

IC Product Development Promotion Template

Employee Name: [REDACTED]

Manager: [REDACTED]

Current Career Level and Job Code: User Experience Developer IC3 (99030)

Proposed Position and Job Code: User Experience Developer IC4 (99040)

of Years in Current Position: 3.5

of Years in Industry 8.5

Current Salary: [REDACTED]

Min Salary for New Position [REDACTED]

Performance Rating: 5- Outstanding

VP/SVP: Jeremy Ashley/Steve Miranda

Please address the following factors, including examples when recommending promotions to senior development positions in Product Development.

SUMMARY OF EXPERIENCE

(Provide a brief description of current and previous experience, education, and areas of responsibilities.)

[REDACTED] has been a member of [REDACTED] since September 2006, first as a User Experience Developer/IC2, then as a Senior User Experience Developer/IC3. She has been responsible for interaction and interface design, specification writing and maintenance, prototype creation, and user research collaboration, starting with Fusion [REDACTED] designs and moving to [REDACTED]. She has designed a wide variety of products including S [REDACTED], [REDACTED] and [REDACTED]. Prior to joining the [REDACTED] organization, she worked as a contract web designer/prototyper for the Oracle [REDACTED] team. She has a BA in Psychology from Gujarat University, India, as well as a Graphic Design certificate, and coursework in web and multimedia design and development.

SCOPE OF POSITION

(Describe the scope and complexity of the technical work being performed. Describe how the position or deliverable is important to Oracle's strategic plan or revenue.)

As a Senior User Experience Developer, [REDACTED] has provided end to end user experience design for [REDACTED] products, the key [REDACTED] deliverable for Fusion [REDACTED] Cloud applications. She has interpreted requirements; created designs; managed the relationship with product managers; presented regularly to [REDACTED] Cloud senior management (Dev and PM); conducted live code UI reviews; audited bugs; created cross product design guidelines; coordinated with graphic design, info dev and usability; and ensured the successful delivery of her designs to shipping product. She has supervised other designers' work on complex projects and has managed our team's internal website for design delivery.

TECHNICAL ABILITY

(Describe the individual's technical skills: skill in solving technical problems, time needed to solve difficult problems with minimal direction, creativity in problem solving, ability to present new ideas/concepts, judgment in evaluation of alternative courses of action, reliability of design and project decisions.)

[REDACTED] has a background in psychology, design and UI prototyping. She is able to take a complex set of requirements from conceptual design sketches thru to detailed UI specifications. Her long experience at Oracle has given her an excellent foundation in the Oracle Fusion technology stack and enables her to effectively determine which

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designs are most likely to be built successfully, based on knowledge of [REDACTED] performance considerations, user experience design conventions and standards, and user centered design principles. She learns new technical and functional concepts easily, and can be relied upon to come up to speed with a new product team rapidly.

TEAMWORK AND INFLUENCE WITHIN ORACLE

(Describe the individual's ability to be effective in a team; ability and willingness to help others when needed; ability and willingness to direct the efforts of others formally or informally; working relationships with other group members. Describe the amount and quality of inter-action with other Oracle groups and what results have been achieved. How has the position contributed to their success or how has it influenced other groups to ensure the success of their own strategic projects?)

[REDACTED] has demonstrated a very mature and calm attitude to the complex and changing nature of the [REDACTED] team's work. She works independently with the product teams she supports and needs minimal direction and clarification. She is flexible with her team mates: on one hand she is able to drive key projects that affect all team members' work, gaining consensus and providing direction and clarity; on the other hand, she is cooperative and supportive when other people are in the lead position and need her support. She has demonstrated very good mentoring skills with new staff, quickly orienting them and overseeing their work on projects. Team members frequently seek her feedback on design and technical problems, and she is generous with her time.

EXTERNAL VISIBILITY

(How much time does the individual spend representing Oracle to outside interests, such as customers, partners, press and analysts. These contacts should address a technology, product or program area that is highly visible and recognized as an independent entity.)

As a Senior-level designer, [REDACTED] has not been asked to have significant interaction with external interests. However, as a member of the user experience organization, she has interacted regularly with end users (both customers and non customers) and she has behaved with exceptional professionalism on those occasions.

[REDACTED] has worked at the OOW demo grounds and has demoed the top user experience items to partners and customers during the [REDACTED] outbound events & seminars.

ACHIEVEMENT

(Describe specific, significant deliverables or accomplishments attributed to this individual as the major contributor. Who within or outside of Oracle would know of these achievements? Also explain how the individual exhibits the qualities of leadership, technical credentials and overall ability to represent their group/ST both within and outside Oracle.)

- [REDACTED] - Lead the creation of page template specifications for Create and Edit pages and page header and button standards for [REDACTED]. These design templates are being used as specifications for code templates that will enable development teams to rapidly convert their older [REDACTED] pages to [REDACTED]. Coordinated with other [REDACTED] team leads to collect requirements, review proposed design and publish.
- [REDACTED] - Lead for [REDACTED] [REDACTED] design. Ownership included end to end project management, creation of [REDACTED] task flows and page designs for the application, presentation to senior management, and supervision of a junior staff member.
- [REDACTED] – Rapidly created a vertical design solution for a customer and time sensitive project. Coordinated with another senior staff member.
- [REDACTED] - Designed/Delivered the Accounts/contacts enrichment piece for DaaS. Conducted and moderated in depth UI reviews with key stakeholders for validation. Managed design changes through logging and auditing of bugs.
- [REDACTED] - Reviewed [REDACTED] and worked closely with PM to generate UI wire frames, and Specifications. Conducted UI reviews with stakeholders for validation.
- Service – [REDACTED] has single handedly coordinated the Service design support, delivering key designs for the [REDACTED] transformation from their [REDACTED] application to the [REDACTED] application. She has directed [REDACTED] and [REDACTED] (both senior to her) as part of this effort.

