CMTS Promotion Proposal for ██████████

Employee Name: ████████   **Manager:** ████████
Current Position: PMTS   **Proposed Position:** CMTS
# of Years in Current Position: 13   **Location:** HQ
# of Years at Oracle: 18   **Group VP:** Bruce Chang
# of Years in Industry: 24

Summary of Experience:

████ has over 24 years of solid experience in software development and ██████ testing. ████ is a pioneer test member for ████████████████. He is a lead tester and a mentor for the new team members working on ██████████ testing. Prior to testing ████████, ██ was key tester for ████████████████████.

Before joining Oracle, ████ has gained experience as a seasoned ████████████, ████████████████████████████████.

<u>At Oracle (Since 1998)</u>

2013 – Present: PMTS, ████████ Lead Tester and Point of Contact for test infrastructure
  <u>Technical Contributions</u>
  Designed and developed ████████████████████████████████ for ████████████████████████. This ████████████ is the foundation of all ████████████ including the latest ████████████.

- Designed ████████████ to setup and access the ████████████████████████████. Because of this design, it is now easy to extend this ████████████ Development, Pre-production, and Production. As both ████████ and ████████ are developed in ████, the entire ████████████ is portable. In addition, it has small footprint for uploading and running them on Pre-production and Production ████████████ that are outside of Oracle network.
- Effectively tackled and addressed the complexity of ████████████ products that involve ████████████████████████████ and ████████████ by creating ████████████████████. This allows testers to ████████████████████ effectively and efficiently.
- Implemented all best practices learned from ████████ in ████████ by encapsulating ████████ complexities in the ████████████████████████. This helped in integrating ████████████████████ with existing ████████ tools such as ████████, and ██.

- The ███ developed using this ████████████ helped to uncover 2400+ bugs in ████████████████ and allowed us to ship high quality services on time under tight testing resource constraints.
- Personally responsible for developing ████████████████████████████ ████████████████████████ and filed 400+ bugs on ████████ and 200+ bugs on ██████. The ████ developed for ████ are used by ███████████████ team as one of the exit criteria for ██████████████████.
- Overcame the lack of ████ support for ███████████████ by developing ████████████████████████████████ tool. This tool ████████████████████ ██ ████████████████.

Technical Leadership
- Technical point of contact for ████████████████████ and ██████████████.
- Mentored several new ██████████████ in all regions ████████████████████

████████ : PMTS, ██
- Developed ████████████████████ based on ████████████████████████ specification and as a member of the ████████████████████████████, contributed to ████████████████████ designed for testing the interoperability.
- Drove the complete end-to-end (function, cross-functional, and DST upgrade) testing of ████████████████████████████.
- Led the ████████████████████████████████████ and converted ██.

████████ SMTS, ████████████████████

████████ MTS, ████████████████████████████████ ██

Prior to Oracle

Six years of Application Development experience.

Education:
- o MBA from ████████████ with specialization in Strategy and Entrepreneurship
- o BS in Computer Science and Engineering, ████████████████████, ████████████████████.
- o Diploma in Computer Engineering, ████████████████████████████ ████████

Technical Summary

█████ is the ███
████████████ quickly mastered these concepts and became productive in no time delivering results consistently for the last four years. He worked on all three ███████ ████████ from the inception.

████ designed and developed ██████████████ to accommodate running of different ██████████████ against the ██████████████████ and later extended the ████████████ to work with ████████████. Recently, the same ███████████ is extended to support ███████████. He has been pro-actively coordinating and mentoring several functional test teams in developing targeted tests and automating the test running. Because of his effort, █████████████████████████████ and area regresses are completely automated. As part of the █████████████████, █ uncovered several critical bugs in ██████████████ such as █████████████████████████████████ ██. These issues, if not uncovered, could have caused major disruption and data loss to ██████████████ customers. ████ also developed a ████████████ for █████████████ and █ testing team to do health check of their compute environments. Overall, ████ filed more than █████████████████████████████████████. In-spite of the compute instability, ████ made sure progress of the functional testing by optimizing and efficiently utilizing the compute resources both in ██████████████.

