

## IC4 Promotion Proposal for [REDACTED]

<b>Employee Name:</b>	[REDACTED]	<b>Location:</b>	<b>HQ</b>
<b>Current Position:</b>	<b>IC3</b>	<b>Proposed Position:</b>	<b>IC4</b>
<b>Previous 3 Performance Ratings:</b>	<b>4, 4, 4</b>	<b>Manager / Group VP:</b>	[REDACTED] / Peter Barker
<b># of Years in Current Position:</b>	<b>5</b>	<b># of Years in Industry:</b>	<b>8 years</b>

### KEY HIGHLIGHTS

In the last couple of years [REDACTED] has steadily taken on more and more responsibilities in the areas of [REDACTED]. This has made him an invaluable member that other [REDACTED] team members have come to rely on. He has shown leadership by mentoring the junior engineers. Senior members and the architects deeply respect his technical ability and trust his judgment. Given his technical and leadership skills and personable nature [REDACTED] is ready for the PMTS level.

- [REDACTED] is a key contributor to [REDACTED]
- [REDACTED] has worked extensively in [REDACTED]
- [REDACTED] was hired from the [REDACTED] after his internship with Oracle
- [REDACTED] has a Bachelors degree in Information Systems
- Key contributions in [REDACTED]
  - Tenant level settings to configure email notifications, password policy, delegated administration and branding
  - Active [REDACTED]
  - Lead for [REDACTED]
  - Key contributor and lead for [REDACTED]
  - Took ownership to develop the [REDACTED]
  - Key contributor for [REDACTED]
  - Lead on [REDACTED]
- Key contributions to [REDACTED]
  - [REDACTED]
  - [REDACTED]
  - [REDACTED]
  - Conducted trainings on [REDACTED] configuration for [REDACTED]
  - Published documentation via [REDACTED] to assist customers
- Strong recommendations from folks who have interacted with him
- Strong technical lead and successfully mentored several junior engineers

### SUMMARY OF EXPERIENCE

*Senior Member of Technical Staff, [REDACTED] August 2015 - Present*

- Key contributor responsible for design of [REDACTED]

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- Lead the development of [REDACTED]
- Led the design and implemented many key features in [REDACTED] specifically [REDACTED]
- Led the design and implementation for [REDACTED]
- Key contributor for many infrastructure improvements like [REDACTED]
- Responsible for the unit test framework based on [REDACTED] for the [REDACTED] team

*Senior Member of Technical Staff, [REDACTED] February 2012 – August 2015*

- Responsible for the [REDACTED]

*Member of Technical Staff, [REDACTED] July 2009 – February 2012*

- Tasklist feature in [REDACTED]
- [REDACTED] integration on [REDACTED] application server

## EDUCATION

Bachelor's degree in Information Systems  
[REDACTED]

## SCOPE OF POSITION

- We have developed the [REDACTED] on a completely new stack using [REDACTED] and utilizing industry standard test frameworks like [REDACTED]
- [REDACTED] is an [REDACTED] and is also a [REDACTED]. As a [REDACTED] user experience is extremely important.
- Also to serve the needs of the cloud, fast development time is crucial. Since moving to [REDACTED] the team has become tremendously productive.
- Since development began on [REDACTED], [REDACTED] has gained tremendous experience in [REDACTED]. We have monthly releases, and [REDACTED] expertise in JET will definitely help the project and the team in meeting aggressive schedules. In addition to [REDACTED], his indepth knowledge of the [REDACTED] and depth of understanding various features will be an asset to troubleshoot customer issues.
- Our immediate priorities are to provide [REDACTED] in the UI. This is the beginning of the [REDACTED]. There are many capabilities yet to be added. [REDACTED] was a key contributor to the [REDACTED]. He gained expertise on different app integrations. This expertise and his knowledge of the technical design is extremely valuable as we build out our Provisioning capabilities.
- [REDACTED] has taken on responsibilities in improving key areas of [REDACTED]. This was especially notable in the [REDACTED]. These are extremely valuable contributions that will improve maintainability of our code, improve performance and team productivity.
- [REDACTED] has been mentoring junior engineers who have joined the team recently. He has shown leadership and has greatly benefitted the new engineers by helping them learn the software and contribute.
- [REDACTED] has an eye for detail, ability to review the UI and providing detail UX feedback will help us build an extremely usable UI.

