

ST Development Promotion Template

Employee Name: [REDACTED] **Manager:** [REDACTED]
Current Position: CMTS **Proposed Position:** Director
of Years in Current Position: 2.5 **Location:** HQ
of Years in Industry: 13 **Group VP:** Gopalan Arun

Please address the following factors, including examples when recommending promotions to senior development positions in Server Technology.

SUMMARY OF EXPERIENCE

[REDACTED] has been with Oracle for over 10 years (overall 13 years – 3 years with Sun Microsystems before joining Oracle) and has worked on various projects during that period. He was instrumental in architecting, designing, implementing, and successfully shipping a number of products, all of which are being used in production by multiple customers.

[REDACTED] has also demonstrated excellent management skills over the latter part of his career. He has managed complex products and has demonstrated a strong ability to grasp the business side of the products. He has successfully developed project plans to achieve business objectives and ensured that the projects are completed on time in a successful manner.

As the technical team lead for several projects, he has demonstrated proven leadership skills to mentor a team of developers and has exercised sound judgment in making design and product decisions. [REDACTED] has been very well regarded by his peers and by management during the entire course of his career.

12/2010 – Present

- [REDACTED]
Position: Technical lead
 - Design [REDACTED] based [REDACTED] for the various [REDACTED] including
 - account creation
 - usage reporting
 - quota breach notifications
 - Billing interactions for aggregated usage data based on service specific aggregation rules
 - Provisioning lifecycle operations for cloud credit based pool of global services
- [REDACTED]
Position: Technical lead
 - Design the overall project based on requirements from the lead management team(Oracle [REDACTED])
 - Guide and code review all involved modules
 - Help the [REDACTED] team with
 - Technical details on how to consume the trials published by this system
 - Debug issues during various phases of testing
 - Document and present the project for [REDACTED] approval
- [REDACTED]

Position: Technical lead

- Coordinate the [REDACTED] infrastructure integration for [REDACTED] including
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]
 - [REDACTED] and [REDACTED]
 - [REDACTED]
 - [REDACTED]
 - [REDACTED]
- Guide the teams with integration artifacts like [REDACTED] [REDACTED] blueprints and [REDACTED] implementation
- Lead the effort for any additional functionality required for the integration of these services
- Help various QA teams with testing of these service from the infrastructure standpoint

Position: Overall coordinator

- Lead the overall effort for [REDACTED] migration
- Coordinate the migration effort across all [REDACTED] infrastructure teams – [REDACTED] [REDACTED] [REDACTED] and service teams – JAVA and Database
- Design the [REDACTED] migration effort
- Point of contact for [REDACTED] ops for all development related issues.

Position: Individual Contributor

- Actively involved in the overall architecture and design of the [REDACTED] modules
- Resolve functionality, architecture, design and code related issues
- Perform internal design and code reviews
- Act as the liaison with external teams integration
 - Interact with integration teams explaining [REDACTED] internals.
 - Interact with the [REDACTED] and [REDACTED] teams to gather requirements and accommodate these requirements in the product design
- Actively involved in the overall architecture of [REDACTED] Object model, Programming model, Database schema design etc.
- Continue to actively code critical pieces of functionality

11/2008 – 11/2010

Beehive – Expertise Management System(Tacit)

Position: Individual Contributor

- Active role during all of the Knowledge transfer meetings of Tacit (Oracle's Purchase)
- Prototyped the initial model of Tacit to fit into the Beehive System.
- Designed and developed the core of the Tacit system, which involved processing of Beehive emails to build a users expertise profile.
- Design, coding and unit testing of Beehive Expertise (Tacit) Profiling background task.
- Design, coding and unit testing of Beehive Expertise User Profile/User Scope Management API's
- Design, coding and testing of User Privacy model for Beehive Social Service.
- Initial integration of Social service with Beehive Wiki UI.
- Coding of social tags for Beehive Social Service.
- Maintenance (bug fixes, enhancements) for Beehive Platform and Web Services.

- Maintenance (bug fixes, enhancements) for Beehive Records Management Store.

04/2007 – 11/2008

Beehive – Workspaces and Content Management System

Position: Individual Contributor

- Proposed a design for Beehive hierarchical folder Locking and successfully implemented it. Completed Beehive's R1 functionality for Workspace Locks. Filed a patent for the proposed folder locking design.
- Designed and implemented Compress and Uncompress functionality for Beehive Content Services.
- End-to-End implementation of External Artifacts (Beehive's first class BOM object) to represent URLs, URIs etc within the Beehive system
- Implemented parts of the functionality of Beehive Labels and Categories
- Designed and implemented the server-side handlers for most of the WebDAV protocol commands. Volunteered and fixed bugs in other content services modules like labels, documents, categories due to time crunch for actual owner of the module.

