



Draup

SUNRISE AND SUNSET SKILLS



Azure



SuccessFactors



Gartner

Recognized in Gartner's
2023 Hype Cycle



The Narrative

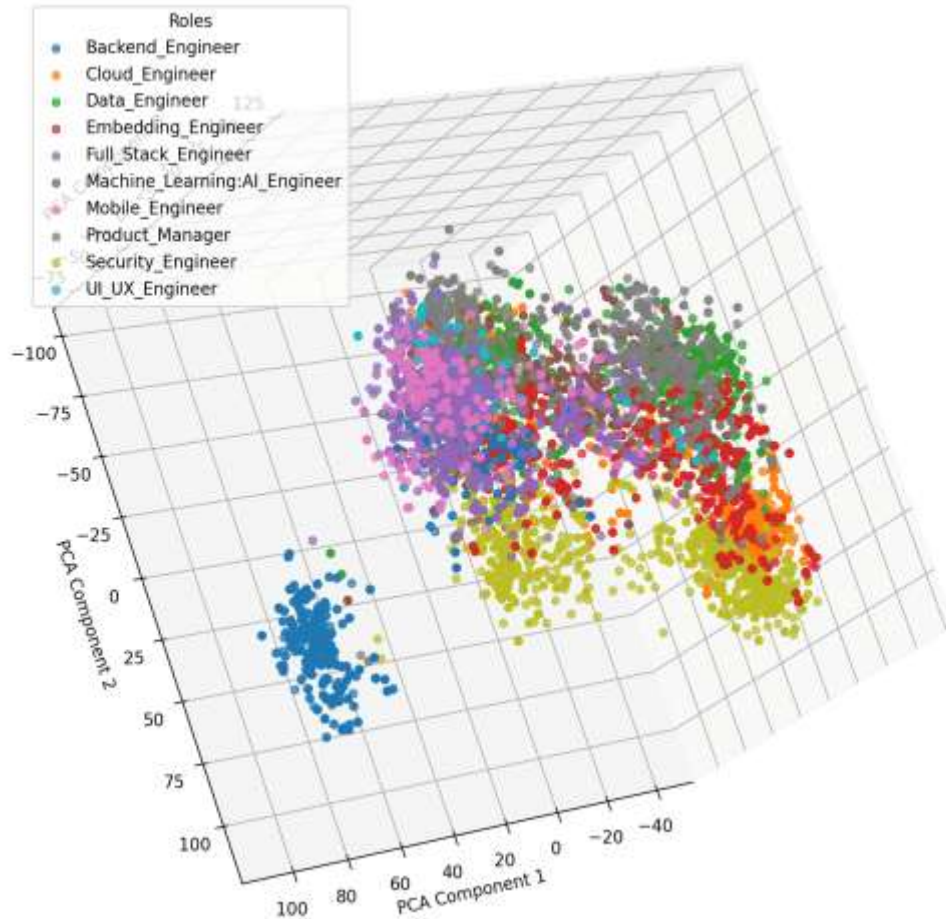
By identifying granular emerging skills, HR can directly enhance an organization's AI readiness.

There are some challenges we need to navigate

- ❖ Tension between individual growth (more skills) vs. enterprise agility (fewer, regularly updated skills)
- ❖ Skills proliferation without consistent definitions across systems
- ❖ **The half-life of skills = The time to master them.** Mapping peer-level tech/AI understanding is critical
- ❖ Roles are **converging** and thereby we need clear workloads and tasks documented
- ❖ Proficiency Levels

Example many Software Engineering are Converging ...

3D Scatter Plot of Roles



- Backend Engineers (blue):
Compact cluster, clearly distinct.
- Data Engineers (green):
Widely spread, overlapping with
Cloud and ML Engineers.
- Security Engineers (yellow):
Interwoven with Cloud and
Data Engineers, not
standalone.

Root Skills

Root Skills are the most foundational and essential capabilities required for a role, serving as the foundation for mastering all specialized and advanced skills.

Core Skills

Core Skills are the specific, role-aligned capabilities that directly apply foundational (Root) skills to perform tasks, solve problems, and deliver meaningful outcomes in a job

Tech Stack

Tech Stacks are a set of software tools and technologies used to build and operate applications or services.

AI Models

An AI model is a computational algorithm trained on data to recognize patterns, make decisions, or generate predictions based on learned insights.

