

IC Promotion Template (Product Development)

Employee Name:		Location:	Redwood Shores / HQ
Current Position:	PMTS	Proposed Position:	CMTS
Previous 3 Performance Ratings:	4	Manager / Group VP:	Venkata Vengala / Venkat Maddali
# of Years in Current Position:	7	# of Years in Industry:	17

Please address the following factors, including examples when recommending promotions to individual contributor positions.

SUMMARY OF EXPERIENCE

is widely recognized as Fusion Middleware expert in Cloud provisioning. He articulated and provided services required from within team. Within team he quickly helped one of major middlewar to based model. He also helped service to enable it as service. Earlier he contributed on to develop common Cloud. He has consistently applied his deep knowledge of project design and software engineering to a number of different platforms, products and technologies.

also contributed in bring products into the Cloud with this design guidance to teams and helping them in bringing their product to the . He closely worked with teams in getting the required functionality ready for the release. His contribution allowed these products to complete before time and ready.

Prior to his work in , worked in , designing and implementing a process that utilizes to allow customers to easily install and configure a in a fraction of the usual time. This work has involved coordinating with to best meet all requirements while balancing flexibility for customer configurations with providing a concise interface and optimal user experience. He also contributed in for . His contribution allowed Fusion to develop and deliver their products on time. He worked closely with Fusion developers in allowing them to complete their usage of .

Prior to his work with Fusion Middleware, was a key developer for the team in the in Oracle , where he enhanced his technical skills and professional communications while building a reputation as a knowledgeable engineer. He graduated from Carnegie Mellon University in Computer Science with high marks and was named to multiple honor societies.

SCOPE OF POSITION

team is responsible to provide . includes complete to allow them to enable their services integrated with to delivering their service to production roleout. Design and implementation of common samples so that it will be easy for service developers to enable their service in .

Overall scope also include any common will be streamlined so that middleware can be enabled smoothly.

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TECHNICAL ABILITY

█████ demonstrated consistent contribution in solving difficult problems both technical and domain areas. He demonstrated his technical capabilities in designing and developing solution in bringing █████ Cloud █████ which is a █████ by using the █████ to extend the █████ Cloud █████

He also demonstrated his technical capabilities and coming up to speed in new knowledge areas while working with █████ project.

█████ solutions are always backwards compatible, while also maintaining a flexible architecture to allow for future enhancements and uptake of changes from lower stack.

TEAMWORK AND INFLUENCE WITHIN ORACLE

█████ worked closely with █████ team to get required █████ available to █████ . Earlier █████ worked closely with █████ and █████ developers in bring them up to speed on Dev ops development infrastructure.

█████ is a dedicated and effective team player through his tireless interactions with the Fusion Apps team and peer developers in the █████ team. During initial █████ development time he tirelessly explained most of the functionality to █████ core team in getting the team to understand the requirements. He never shies away from engaging constructively with any situation in a time of need, this is evident in of the █████ escalation where in Fusion █████ manager praised and sent a good note on █████ to top management. Other teams often praise his efforts and willingness to help out.

He is one of the main contributor and driving force in some of the Fusion Apps spawned job implementation and working with Fusion █████ team to adopt to the design goals.

EXTERNAL VISIBILITY

█████ is well recognized as go to person by █████ team and also █████ teams.

Throughout Oracle and at many key customer accounts █████ is a revered technical guru within the realm of █████ . He also enjoys preparing the video and audio material for external customer use for the product and his contribution in preparing the content for extensibility of █████ area allowed customer to smoothly extend █████ . Many customers praised this material and requested other product areas to create similar material.

ACHIEVEMENT

Amongst his major achievements the following stand out in particular:

- █████ Cloud █████ tools for █████ sing the █████ dev ops tools.
- Fusion Apps required implementation for all job types allowed Fusion Apps developers to development and release their █████ release.