████ mentored several new ██████████████ in all regions █████████████████████. He helped them come up to speed quickly to start testing, find critical bugs, and deliver ████ as well as ongoing ██████████████.

████ is also the ████████ responsible for various ██████████████████████ projects from ████ release. ████ is a recognized expert in ████████████ related features including ██████. He drove the complete end to end testing of ██████ feature in the █████████████. ██ represented Oracle in ██████████████████. He contributed a good set of test cases to the ██████████████████ which are designed for testing the interoperability.

Overall, █████ reported a total of 1100+ bugs including some very critical functional bugs since he was promoted to PMTS in September, 2003.

Scope of Position

████ has provided technical leadership within the ██████████ team. He supports the ██████████████ members of the team and provides ██████████████ expertise to other testers needing to use ██████████████████████. He is the go-to person for ██████████████████████████████.

████ has interacted widely with development and testing teams in his various test projects. In addition to writing test specifications and tests, he participates in functional specification reviews, and reviews tests written by others.

Technical Ability
- Driving the ████████████████████████████████ effort from ground level and working with different cross functional area experts to achieve a thorough ██████████████████████.
- Developed an easy to use, extensible, and portable ██████████████ from scratch.
- Drove the ██ ██.
- Key tester for major functionalities such as ████████████████████████ ████████.
- Led testing effort for various key ████████████████████████████ ████████.
- Represented Oracle in ██████████████████████████████ ██████████████████████████. Developed ██████ to incorporate ██.
- Major contributor in ██████████████.
- Mentor team members in ██████████████████████ so they can come on board quickly to test ██████████████.

Accomplishments

██

- ████ came on board to drive the testing of the new ████████████████ offering on the ████████████████████. He quickly became productive by mastering the concepts of the ████████████ infrastructure and delivered results.
- Designed and developed ████████████ which helped simplify the testing effort for other functional teams. This ████████████ has provided a ████████████ ████████████████████████████████.
- ████████████████████████ is designed in a modular fashion, making it easy to use for different ████████████ such as ██████████████.
- ████ enhanced the ████████████ from time to time based on the need and feedback from teams using the framework.
- Reported critical infrastructure and tool issues. These bugs, if not uncovered, would have caused severe functionality and data loss to customers.
- He found 200+ bugs which helped improve the quality of the service offering.
- Enabled complete set of ██████████ and ██████████ planned for the ██ release.
- Developed a ██████████████ which runs ████████████████████. This test is used by ██████████ teams to do health check of their compute environments.

- Worked with the ███████ team to enable the ██████ in an integrated██ environment.
- Pro-actively reported ███ specific issues to the ████████████ which helped improve the quality of the██.
- ████ maintains the ████████████████████████████████ ████████████████████████. This information is used by cross functional testing teams as well as teams running ████████

██████

- ███ has extended the ████████████ to work with ████. This helped leverage the ████████████ testing.
- ███ mentored a team member and worked with him to create ████████and enabled it in the integration process to validate ████████. These tests helped identify numerous code issues in a timely manner for each drop.
- Portability of the test framework and tests helped in shipping a tar file across to Pre-production and running the ████████easily. This was a big help as Pre-production environments do not have access to███.
- ████ worked with the development team and efficiently utilized the limited resources████████████████████ for test completion.
- Developed ████████████████████ tool to queue ███runs from ████████████████ runs. This enabled the automated ███ runs and efficient utilization of precious ████████resources
- ███ reported 400+ bugs for ██████which helped improve the quality of the service.
- ████worked with the operations team to test █████offering with ████████ feature.
- ████tested critical ████features like ████████████ and helped improve the quality of the feature.
- ████simplified ████████ run and new ████████process and provided ████████ for others to use.