Financial Analyst

Root Skills

- Quantitative reasoning and analytical thinking
- Business and financial acumen
- Data interpretation and visualization

Core Skills

- Financial forecasting and budgeting
- Variance and sensitivity analysis
- KPI and performance reporting

Tech Stack

- Power BI / Tableau
- SAP / Workday Financials

AI Models

- Predictive forecasting Assistants
- Anomaly Detection Models
- Generative models for automated commentary and reporting

SUNRISE SKILLS

SKILL	RELEVANCE TO FUTURE
Subscription & Recurring Revenue Accounting	Critical for SaaS, Power-by-the-Hour, and DaaS/PaaS models
Financial Modeling for XaaS	Supports pricing, profitability, and scalability of as-a-service offerings
Value-Based Revenue Recognition (IFRS 15 expertise)	Key to managing outcomes-based contracts
Scenario Planning & Predictive Forecasting	Needed to model uncertainties in demand, service usage, and long-term contracts
Digital Cost Allocation & Usage Tracking	Tracks platform and data service utilization for financial transparency
Carbon Accounting / ESG-linked Financials	Aligns with Rolls-Royce’s push into sustainable aviation and SMRs
Commercial Finance Business Partnering	Finance embedded into product and platform teams to co-drive monetization
Data-Driven Decision Support (FP&A 2.0)	Advanced analytics, driver-based planning, and real-time dashboards
IP Valuation & Intangible Asset Management	Important for digital twins, software, and data licensing models
Outcome-Based KPI Alignment	Tied to uptime, efficiency, and CO ₂ reduction—not just traditional profit metrics

SUNSET SKILLS

SKILL	WHY IT’S BECOMING LESS RELEVANT
CapEx-Centric Financial Planning	Shift toward OpEx-heavy service and subscription models
Manual Journal Entry & Reporting	Automated by ERP and AI-powered finance systems
Linear Budgeting Techniques	Replaced by dynamic, scenario-based, driver-led planning
Siloed Finance Functions	Finance must now collaborate deeply with commercial, product, and engineering teams
Project-Based Costing Without Usage Insight	Inadequate for tracking profitability of as-a-service products
Historical Variance Analysis Focus	Less useful in fast-evolving, forward-looking service models
Fixed ROI/NPV Modeling	Inflexible for subscription models with rolling value realization
One-Time Product Margin Tracking	Fails to account for long-tail revenue streams from service models

Category	Level 1	Level 2	Level 3	Level 4	Level 5
Core Skills	Credit Risk Financial Reporting Credit Risk Assessment Financial Statement Analysis Asset Cost Analytics & Assessment	Valuation Techniques Financial Data Management Financial Statement Management Financial Modelling Financial Planning & Assessment Practices	Financial Management Settlement Management Treasury Management Systems Capital Expenditure Planning (CAPEX) Financial Modelling	Risk Assessment & Mitigation Business Lifecycle Management Pricing Management Financial Compliance Business Consolidation Practices Financial Risk Mitigation	Asset Valuation Discrepancy Management Portfolio Management Anti-Money Laundering (AML) Working Capital Management Capacity Planning Total Cost of Ownership (TCO) Framework
Emerging Core Skills	Integrated Risk Management Systems (IRMS) Automated Report Generation Intelligent Document Processing Automated Transfer Pricing Documentation	Automated Scenario Planning Digital Asset Management Business Intelligence	Automated Financial Modelling Digital Identity Verification E-Invoicing	Payment Gateways Digital Risk Assessment Data Analysis & Visualization	Cloud CRM Digital Payment Processing Financial Network Segmentation Cloud Financial Management System



Explore How a Company's Role Breaks Down into Root Skills and Workload Activities



BT Group plc

Global 2000

Overview

Talent Flow

Candidate Attraction

Skills Architecture

Financials

Tech Stack

Hiring

Locations

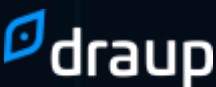
Contingent Workforce

Signals

More

Roles	Root Skills	Tech Stack	Soft Skills
Network Specialist	Network Design Wide Area Network + 8	Network Solutions AWS Linux + 7	Organizing Leadership Strategic + 7
Service Engineer	Incident Management Technical S + 8	Avaya (Unspecified Solution) App + 8	Improvisation Problem Solving + 8
Reliability Engineer	Incident Management Technical S + 8	IBM Tivoli NetCool/OMNibus Linux + 8	Improvisation Problem Solving + 8
Network Design Specialist	Network Design Wide Area Network + 7	IBM Tivoli NetCool/OMNibus • Linux • + 7	
Retail Advisor		Red Hat Ansible Automation Platform • Kubernetes • + 6	
Software Engineering Specialist	Microservices Software Development + 8	Microsoft PowerPoint • SolarWinds Mobile Admin • + 8	
Software Development Engineer	Java (Programming Language) + 8	AWS Cloud • Active Directory • Apache Kafka • + 8	
Solutions Architect	Solution Architecture Solutions Design + 8	Elasticsearch + 8	
Software Development Manager	Software Development DevOps Practice + 8	Gitlab JavaScript Jenkins Atlassian + 6	Strategic Thinking Leadership + 8
Network Engineer	Technical Support Border Gateway + 8	Microsoft Office 365 Cisco Meraki + 8	Conversational Proficiency Problem Solving + 8
Sales Consultant	Customer Relationship Management + 9		Rapport Building Resilience Networking + 7
Data Analyst	Python (Programming Language) + 9	AWS Apache Hadoop Qlik (Unspecified) + 7	Collaboration Conversational Proficiency + 8