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- During [REDACTED] implementation time, [REDACTED] quickly worked with [REDACTED] and [REDACTED] team in coming up with a solution for [REDACTED] with minimal impact to all the components involved in the product.
- [REDACTED] solely able to complete the [REDACTED] and [REDACTED] and working on [REDACTED] of the same. This is a major achievement to complete and providing support to few team who would like to use the early version of the scripts.
- In a critical resource crunch while working on currently deliverables he completed the [REDACTED] uptake of the [REDACTED] and other non oracle [REDACTED]
- His initial design contribution allowed [REDACTED] provide a possible solution for the Fusion Apps [REDACTED] with [REDACTED] architecture. This is one of the critical project for Oracle and Fusion Apps.

RECOMMENDATIONS

From [REDACTED], Vice President, Integration

I'm pleased to support the promotion of [REDACTED] to the role of Consulting Member of Technical Staff. [REDACTED] has been instrumental in providing guidance and assistance to our [REDACTED] and [REDACTED] teams as they move towards cloud [REDACTED] all of these products. His assistance has come in many forms, from working with our teams to design and implement the needed [REDACTED] scripts and tools, to assisting with troubleshooting [REDACTED] issues, to capturing our requirements and making sure that they are incorporated into [REDACTED] plans. He has been a great asset to these efforts, enabling us to work closely with the [REDACTED] team and develop our [REDACTED] capabilities early and without disruption. [REDACTED] is a great technical communicator and collaborator, and has been delivering at the CMTS level already.

I've also worked earlier with [REDACTED] on various Fusion Apps [REDACTED] projects during the [REDACTED] adoption phase. He has always been extremely responsive and helpful to those teams and they certainly benefit from his knowledge and ability to collaborate effectively. I support his promotion to CMTS and wish him the best in his new role.

From [REDACTED], Director of Public Cloud Development

I recently worked with [REDACTED] for several months on the [REDACTED] project. [REDACTED] was an excellent engineer who took a leadership role in developing a [REDACTED] demo. He demonstrated project level skills working across teams to help develop the solution. He acted as a mentor to other team members in areas related to this [REDACTED] use case and the [REDACTED] required. [REDACTED] is very self-motivated and conscientious regarding the quality of software he developed. He was extremely responsive and helpful responding to BUGs and other issues related to the project. He was also very thorough in specifying requirements for the feature and had a major influence on the design. Based on my experience with [REDACTED], I believe he is the level where he can lead a project both from a technical perspective and also as a team leader, performing the tasks required of a consulting software engineer.

From [REDACTED], Sr. Director, SOA Development

I have been professionally affiliated with [REDACTED] for last 10+ years, starting with [REDACTED] team and with his involvement in the development of Fusion Middleware [REDACTED]. For [REDACTED], [REDACTED] has been involved in design, architecture and development of key components and features. He has played an important role in assimilating [REDACTED] features in the [REDACTED] product that has helped enrich it; ensure functional equivalence with [REDACTED]; and has helped fulfill critical Fusion Apps requirements.

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██████████ is technically very strong and well versed in core ██████████ technologies. When required, he is quick to ramp up on technologies that are essential to implement open ██████████ solutions. His skills in software architecture, modeling and design are excellent. He is able to understand the requirements in detail; seek clarifications to define the problem correctly; propose architecture and design alternates; select the best solution that fulfills the requirements; and ensure that long-term issues of extensibility, maintainability, usability, upgrades, etc. are taken care of.

██████████ possess excellent written and spoken communication skills. He is very committed and strong in his resolve to meet tight deadlines with quality code and deliverables. With his experience, technical capabilities and achievements, I am convinced that ██████████ is ready to be promoted as a CMTS and I am happy to recommend him for the same.

From ██████████, Sr. Director, Fusion Apps Development

My teams and I have worked with ██████████ for the past few years in the course of several Fusion ██████████ projects. We have found him to be a customer oriented team player, and an expert in ██████████ integrations.

His deep knowledge of different layers of technology, and a passion for elegant designs have helped us in several occasions. For example, ██████████ formulated a simple solution for ██████████ programs to ██████████. This became the backbone of the ██████████ infrastructure for the ██████████ offering.