Revised July 24, 2013

## TECHNICAL ABILITY

- [REDACTED] has worked on very complex areas of [REDACTED] and understands [REDACTED] concepts very deeply. He was a key contributor to the [REDACTED] that requires understanding [REDACTED]
- [REDACTED] is very experienced in [REDACTED]. He has worked on very complex features like [REDACTED] where he has had to be innovative to solve some technical issues.
- [REDACTED] was also the technical lead in the [REDACTED]. [REDACTED] drove the [REDACTED]
- [REDACTED] has demonstrated excellent communication skills, while interacting with tech leads in the larger development team as well as architects and product managers during the design phase of projects.
- [REDACTED] has also demonstrated that he can work with junior engineers, mentoring them and he is a reliable team member never hesitating to help others.
- [REDACTED] has demonstrated a tremendous self-assurance and capacity for effective technical collaboration with remote teams, ensuring timely deliverables.
- [REDACTED] has been an excellent partner for the UX team in iterating over UI flow approaches and options.
- [REDACTED] technical abilities are complemented by his can-do attitude and excellent work ethics and interpersonal skills.

## EXTERNAL VISIBILITY

- User Assistance\_(UA): [REDACTED] has worked extensively with the UA team to ensure that the UI has consistent and easy to understand text for enhanced usability
- User Experience\_(UX): On all UI projects [REDACTED] has collaborated with the UX team, where [REDACTED] has provided the technical details to the UX team and helped find solutions for better UX. This was evident when he led the development of the [REDACTED]
- [REDACTED] While working on the performance issues in [REDACTED] [REDACTED] interacted very closely with the [REDACTED] teams. [REDACTED] has been working collaboratively with the [REDACTED] teams, trying to find workable solutions to improve the UI performance
- Product Management\_(PM): While working on [REDACTED] [REDACTED] has interacted extensively with the PM team. He has established himself especially as a strong engineer with technical depth. He has initiated many technical discussions and surfaced issues, conducted design reviews of the UI and worked with PMs to analyze the issues, and helped reach consensus.
- Dev Teams external to UI: Having gained expertise with working on [REDACTED] he assisted other team members as well in their projects by sharing his knowledge and resolving issues related to [REDACTED] While working on the provisioning UI he interacted with the App Management team very closely. He worked with senior architects and engineers on complex design issues during the development of [REDACTED] He has established himself as a solid engineer and lead and built great working relationships that will help for future projects in this area.
- Support Engineers: He conducted trainings and knowledge transfer sessions for support engineers to help them understand [REDACTED] and also provide them techniques for troubleshooting issues in production environments.
- Customers: Having developed the UI for the [REDACTED] he prepared documentation and published [REDACTED] to assist customers in developing custom search forms.

## ACHIEVEMENT

Revised July 24, 2013

- [REDACTED] key contributions to [REDACTED] releases are summarized below:
  - Led the development of [REDACTED]
  - Lead the design and development of key provisioning features like [REDACTED]
  - Interfaced with PM and UX, drove the UX design of his features and contributed to several designs that improved usability
  - Researched and introduced a new testing framework
  - Key contributor to UI infrastructure improvements like [REDACTED]
  - On the [REDACTED] side [REDACTED] contributed to the [REDACTED]
  - Has helped mentor and onboard new members to the team

## RECOMMENDATIONS

### *Senior Software Development Manager*

I have known and worked with [REDACTED] since he was in [REDACTED] and working in the [REDACTED] team. I have had the chance to observe his work closely in [REDACTED], when [REDACTED] was working on the [REDACTED] and later on in [REDACTED] when he was responsible for the [REDACTED]. [REDACTED] impresses me not just as a very smart UI developer, but also having an excellent sense for end-user usability. He regularly brings up functional and usability issues to everyone's attention and ensures that they get resolved. In this, he shows immense maturity and also customer focus to ensure that we are continuously improving the product UI and making it better.

In [REDACTED] we came up with a new request model and authorization to streamline the UI. [REDACTED] contributions were crucial in making this a success. The similar trend continued in a number of projects in [REDACTED]

In [REDACTED] [REDACTED] has been responsible for large swaths of the UI including the [REDACTED] in the various releases. In [REDACTED] he jumped into the [REDACTED] and worked on the [REDACTED]. Additionally, [REDACTED] was instrumental in coming up with the [REDACTED]

[REDACTED] is one of the finest UI developers in the team. He distinguishes himself not just by his technical maturity but by being quality and customer focused - qualities that not many have. He is definitely ready to take the next step in his career.

I wholeheartedly support [REDACTED] promotion to "Principal Member of Technical Staff" and wish him the very best!

### *Principal Member of Technical Staff*

I have had the pleasure to work with [REDACTED] in the past several years on different projects using various UI technologies.

[REDACTED] is very intelligent with a great ability for learning and mastering new technologies and he has proven himself on numerous occasions, especially in the past few years while working on [REDACTED]

The transition from [REDACTED] team to [REDACTED] team was very challenging for all UI developers. [REDACTED] was developed using [REDACTED] and [REDACTED] on the other hand is developed using [REDACTED] which is a completely different set of technologies and programming languages.