See Which Technologies Companies Are Embracing



BT

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Global 2000

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Search 1,028 Solutions

Preferred Cloud Stack

AWS

Cloud Platform as a Service (PaaS) Software

Developer Insights

Microsoft

74 Solutions across Operating System

Cisco Systems, Inc.

41 Solutions across Software

Oracle Corporation

37 Solutions across Database

Any.Run

Dropped

Apache ActiveMQ

Dropped

Apache Iceberg

Adopted

Atlassian

Dropped

AI/ML Platforms Software

System Center Operations Manager

TrueSight Operations Management

AI & Machine Learning Operationalization Software

Amazon CodeWhisperer

mlflow MLflow

Google Cloud Vertex AI Workbench

3D Modeling Software

ZBrush

ReCap

Autodesk ReCap

Added

Dropped

Sep 2025

Aug 2025

Alation

FS NGINX

NinjaRMM

Agile Content

Any.Run

Apache

Atlassian Confluence

OASIS Business Process Execution Language

CoPilot AI

FireEye Email Security

Apache Velocity

Google Ads Conversion Tracking

Google Fonts

JQuery CDN

Mautic

NICE CXone

Radix UI

Apache Iceberg

BMC Helix Platform

Branding Brand

Java Database Connectivity (JDBC)

SALTSTACK

SaltStack

Security Monitor

Styled-Components

Skills

×

AI-Augmented Deal Orchestration

×

Customer Relationship Building

×

Customer Success Management (CSM)

×

Geo-economic Intelligence

×

Gong.io

×

Managing Sales Teams

×

ROI Analytics

×

Sales Development

×

Sales Team Leadership

×

Zendesk / Freshdesk

Search

←

Draup

Emerging Skills

Hyper Futursitic Skills

Tech Stack

Skill Levels And Requirements

View Skill Level Descriptions

Filters

Skill Categories

+ Network Management & Administration

Skill

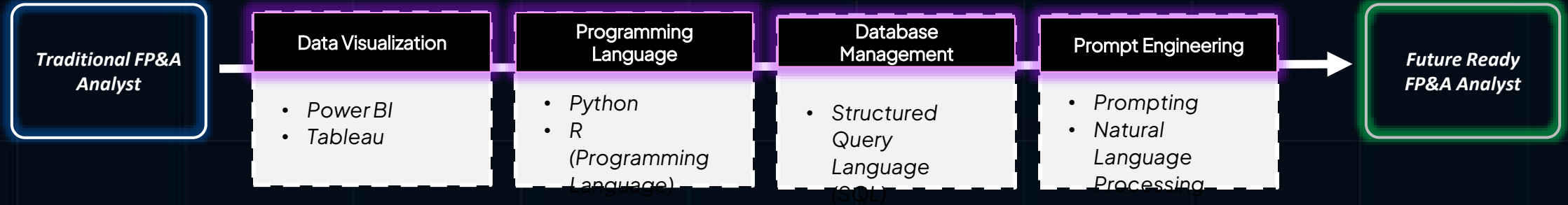
+ HTML

Skill	Skill Category	Skill Description
ArcPy	Spatial Analysis & Geographic Infor...	ArcPy is a site-package that extends arcgis scripting m...
Autotask Software	Business Management	Autotask Software is a business management platform...
Automatic Data Processing (ADP) P...	Payroll Management	Automatic Data Processing (ADP) Payforce is a p... ↗
AngularJS	Web Development	AngularJS
Animatico	Video & Audio Production	Animatic
Anomaly Analysis	Data Science	Anomaly
Anrok Software	Tax Reporting & Compliance	Anrok Sof
ANSI C	Programming Languages and Algori...	ANSI C is
Ansible	Software Development	Ansible is
Ansys CFX	Computer-Aided Design and Simula...	Ansys CFX
Antenna Gain	Telecommunication	Antenna Gain refers to a measure that evaluates signal...
Anti Aliasing	Graphics Processing	Anti Aliasing is a technique used in computer graphics...
AntiDDoS	Cybersecurity	Anti-DDoS is a physical layer of protection between po...