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- Manage internal design website. Coordinate posting of new designs, development of specification templates, and information architecture of the site.

Recommendations

(Comments from other senior management staff, both within and outside of group – Min of three.)

██████████, Director of ██████████:

“██████████ reported to me from Oct 2013 thru mid Sep 2014, as a Senior Interaction Designer (IC3). During this time she amply demonstrated her ability to work at the next career level:

- Design quality. ██████████ has full understanding of multiple cloud and web design approaches. She is able to independently take a clean sheet project of high complexity (██████████) from initiation with a product team thru design iterations, development support, and fit and finish verification. She mentors junior designers easily and is able to supervise their work on projects. She can provide designs for single use cases or cross product family use cases. All of these are IC 4 behaviors.
- Productivity. ██████████ was one of the reliable stalwarts during a very busy time for the team. She contributed significantly to work on three releases: ██████████, ██████████ and ██████████, thru work on ██████████, ██████████, ██████████, ██████████, ██████████ wide design patterns for Create and Edit common actions, and team website oversight and updating.
- Delivery and Communication. Delivers all her work on or before time. She manages projects excellently, keeping her management and key stakeholders informed about dependencies, issues and concerns.

I have no hesitation in recommending her for promotion to IC4. She is an excellent contributor to the organization.”

██████████, Principal Product Manager, ██████████ “██████████ specifically has done a tremendous amount of work in a very short period of time.”

██████████, Director of Product Management, ██████████. “She met with the team as much as was needed in order to understand the product, use cases, flow, and requirements. ██████████ was also willing to make changes per our feedback and we ended up with a very nice design.”

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Position Criteria

(Senior development positions may include unique requirements, therefore template metrics are general guidelines, not hard rules.)

FACTOR	SMTS – IC3	PMTS – IC4	CMTS – IC5	ARCHITECT – IC6
Summary Of Experience	<p>BS or MS degree in CS or equivalent experience relevant to functional area.</p> <p>Typically has 2.5 or more years of related experience.</p>	<p>BS or MS degree in CS or equivalent experience relevant to functional area.</p> <p>Typically has five or more years of related experience. Candidates with less than four years experience must be star caliber and require review by DAS staff.</p>	<p>BS or MS degree in CS or equivalent experience relevant to functional area.</p> <p>Typically has ten or more years of related experience. Candidates with eight or more years will be considered only if they are star caliber.</p>	<p>Typically has fifteen or more years of related experience.</p>
Scope Of Position	<p>Can code with minimal direction. Normally receives no instructions on routine tasks, with limited supervision on new tasks.</p>	<p>Has full responsibility for the architecture of a significant, self-contained portion of a product or a small product.</p> <p>Has demonstrated technical leadership for his/her area. This is usually done by being a project lead for a small project team of two to three developers.</p>	<p>Has full responsibility for the architecture of a medium-sized product or a substantial layer or subsystem within a large product</p>	
Technical Ability	<p>Works on projects of moderate conceptual complexity.</p> <p>Starting to demonstrate ability to write spec's and designs. Specifies, designs and develops software according to provided requirements, with sole responsibility for the design.</p>	<p>Works on projects of moderate to high conceptual complexity.</p> <p>Demonstrated ability to write high quality functional spec AND design documents for a major area. Provide url's for these documents.</p>	<p>Recognized expert in area within division and/or Oracle.</p> <p>Works on extremely complex problems. Has deep understanding of how his/her area interacts with all related areas.</p> <p>Models best engineering practices. This includes clarity and completeness of spec's and designs, code cleanliness and quality, thoroughness of testing, attention to documentation, and response to bugs and regressions.</p>	

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		Is highly encouraged to maintain an architecture and detailed design document for his/her area. Provide url for this document.	
External Visibility	Must have good visibility so can be effectively ranked; giving a seminar is good way to do this and is advised.	Represents group within Oracle.	
Teamwork and Internal Influence		Exhibits effective teamwork with senior developers and senior management within ST and across Oracle.	
		Is the technical “go-to person” (consultant) for his/her area within the group and across Product Development.	
		Strongly influences the technical decisions of ten or more developers.	
Achievements	Demonstrated ability to take feature/design through software lifecycle to release of robust, high-quality, production code.	Under broad direction, defines requirements for new projects and specifies, designs and develops software to those requirements.	Recognized expert in field inside and outside Oracle
		Has delivered several high-quality, PMTS-scale projects to market that have been successfully used by production customers for several years.	
		Has delivered innovative and creative solutions to complex problems.	
		Works effectively with others in managing extremely complex projects	
Recommendations	Comments supporting above criteria for promotion from outside immediate group from PMTS-level developers or managers	Comments supporting above criteria for promotion from outside of immediate group from ST senior management and three CMTS or architect-level developers.	Approval from the architects club

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