This was no issue for [REDACTED]. He was able to learn the new technologies quickly and immediately started being productive and even focused on advanced areas like build or test frameworks.

Revised July 24, 2013

In the past year I also had a chance to closely watch his work on [REDACTED] and I must say I was impressed. He is very good at discussing and clarifying requirements with PMs, reviewing mockups with involved parties, tracking open items and last but not least

[REDACTED] design and code is very clean, easily readable, well organized and efficient. That's why he also became one of the [REDACTED] for the other team members.

Finally, I would like to mention that [REDACTED] is not only a UI expert but also a domain expert when it comes to [REDACTED]. He spent past several years working on various [REDACTED] products and as such he is well aware of [REDACTED] concepts and architectures. Such expertise comes only with time and experience. It is my pleasure to recommend [REDACTED] for promotion to PMTS.

#### **Senior Development Manager**

After joining [REDACTED] as a campus hire, [REDACTED] quickly mastered [REDACTED] and implemented various enhancements as per business needs. He has acquired diversified skillset by working on both UI areas and as well as server side enhancements. He worked on resolving customer escalations related to [REDACTED] integration, also worked on [REDACTED] to help PM teams on demos.

[REDACTED] successfully implemented feature of embedding [REDACTED] for request approvals with a very close interaction with [REDACTED] team. [REDACTED] integration was an unknown area and [REDACTED] took this challenge of making [REDACTED] integration work on [REDACTED] and successfully accomplished this with very minimal guidance. He also guided other members of the team for making other components work on [REDACTED] platform.

[REDACTED] implemented [REDACTED] in [REDACTED]. This page has complex query logic to make it user friendly. [REDACTED] successfully delivered this with close interaction with the backend [REDACTED] team working remotely.

[REDACTED] is a very quick learner, had very good coding and design skills. I recommend [REDACTED] to be promoted to PMTS.

#### **UI Architect**

It is my pleasure to provide this recommendation for [REDACTED] promotion. As the architect for the [REDACTED] [REDACTED] is always my right hand and go to guy. Working very closely I had the opportunity know him both technically and personally. He is one of the nicest persons I know. He is smart yet humble, he is nice yet determined. His creativity, his capability of coming up with solutions to hard problems in a short time is extremely impressive.

He played a crucial role in multiple structural projects and led the UI team to successfully make these necessary changes. For example,

- [REDACTED]
- [REDACTED]
- He wrote the [REDACTED] when we [REDACTED]

[REDACTED] has a deep knowledge of the technical stack we are using. He is an expert in [REDACTED]. He helps the team members including me in solving problems.

[REDACTED] has a very creative and technical mind; he is capable of designing very complex UI systems. For example, he came up with the design and code on [REDACTED]

[REDACTED] has a great personality and leadership skills. He is extremely humble and nice, his team mates enjoy working with him and frequently ask for his help. He has strong technical opinions and leads the team to achieve them.

Finally, [REDACTED] is a great team, these people make ORACLE a great place to work. We support, aid and protect each other. [REDACTED] is one of the foundations of this team. I take great pleasure recommending him for a promotion.

Revised July 24, 2013

**Senior Development Manager, Identity Management**

joined team as campus hire in 2009. From day one he has impressed me with his willingness to learn. He quickly made his mark in the team beginning with small bug fixes. He pretty much learned on the job without any special training. His skill set grew from and so on. Soon he graduated to much complex issues like . He was one of the primary members to work on supporting . By the time left my team he owned the whole . Given the complexity of request component this is no small achievement and speaks highly of vast range of technical skills. He is always willing to share and pass on the knowledge he learned. Developers would turn to him for help and would never be disappointed. His dedication to work is second to none. He would be willing to go that extra mile to making sure customer issues were resolved on time. His communication skills are excellent. He is able to express himself clearly over phone/emails to customers and within the office.

I strongly believe that has the necessary skills and is ready for position of PMTS.

**Software Development Manager**

I have been working with for last 6+ years from . He possesses strong technical skills and architecture grip of product. While working on project he worked closely with QA team to ensure all features are tested as per requirements. During his intersection with QA, one of his many contributions to QA, was to provide guidance to QA for . He reviewed automated test cases and provided valuable feedback on that were missing. He is one developer who gave priority to quality, by checking with QA if every feature had . On several occasions he has suggested several improvements to our to address . He has presented overall product knowledge of when I was working on that required cross platforms/teams and integration with products. He showed great flexibility and always reachable when required.

I strongly recommend him for promotion to PMTS and wish him best of luck.

Revised July 24, 2013