██████

- ███has extended the ████████████ to work with █████. This helped leverage the ████████████ testing.
- Worked on ██████ deliverables on a short notice and helped in shipping a quality product on schedule.
- Mentored new team members in coming up to speed and in effectively testing the product.
- ████has efficiently utilized the limited resources in signing off both █████and ██████ deliverables concurrently.
- Reported 10+ bugs and most of them are critical issues for the release.

██████

- ████mastered the concepts of ████████████and successfully tested the initial features targeted for ████████ release under extremely tight schedule.

- For the test automation, he is working on extending the ████████████ to support the new ████████████████ and port the existing ████████████████.
- ████ reported <u>30+ bugs</u> from the ████████████ release testing and subsequent production updates planed for the ████ His dedicated effort in finding these bugs timely helped tremendously in launching quality ████████████████████.

████████████████

- ████████████████
  - Developed ████████████████████ to test the new ████████████████.
  - Tested the ████ and ████████████████ of the code.
  - Quickly incorporated ████████████████ into daily regression framework.
  - Identified critical functionality bugs.
- Tested ████████████████████████ for operational completeness.
- Tested ████████████████████████████, Identified critical functional bugs.
- Tested ████████████████ In a short time identified show stopper bugs across different functional areas of ████████
- Drove the ████████████████████████████. Coordinated with other test owners to complete the new test development and test conversion from ████████████.

████████████████

- ████████████ project
  - ████████ came up with the initial test plan and lead the testing effort.
  - Delegated and coordinated with different cross functional testing teams ████████████████████████████████) in successful testing of the project.

- ████████████████████████
  - URL - ████████████████████████████████
  - The ████████████████████████ provides a set of metrics for determining whether the ████████████████████ can be implemented interoperably as published. ████████ will help implementers identify possible problems both with the Specification and with their software.

  - Represented Oracle in the ████████████████ comprising of members from companies – ████████████████████████████████ ████████████████████████.
  - Developed unit test cases for ████████ feature buckets assigned to Oracle. Delegated and coordinated the test writing effort with ████ testers and successfully submitted quality tests.

- █████████
  - █████ developed and automated ███████████████████.
  - Implemented ████████████████████████████████████ and uncovered critical bugs.
  - Suggested enhancements to ████████████████████████ █████████ implemented by the development team.
- ████████████████████████████████
- ████████████████████████████████
- ████████████████████████████████

- █████████████
  - ████ led the testing effort for the ██████████ by learning the feature quickly. Divided the project into █████████████████████████ testing areas and assigned them appropriately to other team members.
  - Coordinated the testing effort outside the team for ████████████ █.
  - ████ did cross functionality testing using ███████████ and found bugs in other functional areas like ████████████.
  - Did performance testing of ███████████ using small and large timezone.dat files.
  - Developed a comprehensive ████████ demo ████████████████████████████.
  - Responded to queries on the ████████ feature in the ██████mailing lists.

- ████████
  - ████ did comprehensive testing for ██████████████████████████████.
  - Did cross functionality testing with ███████████████████████████.
  - ████ filed 130+ bugs, including critical ones.
  ██
  - ████ reviewed and corrected ████████████ ████████████████████████.
  - Answered queries on the ██████ mailing list.
  - Did comprehensive testing on ████████████████████████ and uncovered critical bugs.
  - Developed comprehensive tests for ████████████████████████████ in a short notice.

- Identified code issues by running █████████████████
- ████ helped on testing ███████████████, uncovered critical bugs.

- ███████████████████
  - ████ added comprehensive tests covering various cross functional areas.
  - Uncovered lots of critical bugs in the area of ████████████ and ████ ████████
    - Uncovered a showstopper performance bug while creating multiple levels of type hierarchy.

