

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

Package	Specialisation	Cognitive Ability & Communication Skills	Domain Specific	Coding Simulation	Work-Related Behaviour
Generic	Basic (Supporting roles)	High	Moderate	Low	Low
	Advanced	Moderate	High	Moderate	
Job role focused *	AI Developer	High	Moderate	High	Low
	AI Architect	Low	High	High	High
	Machine Learning Engineer	High	High	High	Moderate
	Research Scientist	Moderate	High	High	High
	Big Data Engineer	Moderate	High	High	Moderate

● Low ● Moderate ● High

* Job Role focused assessments will assess both the basic domain knowledge (which will be the same across specializations) and the specialization specific knowledge (which will be different for each specialization)



Cloud Computing Solution Package

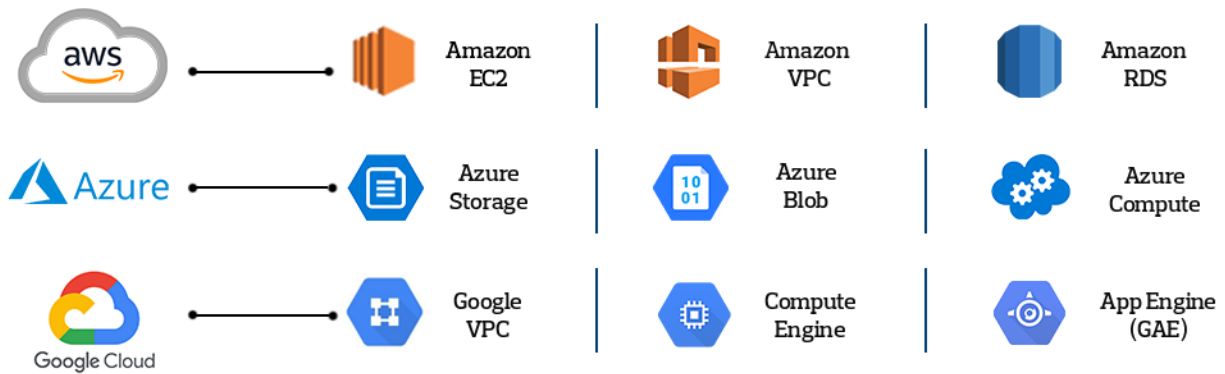
- Cloud computing is on-demand delivery of computing services such as servers, storage, databases, networking, software, analytics, and intelligence via the internet with pay-as-you-go pricing model.
- Cloud engineers are responsible for designing and deploying applications on the cloud, identifying the best practices of cloud architecture to support applications, and strategizing a recovery plan to compensate for possible downtime or failure scenarios.

Options

Programming Language



Cloud Platform



Database



Operating System



DevOps



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 (1 – 3 years exp.)	Solutions Architect			High	Moderate		
	Cloud Developer	Moderate	High	High	High	Moderate	Moderate
	System operations Engineer			High	Moderate		
Laterals (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.



Customer Success Specialist Solution Package

- Customer Success is a long-term, scientifically engineered, and professionally directed strategy for maximizing customer and company sustainable proven value.
- Customer Success Specialists are the one who have in-depth knowledge of the customers, effective expertise in the product(s) being sold, and extensive business expertise.

Customer Success – Levels



Relevant Industries



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

Package	Cognitive Ability			Communication Skills	Industry Awareness	Tool (PPT+ Excel)	Work-Related Behaviour
	Numerical Ability	Analytical Reasoning	English Usage				
Executive	Moderate	High	High	High	High	High	Moderate
Manager	Moderate	High	Moderate	High	Moderate	Moderate	High
Leader	Low	High	Low	High	Low	Low	High

● Low ● Moderate ● High



Product Manager Solution Package

- Product management is the practice of strategically driving the development, market launch, and continual support and improvement of a company's product.
- Product Managers are the ones who drive the development of products, lead by influence not by authority, and are responsible for the success of those products.