██████████ is very responsive to customer situations. For instance, his help in timely resolving ██████████ related issues raised by ██████████ and ██████████, went long ways in making these customers happy.

It is my pleasure to recommend ██████████ for promotion to Consulting Member of Technical Staff. I wish him all the best.

From ██████████, Applications Architect, Fusion Technical Architecture

In my experience ██████████ shown deep technical knowledge of the ██████████ and ██████████ infrastructure as well as the high level architectural fit in Fusion Apps with an understanding of both the functional and technical facets for design time and runtime. His willingness and ability to work outside his division makes him a key player in cross team efforts and his resourcefulness has been helpful during Fusion Apps' uptake of ██████████. I endorse his promotion to CMTS.

From ██████████, Director Development, Fusion Applications Development

The Fusion ██████████ team has worked ██████████ for last few years. We have been getting phenomenal support from ██████████ on variety of issues around the ██████████. Be it a ██████████ integration issue on ██████████ – ██████████ has always been able to quickly nail down the issue. Besides his in depth knowledge on the ██████████ technology, I appreciate him for being very approachable and always ready to hear attitude. With ██████████ help our team has been able to get several ██████████ issues diagnosed promptly followed by a timely resolution. On several occasions he has gone over and above the call of duty to get on joint working sessions at odd hours for diagnosis of critical issues reported by customers or during system test cycles.

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I strongly support [REDACTED] promotion to Consulting Member of Technical Staff.

From [REDACTED], Director Development, Fusion Middleware Development

I have worked with [REDACTED] for many years, starting with his time in the [REDACTED] team, and then for several years in his work with Fusion Applications and [REDACTED]. He is an excellent developer, with strong programming and design skills, complemented by a both broad and deep understanding of complex [REDACTED] issues. He has the flexibility to take on projects across a wide variety of technologies. I have always found his work to be top-notch. His promotion to Consulting Member of Technical Staff is well-deserved, and has my highest recommendation.

From [REDACTED], Director Development, Fusion Middleware Development

I have worked with [REDACTED] for several years including [REDACTED] and Fusion. [REDACTED] is very prompt, responsive and has very good technical and troubleshooting skills. His in-depth [REDACTED] and [REDACTED] helped greatly to resolve complex issues during multiple releases of [REDACTED] and [REDACTED]. I concur with [REDACTED] summary about his strengths and achievements. I recommend promoting [REDACTED] to Consulting Member of Technical Staff.

Position Criteria

(Individual contributor 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	BS or MS degree in CS or equivalent experience relevant to functional area. Typically has 2.5 or more years of related experience.	BS or MS degree in CS or equivalent experience relevant to functional area. 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.	BS or MS degree in CS or equivalent experience relevant to functional area. Typically has ten or more years of related experience. Candidates with eight or more years will be considered only if they are star caliber.	Typically has fifteen or more years of related experience.
Scope Of Position	Can code with minimal direction. Normally receives no instructions on routine tasks, with limited	Has full responsibility for the architecture of a significant, self-contained portion of a product or a small product.	Has full responsibility for the architecture of a medium-sized product or a substantial layer or subsystem within a large product	

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	supervision on new tasks.	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.	
Technical Ability	Works on projects of moderate conceptual complexity. 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.	Works on projects of moderate to high conceptual complexity. Demonstrated ability to write high quality functional spec AND design documents for a major area. Provide url's for these documents.	Recognized expert in area within division and/or Oracle. Works on extremely complex problems. Has deep understanding of how his/her area interacts with all related areas. 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. 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

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		<p>Has delivered several high-quality, PMTS-scale projects to market that have been successfully used by production customers for several years.</p> <p>Has delivered innovative and creative solutions to complex problems.</p> <p>Works effectively with others in managing extremely complex projects</p>	
Recommendations	<p>Comments supporting above criteria for promotion from outside immediate group from PMTS-level developers or managers</p>	<p>Comments supporting above criteria for promotion from outside of immediate group from ST senior management and three CMTS or architect-level developers.</p>	<p>Approval from the architects club</p>

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