████████

- ██
-
-
-
-

External Visibility
- Presentations given to Test Development Team
  - ████████████████████████████████
  -
  -
  -
  -

Leadership
- Proactively developed ████████ for better understanding and usage of ████████████████████████ to the Test Development team.
- Coordinated and worked with cross functional teams to successfully test ████ and ████ features in a timely manner.
- Worked with Infrastructure and ████ teams to identify infrastructure issues in the ████ environment.
- ████ added the ████ part in ████████████ and ████████████.
- Coordinate with ████████████████ team on ████████████.
- ████ answers technical questions posted in internal mailing lists and OTN discussion groups.

Accolades from different teams:

Development:

- *thanks for all your hard work ! this is awesome. -* ███████████ (Vice President) - On ████████████████████
- *thanks,* ████ *and thanks to all of you for the hard work amongst all these infrastructure issues.* ██████████████ (Vice President)
- *THANK YOU VERY MUCH! U HAVE BEEN VERY HELPFUL. caps were intentional :) –* ████████████ *(Senior Director,* ████ *team) –* On helping their team to setup run ██████████████████
- *Looks great. Awesome effort getting so many changes on such short notice. –* ████████████ *(*████████████████ *team) –* On incorporating latest changes into ████████ test framework
- *Great thank you. –* ████████████ *(Architect)* - After doing ████████ specific testing of ██████████
- ████ - *Thanks for getting this done on short notice! –* ████████████ *(Director) –* After submitting second set of ████████████
- *thanks you SO much for this !! Otherwise* ████████ *would have been in real danger of not becoming a standard -- after all those years of effort ! -* ████████████ *(Architect)*
- *We were wondering if the perl script can be ultimately put on* ████████████ *to convert their old syntax to* ████ *It'll be very helpful. –* ████████ *(Director)* – On developing a perl script to convert ██████████████████████████
- Great, thanks ████████ ! – ████████████████ (Senior Director) – After working with ████ on a ████████████ related bug over the weekend.

Release Management:
- *Thanks a lot* ████ *This certainly will help to upgrade our app. –* ████████████ (████████ Release) – On helping resolve an ████████████████ issue in ████████████ tool.

Consultants:
- ████ *thank you very much! -*████████████ *(Senior Technical Specialist* ████████████████████*)* (on answering a customer question related to ████████████ on ████████ ████████████) (on answering a customer question related to ████████████████████)
- *As I told you before, thank you for the example -* ████████████ *(Technical Sales Consultant)* (on responding to a ████████████ question on ████████████)
- *Thanks a lot, it worked out just fine. -* ████████████ *(Principal Consultant,* ████████████████*)*

(on responding to a ███████████ question on ███████████)

Recommendations:

████████████ **Senior Director of Development --** ████████████

I have worked with ███████████ on ███████████ projects for more than two years now. Lately, he has been leading the effort in the functional testing areas in ██████ Specifically, he owns the testing of ████████████ and other ████████████ on all ████ releases. Earlier, he was instrumental in establishing the QA framework and streamlining of test automation in the ████████ area before taking a more consulting role in that area.

In all of these projects, I have found him to be detail oriented, analytical and thorough. He did a great job of finding issues with the various components that are used in the ████████████ ████████ His technical leadership in guiding the team to come up with detailed test plans, working closely with development teams to get closure on bugs and issues and always working as partners in getting the releases completed are some of the highlights of the engagement.

I found him to be very very responsive on the questions about the tests and the interpretation of the results. He also has a great attitude and a willingness to delve into new areas with the development teams. I am happy to recommend him to be promoted to the position of Consulting Member Technical Staff and I am confident that he will continue to show the skills and leadership to add value in ████████████ areas.

Thanks,

████

████████████ **, VP Software Development,** ████████████

Recommendation for ██████ promotion to CMTS

   I fully support ██████ promotion to CMTS. ██████ has been instrumental to ████████████ ████ testing and overall quality.
   ██████ and I worked closely together during the testing phase of several releases of ████████ ████████████ and ██████ for the ████████████████ During these projects I have been able to appreciate not only his technical abilities but also how he drove successfully to completion the test cycles under pressure and extremely tight deadlines. His contributions to the ████████████████ to support ██████ testing have been extremely valuable and I'm looking forward to see ████ continue to champion this effort.
   ██████ demonstrated several times that he really understand well the ████ and ████████████ and that he can report complex issues with enough triaging and details so that development can fix them in a timely manner.

