

## IC Product Development Promotion Template

Employee Name: [REDACTED]

Manager: [REDACTED]

Current Career Level and Job Code: Principal Applications Engineer (IC4)  
Engineer (IC5)

Proposed Position and Job Code: Senior Principal Applications

# of Years in Current Position: 3 Years

# of Years in Industry: 10 Years

Current Salary: [REDACTED]

Min Salary for New Position: [REDACTED]

Performance Rating: 5

VP/SVP: Rondy NG

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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] for [REDACTED]
  - Has phenomenal idea and deep understanding of the [REDACTED] and helped developers across [REDACTED] and other families in resolving issues and implementations [REDACTED]
  - Expertise includes but not limited to working with [REDACTED]
- Prototype and Implement different technologies and implement/review/architect implementation
  - Successfully prototyped multiple implementations including [REDACTED] in a very short period of time.
- [REDACTED]
  - Lead [REDACTED] including detailed performance analysis of new design and laid out technical solution approaches for [REDACTED] Helped the development community uptake and resolve multiple issues with the [REDACTED] and improved overall developer productivity.
- Hackathon and Tools
  - [REDACTED]
    - Redefined the pitch presentation with breakthrough demo and impressed overall audience and built a full-scale solution using [REDACTED] and common technologies which every day fusion apps developers use.
  - [REDACTED]
    - [REDACTED] helped developers understand and debug performance issues related to pages and their refresh in the browser there by helping them deliver faster page loads and avoid issues related to data entry.
- POC for multiple [REDACTED] implementation and architecture reviews.

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**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.)*

[REDACTED] work primary involves [REDACTED] His work helps multiple developers resolve complex technological issues in maintenance and new code line which are usually non-technology stack oriented. Often it is difficult to differentiate if an issue is due to a technological problem or a wrong or unexpected implementation. Almost all the times his expertise helped resolve such complex issues in a very short time and helped increase overall productivity of development teams. He has also [REDACTED] that help developers analyze and debug problems with minimal assistance. He trained multiple resource with in [REDACTED] on ways to debug and diagnose issues with the technology stack.

Apart from this he successfully demonstrated quick understanding with zero to no assistance on new technological areas and helped implement different prototypes for [REDACTED] in a very short period of time. These include [REDACTED] His expertise is also used to review/suggest implementation and architecture patterns for complex use cases in [REDACTED]

Ability to understand and implement new technologies and expertise in existing technologies and in depth knowledge in various layers of the framework [REDACTED] help in building and resolving issues with maintenance of applications for the future in Oracle. Context switching between different areas is a great advantage and helps speeding up new things and reduce the learning curve and ramp up time needed significantly.

**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.)*

By far the best engineer in using existing knowledge to debug, diagnose and solve new problems. He was able to solve almost every new problem that has ever been given. Doesn't need any direction to solve a given problem. He is self-sufficient to identify and fix issues. Makes a careful and deep review when designing and building solution to new implementations.

**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?)*

Excellent team player, proactive and always willing to help. Offers significant guidance which are great aid for others to work on their own problems. Not only works on product internal area but also work on code outside of [REDACTED]. For example as part of [REDACTED] update his effort

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helped identify and fix multiple issues in [REDACTED]. He also proactively worked with [REDACTED] to identify and implement language scalars for all fusion apps supported languages for [REDACTED]. This helped in unifying and pushing different central pieces of components and code use in [REDACTED].

**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.)*

Most of his external visibility is within fusionapps development and middleware teams , He is mostly involved in regular development and implementations. Customer involvement often comes in the form of performance analysis and his deep understanding helped in identifying and improving performance in different areas of fusion applications.

**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.)*

- A breezy [REDACTED] with all technical issues ironed and excellent support to development teams
- Performance analysis and improvement on [REDACTED]
- Multiple developer tools to help understand and improve performance.
  - [REDACTED]
- Demonstrated great interest in technologies outside [REDACTED]
  - [REDACTED]
- The expert on [REDACTED]

**Recommendations**

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

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**██████████ Senior Director, Financial Applications**

It is with great pleasure that I can recommend the promotion of ██████████ to Senior Principle Applications Engineer. ██████████ is one of the very best developers in Fusion Applications. He is very quick with digesting and implementing new technology prototypes. He's a great team player and communicates information very clearly. He plays a key role supporting other apps engineers in their day to day work. In addition, he does a great job when he is involved in tech rollouts and initiatives.

**██████████ Director, Financial Applications**

██████████ is a highly knowledgeable technology expert in ██████████. His deep knowledge and expertise on Fusion middleware techstack is unmatched in entire Fusion Application division. His diagnosis and troubleshooting skills are unmatched. He has awesome eye for catching most tricky and complex issues that others might not be able to spot even on multiple attempts.

Over the past decade ██████████ has made invaluable contribution to the success of ██████████ organization. I am very pleased to recommend him for promotion to Senior Principle Engineer position which will be true reflection of his knowledge of our products and deep understanding of technical implementations.

**██████████ Group Manager, Financial Applications**

██████████ is undoubtedly the best ██████████ experts in all of Fusion Applications and potentially in entire Oracle. He is very self motivated and passionate towards work. ██████████ has the ability to solve any level of complex issues and always comes up with correct solutions.

██████████ is a very committed engineer and everyone would love to have him part of their team.

██████████ is a very quick learner and can learn and deliver any level of complex projects and technical work. He has been very loyal developer in ██████████ and always hungry for new work. We are very lucky and blessed to have ██████████ in our team. He is always available to help fellow engineers in the team.

I very strongly recommend ██████████ for his very well deserved promotion to IC5

**Position Criteria**

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

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<b>FACTOR</b>	<b>SMTS – IC3</b>	<b>PMTS – IC4</b>	<b>CMTS – IC5</b>	<b>ARCHITECT – IC6</b>
<b>Summary Of Experience</b>	<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>
<b>Scope Of Position</b>	<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>	
<b>Technical Ability</b>	<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.	
<b>External Visibility</b>	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.	
<b>Teamwork and Internal Influence</b>		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.	
<b>Achievements</b>	Demonstrated ability to take feature/design through software lifecycle to release of robust, high-quality, production code.	Strongly influences the technical decisions of ten or more developers. Under broad direction, defines requirements for new projects and specifies, designs and develops software to those requirements. 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.	Recognized expert in field inside and outside Oracle
<b>Recommendations</b>	Comments supporting above criteria for promotion from outside immediate group from PMTS-level developers or	Works effectively with others in managing extremely complex projects Comments supporting above criteria for promotion from outside of immediate group from ST senior management and three CMTS or	Approval from the architect's club

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managers

architect-level developers.

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