differences in several types of competencies, project management competency does not exist in previous studies for role analysts and programmers while in this study it is at an average level of 2. Likewise, business analyst competencies and user requirements for programmer roles, in previous studies, did not exist while in this study, they were at an average level of 2.
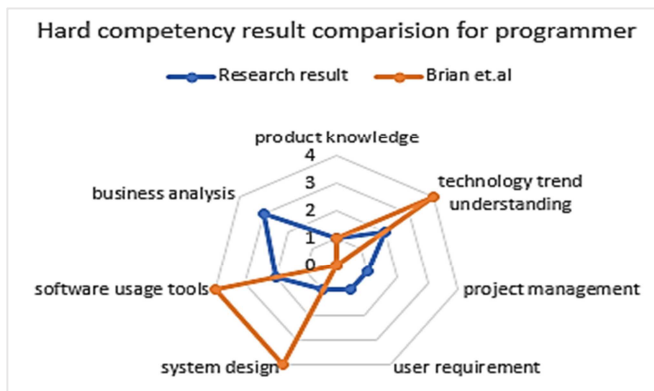

Fig. 6 The results of the comparison of the minimum level of hard competency research results with the results of Brian and colleagues' research on role programmer

IV. CONCLUSION

The results of the analysis show that there are two groups of competencies needed by members of the software development team, that is soft competencies and hard competencies. Each group has a different level on each job role in the team. In soft competencies, a project manager needs a higher level than other job roles. Whereas an analyst requires a balance between soft and hard competencies. Unlike a programmer, it requires higher hard competences than other job roles except for generating feedback (soft competences) because a programmer needs to have the ability to understand customer desires and generate into the program. For further research, we will use the profiling results as a reference for placing someone's role in software development activities or projects

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