   It is always a great pleasure to work with ██████ and I'm looking forward to see him in his new role.

████████████ **CMTS,** ████████████████

I am the ███████████████████ and I have worked with ████████████ very closely for the last 3+ years on ██████████████████████████ and ██████████████████████ He is one of the very few ██████████████████████████████ when we started is back in 2013.

He is highly knowledgeable about all the internals of the ████████████ and underlying ████████████████. He is the key person for all ████████████ that has been developed for ██ ██████████. For ████ he developed key test cases that are now used by the ████████████ team as his test cases helped find key infra-structure issues. For ████ he has developed ████████████████████ which also manages the ████████████ as we do not have ████████████ for ████ that too me is something highly exceptional and only possible by someone with very high motivation and dedication.

████████ analyzes the features spec and comes up with very comprehensive test plans and provides exceptional feedback to development. He is very thorough with the tasks and instrumental in finding underlying product/████████████ issues. ████████ does not just report bugs, he analyzes the failure and provides pro-active help in root cause analysis. Bugs filed by ████████ are very clear and to the point with excellent analysis. He has done many demos and helped many developers to get familiar with the ████████████ process and make best use of the frameworks for better quality.

He is exceptionally great value add to the ████████ team and I fully support the promotion of ████ ██ to IC5.

Thanks

████████████

████████, **Director,** ████████████████████████████

Over the past few years, I have had the opportunity to frequently collaborate and interact with ████████████ on ████████████████████████████

████████████████ is the ██████████████████████ and has helped co-ordinate overall testing efforts of new features like ██ ████████ and other performance ████ like ████████████████████████ in spite of constraints like limited ████████, other env. issues and tight OPC deadlines.

████████████████ also serves as ████████████ for the upcoming ████████ with support for ██ He has helped lead overall testing efforts for these various ████████████

████████ is working to improve overall ████████ coverage for ████████████ He is very diligent in sending out testing/sign-off QA reports. He/his team have helped detect bugs over the course of numerous ████ drops, he has put in long hours and helped improve overall quality of the services. ████████ is a very approachable QA lead, professional and helpful in sharing knowledge, resources related to his areas. I strongly endorse and recommend him for promotion to the next level and wish him the very best.

Thanks,

████████████

██████████████, **VP Software Development**

I have worked with ███████████ on the ████████████████████████████████.
The project allowed Oracle to automatically ████████████████████████████ when
there are changes in the █████████████████████████████. Before that project
users had to un-load and re-load tables that contained ███████████. This was a painful, and
error prone process for the user.

The ██████ project required quite complicated testing and full understanding of the (1) ███████████
████████████████████ (2) the process of upgrading database to ██████████████████████████
████████████████████████████ (3) notions of ████
████████████████████████████

████ had very good understanding the testing concepts and Oracle testing infrastructure, Oracle
upgrade process, came up with good test layout for ██████████, interacted with ██████████
██████████████ and provided valuable usability suggestions for the ██████ package.

He had very good work ethics, was responsive and then creative when writing tests and validating
the results.

Later, ████ worked on applying ████ upgrade for ████ In the ████ environment every ████ can
operate in different ████████ and hence have different ████████████ ████ was main tester
for the ████ feature in the ████ environment.

I support promotion of ████ to CMTS only within the testing organization.

████████

████████, **CMTS**

It is my great pleasure to write this recommendation letter for ██████████ for his promotion to
CMTS.

I have been working with ██████ on ████████████ when I first joined Oracle. He has
been a ████████████████████████████ for the past decade. ████ has been evolved
significantly since then. ██████ has been working with us every step of way. He has demonstrated
his technical capability to fully understand the █████████ technologies and devoted endless
effort to testing ██████████ functionality and make █████████ a high quality component in
██████████ as of today.

