

Candidate Name:	
Current Employer:	
Current Title:	Senior Security Architect/Product owner

Business Justification:

Please see attached documents for resume, references and interviewer comments. Below is the business justification for hiring [REDACTED]:

The [REDACTED] team has a critical need to enhance its capacity and expertise in enforcing security compliance, through secure design and development practices among the next generation [REDACTED] products. Large number of [REDACTED] is also based on these [REDACTED]. These are high priority strategic initiatives for Oracle where [REDACTED] is a critical factor for success. To deliver on the above, we need [REDACTED] leadership resources experienced in defining standards for [REDACTED] architecture and also in driving product development teams towards adoption of these standards for [REDACTED] design and development. Apart from a deep knowledge of [REDACTED], and a deep understanding of [REDACTED], the individual should also have extensive experience in providing architectural leadership to large number of software projects spanning numerous teams.

This candidate [REDACTED] is particularly well qualified for this position as he brings extensive experience as a [REDACTED] architect responsible for leading and enforcing adoption of security standards within large development organizations. He has gone through the adoption life-cycle consisting of defining common security platform and spearheading its use to bring uniform [REDACTED] architecture among a suite of products.

[REDACTED] went through multiple rounds of interviews with technical leaders and managers from many teams: [REDACTED] and [REDACTED] product team members. In these interviews, he has demonstrated not only strong grasp of [REDACTED] design principles, but also a mature and confident approach to problem solving. He is highly recommended by all those who interviewed him.

[REDACTED]'s references, including his managers from recent past & managers of teams he had helped as a global [REDACTED] architect, have all consistently rated him as outstanding *in technical skills, initiative, communication and persuasion skills and leadership*. All his references said they would love to hire him, if he wished to come on board. The feedback we got from his ex-managers from [REDACTED] and an earlier employer included comments such as: "top-notch, "one of the most talented architects"; "consistently at the top 5%"; "can bridge the gap between theoretical requirements and the practical ways to implement"; "without [REDACTED], this project would not have happened" etc.

[REDACTED] will be very effective in fulfilling the role of being a [REDACTED] lead at Oracle. In addition to technical expertise, [REDACTED]'s leadership and people skills will enable him to successfully engage with different teams for setting high goals and achieving [REDACTED] compliance objectives. Upon joining Oracle, [REDACTED] will immediately begin work with a set of critical middleware teams to assist in [REDACTED]. He will also be tasked with [REDACTED] assessment for products in [REDACTED] involving acquired and open source products.

In his current role within [REDACTED], [REDACTED]'s base compensation is \$[REDACTED]. [REDACTED] has interviewed with other companies in the SF bay area and wants to relocate. One of main concerns for this candidate is high cost of living in the Bay area. So compensation will be a significant factor in his choice. His technical knowledge and expertise is highly sought after in the Bay area. He has already turned down 2 of 3 other offers recently, and is in talk with a new company.

Because of the extensive competitive offers, his expectations and the fact that he is a highly skilled subject matter expert at a high individual contributor level, we propose the following: Salary- \$[REDACTED], Stocks- [REDACTED], & Relocation- \$[REDACTED] (this amount is significantly less than [REDACTED] estimates);