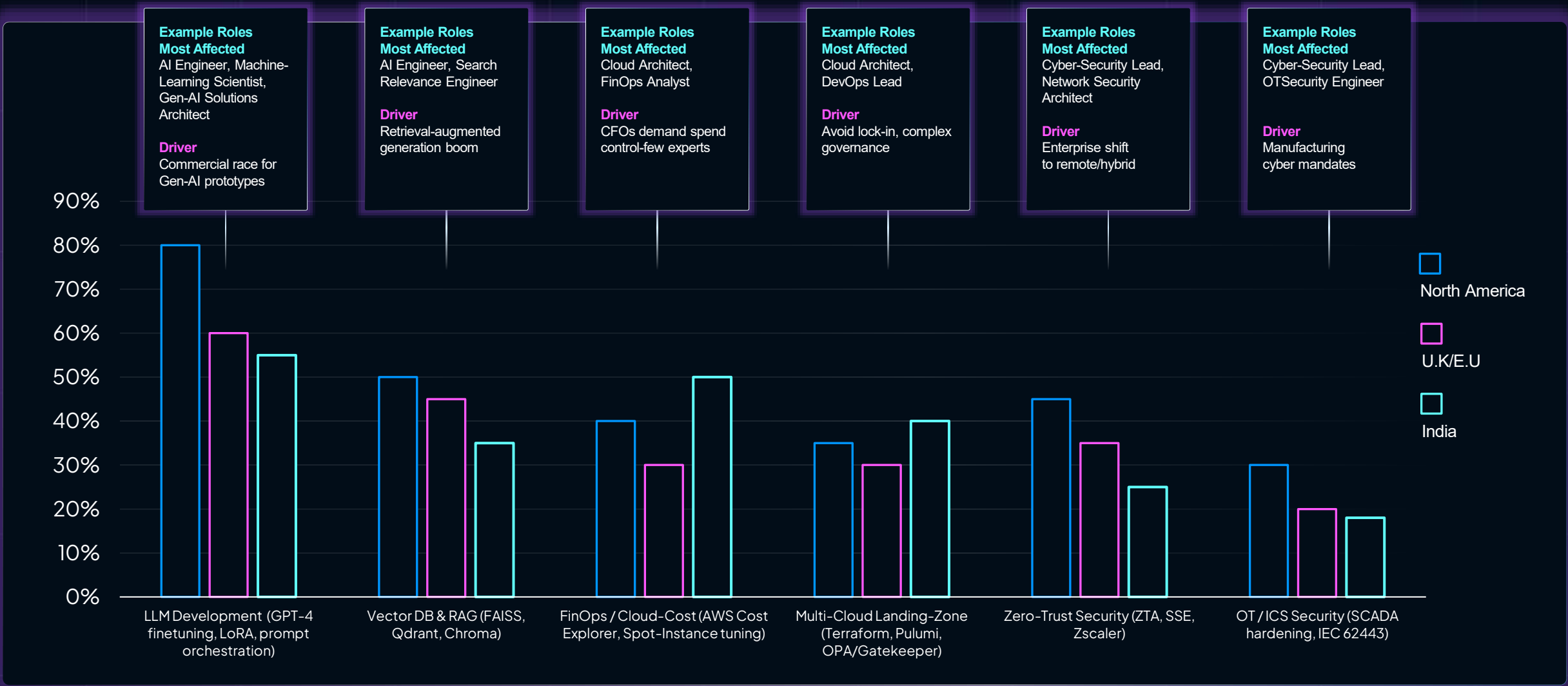
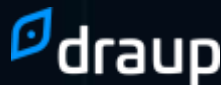
Skill Description

Automatic Data Processing (ADP) Payforce is a payroll software system developed for cost-effective corporate efficiency. It provides the expanding business with the levels of data protection, privacy, compliance, and peace of mind.

Skills Sequencing



Model Skill Level Wage Inflation



Note: The insights on wage pressure are derived from Draup's proprietary labor market intelligence and cost modeling systems, which analyze over 500Mn job descriptions and compensation data across global locations. Additional context is drawn from published sources including BLS, the WTW 2024 Global Salary Planning Report, Mercer's research on inflation-linked pay adjustments

This serves as a foundation for AI Transformation

- A Workload Centric Approach



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