I fisrt started working with ████ on ██████ project. ████ developed a full set of █████████
████ and maintained a internal website to keep track all the issues he found. He also integrated
████████████████████████████████. That was a tremendous effort which brought
our ████████████ to be ████ standard conformation certified ██ ████ has gone through a number
of development phases in the past decade. ████ started testing ████ with ██████████
████████████████████████████. Since then, we have deprecated the Oracle ██████████
██████████ and delivered the standard ████████████████ ████ has migrated all of our tests
to use the standard ██████ which was a painful and complex process. ██████ has completed this

migration successfully with his great diligence and outstanding technical skills. He became the go-to person whenever we need ██████████████

█████ has been a great co-worker and providing us with a lot of feedback, helping us resolve a lot of issues with ███ product, which made ███ product a much better product today. He is the go-to person if we have any questions regarding ████████████ and issues

I would strongly recommend his promotion to CMTS.

Thanks,

████████

████████, Architect

████ is the most thorough, diligent, comprehensive QA engineer that I have ever worked before. He has made tremendous contribution to ██████ and ██████████ development for ████████████. ████ has written many ██████ tests based on ██████ language specification for not only Oracle developers but also ████ working group. Without his contribution of █████ ████ to ███ working group, the standardization of ██████ would be delayed. In addition, he has also written ██████████ tests which ██████████████████████████████████ ██████████ be the ██████████ vendor ships ██████ and ████████ product. Without his devotion and commitment to ██████ testing development, this would not be feasible. After initial ██████ release, ██████ continued to help development team to develop ██████ update language tests. This helps Oracle ███ be the first ██████ vendor ships ██████ update in ██████████

In addition to server side ██████ efforts, ██████████ also helps testing client side ██████████████ ██████ interface. He has leveraged ██████ tests developed in the past to wrap with █████ to automate ███ testing. Besides ██████ and ████████, I have also consulted with ██████ ██████ on various testing driver settings to configure ███ with different modes. ██████ in general is very reliable and dependable engineer, I recommend his promotion to CMTS.

Thanks

████████

████████████████████, CMTS, Database Test Development

I would be happy to recommend ████████████ for the position of CMTS. I have worked with ██████ for almost 3 years now on various ██████████ test projects and below is my experience/feedback.
  - He is known for his commitment & dedication. Even though we work from different timezones, I have always found him reachable even during late hours & weekends.
  - He is very good technically. ██████ was totally new to everyone working on ████████ and it didn't have ██████ support for testing. Its only due to his quick learning ability that he was able to understand the ████████████████ end-to-end and was able to help mentor other QAs.
   I am amazed with the way he architect the test infrastructure and implemented it within a short time when there was a huge pressure on deliverables. He had to design something like ██████ for the ████████████████ from the scratch and he did it with great ease. Every single ███ running on ██████████ uses the test infrastructure developed by ██████ That itself is a great achievement.

- He is quick learner and can multi-task with ease between different projects. When ███ came in, it was totally different from █████ and █████ took the challenge of understanding the complex ███ provisioning and extended the ███ test infrastructure to ███ This is no small effort as the ████████████████ were totally different.

- He is very good in prioritization and technical project management. But for him, there would have been a lot more delay in quarterly ████████████ for █████████. He manages the limited hardware resources and promptly allocates the resources based on the priority. Whenever there is a conflict on priority, he discusses with stakeholders and sets the right expectation.

- He is an amazing team leader & player, he is willing to cover when some of us are not available and is always ready to help us manage ████████ efforts with other ███████ efforts. He has a thorough understanding of various new features coming up in ████ and guides QA from different functional team understand and test the feature on cloud.

- He is my go-to person for anything related to the ██████████████████████.

Thanks,

████████

D-397

397.14