PM Advance options

Technical

- Frontend
- CI/CD
- Digital Marketing
- Backend
- Analytics
- API
- Database

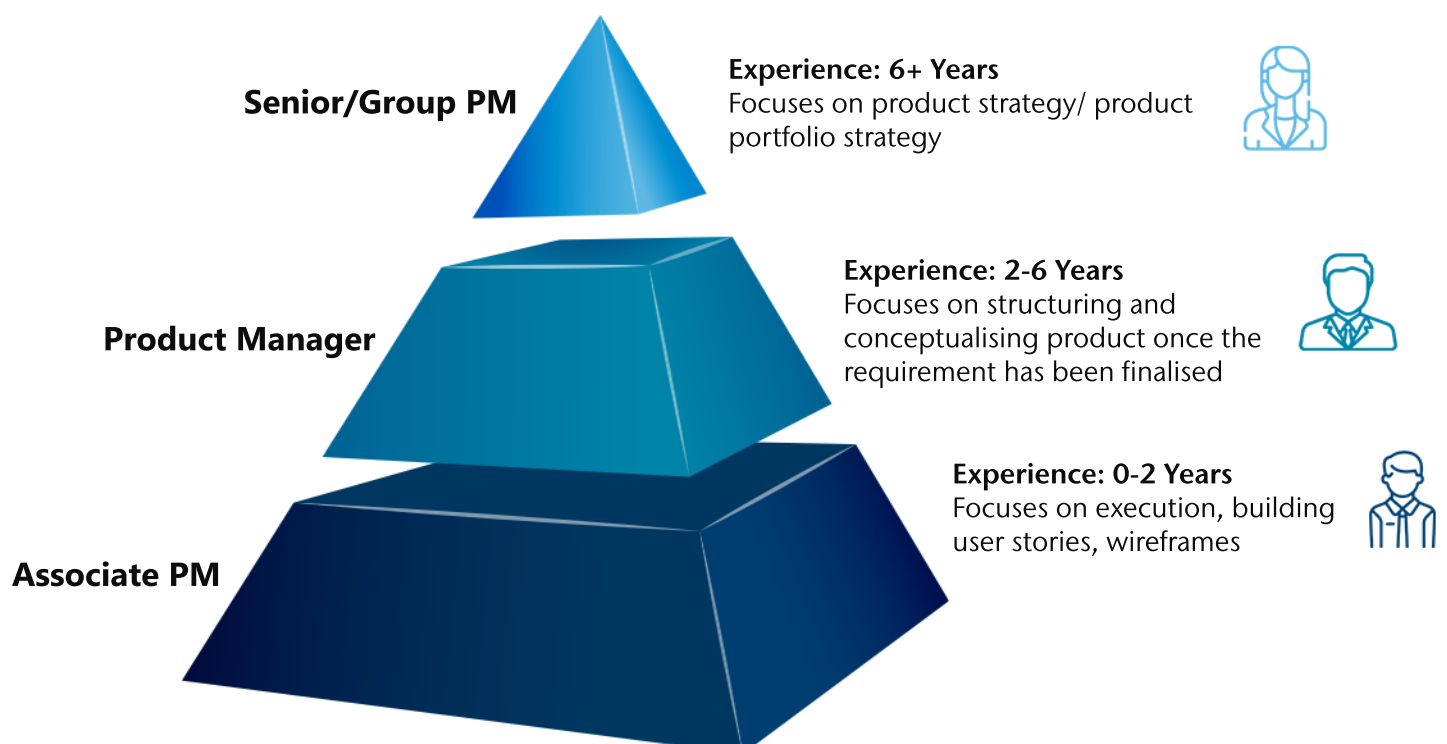
Tools

- JIRA
- GIT
- Confluence
- Balsamiq

Agile

- Core Agile
- Kanban
- Scrum

Product Manager – Levels



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

Package	Cognitive Ability	Communication Skills	PM Essentials	PM Advance	Behavioral
Associate	High	High	Moderate	Low	Low
Manager	Moderate	High	High	High	Moderate
Leader	Low	Moderate	High	High	High

● Low ● Moderate ● High

Sample Report

- Overall scores and proficiency index
- Competency and sub-competency level scores and insights

