FREE RESOURCE · CHECKLIST

All Things Identity

The IAM Portfolio Checklist

What to put in a GitHub repo a hiring manager will open.

You've got notes, a couple of courses, maybe a cert. What you don't have is something a hiring manager can open and understand in two minutes. This checklist gets you one real build you can explain line by line, and page 2 gives you the project to build.

01 The checklist

- [ ] 01 **Pick one real scenario.** Start with joiner-mover-leaver. Every company hires people, moves them, and lets them go, so anyone reviewing your repo will recognize it. No scenario yet? Use the starter project on page 2.
- [ ] 02 **Build it in one tool.** Entra or Okta, on a free tier. Save the configuration you built. Screenshots of someone else's build don't count.
- [ ] 03 **Write a short README.** What the scenario was, what you built, what broke, and how you fixed it. Don't skip the part where it broke. That's the part that shows you understand it.
- [ ] 04 **Record a five-minute walkthrough.** Share your screen and narrate what you did and why. Put the link at the top of the README.
- [ ] 05 **Make sure you can explain every line.** If AI helped you write it, fine, but know what it does. The follow-up question in an interview is where AI-built repos fall apart.
- [ ] 06 **Make the repo public, README first.** Someone reviewing it should get what it is in two minutes without asking you.

02 Your two weeks

- **This week:** build the starter project by hand and write the README.
- **Next week:** script it, record the walkthrough, then make it public.

After that you've got one build you can link on your resume, post about on LinkedIn, and walk through in an interview.

03 Starter project: one person, three moves

Build this in a free Entra tenant or an Okta Integrator Free Plan org. Set up two groups, Sales and Finance. In this project, being in a group is the access.

- [ ] 01 **Joiner.** HR hires Jordan Lee into Sales. Create Jordan's account with the department set to Sales, and add Jordan to the Sales group.
- [ ] 02 **Mover.** Jordan transfers to Finance. Change the department, add Jordan to Finance, and remove Jordan from Sales. Then check that Jordan has no Sales access left.
- [ ] 03 **Leaver.** Jordan leaves. Block sign-in, end Jordan's active sessions, and remove Jordan from every group.
- [ ] 04 **Script it.** Do all three by hand once. Then do them again with a script: Microsoft Graph PowerShell for Entra, or the Okta API for Okta.
- [ ] 05 **Break it on purpose.** Run the mover again and skip the remove step. Jordan now has Sales and Finance access at the same time. That's access creep, and it's what an access review is there to catch. In your README, show how you spotted it and how your script stops it from happening.

Done looks like: a public repo with your script, a README that walks through all three moves and the break, and your five-minute video linked at the top.

04 Want to build it with help?

> Identity Hero is my guided program. You build this with me, check your work against a working solution, and keep it as a portfolio piece. Details are in my bio.
>
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