Overall Snapshot

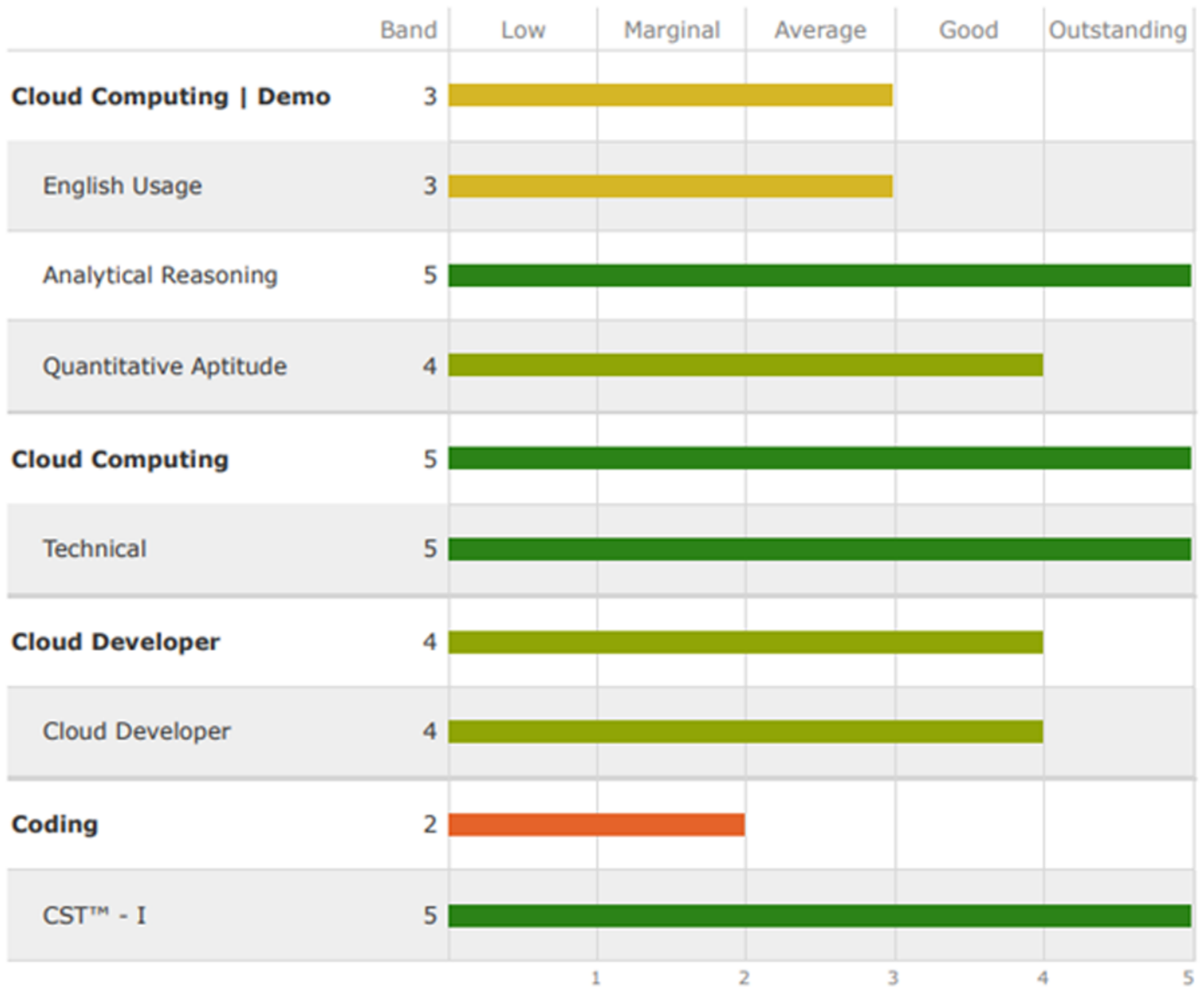
Candidate's Overall Result



Good

Individuals getting Good may consistently be able to understand and proficiently apply the Cloud Computing concepts required for adequate performance in the role.

Competency Snapshot



Contact

To learn more about Aon's Assessment Solutions, visit us at: assessment.aon.com

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Our key advantage is our broad view of two of the most important issues in our economy today: risk and people. With an employee base of 50,000 people working in more than 120 countries, we can anticipate how changes in one sector impact another.

Another advantage is our client focus: Every day our employees ask, "How can we help a client or how can we help a colleague help a client?" Because each of our client groups has unique needs, our professionals—coordinated by strategic account managers, or relationship managers—specialize by product, function and client industry. By truly listening to you and working with you as a partner, we can best develop solutions that work seamlessly with your business. Only in this manner can we help you uncover risks and discover new opportunities to make your business more successful, now and into the future.

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