04/2006 – 03/2007

Beehive – Build and Release Team

- Conceived, researched and developed the Build templates for Beehive(OCS11g). Templates with minimal to no modification can be used as build scripts for a new OCS11g project.
- Conceived, researched, designed and developed the Version projects for Beehive (OCS11g). The version project being the single point of version data control for the product.
- Conceptualized, designed and successfully implemented ADESpam for OCS build process. ADESpam sends out the diff's of changed files in an ADE txn to registered users. It allows users to register for adespam mails for the whole of beehive projects or one or more individual projects.
- Initiated the Pseudo-Translation projection for OCS. This project helps in thrashing out internationalization issues of OCS before the actual translation is done.
- Researched and hacked Ant's javac target for being able to call Ant's depend task during ant javac. Also javac was hacked to dump the classpath that is required for checking Java dependency during the OCS build process.

02/2003 – 03/2006

Oracle Collaboration Suite 10g – Real Time Collaboration (RTC).

Position : Individual Contributor

- Development and QA of Real-Time Collaboration Small Business solution.
 - Designed and developed Authentication for RTC's small business solution. Developed a pluggable architecture for the authentication that gives a customer flexibility to customize or plug-in his homegrown authentication. Developed the following out of the box authentication modules.
 - Oracle Database based
 - Simple Flat file based
 - Oracle Internet Directory (OID) based
 - Also worked with team-mate to develop and Microsoft's Active Directory based authentication module.

- Out of box secure server. Researched, designed and developed a tool that would put the Oracle wallet into auto login mode so that the product can out of the box work on SSL.
- Appliance Limited usage tool – Appliance was developed for demo purpose and we needed something to make the appliance unusable after its expiry. Developed a tool that will checks to see if the appliance has expired, and if so make sure that it cannot be started.
- Worked alongside teammates for integrating the authentication modules with the GUI.
- Extensive QA and generated detailed QA reports.
- Developed a tool that would allow creation of PKI certificates and import signed keys into Oracle Wallet. Developed Java API's for the same for consumption by the product's GUI.
- Real-Time Collaboration Small Business solution showcasing at Oracle Open World 2005. Successful demo of the product alongside with the product management of RTC at the Open World.

05/2001 – 01/2003, Sun Microsystems India Pvt. Ltd. – Member of the SunOne Identity Server team.

06/1997 – 04/2001, Birla Institute of Technology and Science, Pilani, India
M.Sc(Tech) Information Systems.

(Provide a brief description of current and previous experience, education, and areas of responsibilities.)

SCOPE OF POSITION

Oracle [REDACTED]

- Development and QA of [REDACTED] solution
- Design and development of command line utility for [REDACTED] – [REDACTED]
- Research, design and develop [REDACTED].
- [REDACTED] – Build & Release Team
 - Build templates for common use across the [REDACTED] development team
 - [REDACTED] – a tool similar to [REDACTED] which sends out code change diffs everytime a transaction is merged into [REDACTED]
 - Customize [REDACTED] to meet [REDACTED] requirements.
- [REDACTED] – [REDACTED]
 - Implement the document and folder locking.
 - Implement External Artifacts – First class entity in the [REDACTED] System.
 - Rewrite [REDACTED] solution – work toward performance and high availability.
 - Maintain [REDACTED] and [REDACTED] artifacts
- [REDACTED] – [REDACTED]
 - Enhance and maintain [REDACTED] module.
 - Design, develop and maintain the [REDACTED] process.
 - Run and analyze performance of [REDACTED] background jobs.
 - Groundwork for running [REDACTED] service on WebCenter.
 - Maintain [REDACTED] upgrade scripts.

(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.)

TECHNICAL ABILITY

- Ability to understand complex systems and design layered architectures spanning repository, business logic, and presentation layers.
- Strong desire to learn new ideas and technology as well as a deep understanding of varied technology domains from theoretical database aspects to J2EE application development.
- Strong communication skills with the ability to articulate complex technical ideas and concepts clearly.
- Proven leadership skills with the required skills to mentor a team of developers and sound judgment in making design and product decisions.
- Excellent engineering and mathematical skills contributing to his ability to solve technical problems in a timely and innovative way. ██████ can be assigned any technical problem with the confidence that he will solve the problem in a thorough fashion with minimal guidance.

(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.)

TEAMWORK AND INFLUENCE WITHIN ORACLE

- ██████ has worked in teams of different sizes in different capacities. He worked as an individual contributor in his first two projects in Oracle and was well regarded by everyone in his team as a willing contributor, extremely productive, and easy to work with. As a team lead in the subsequent projects in Oracle, ██████ has demonstrated good leadership and mentoring skills as well as an attitude that motivates his team members.
- *Interaction with other groups*
 - ██████ has been the go to person for ██████ operation team for any ██████ related issue. This has almost been a day to day activity of his coordinating various production issues.
 - As a guide helping various ██████ service teams to integration with the Cloud 9 infrastructure, Anjani has reached sharpened his cross team working skills.
 - The ██████ (██████) ██████ project unifies the various components in ██████ and enables collaborative use flows across artifacts from these different components. The design and implementation of this product required significant interaction with each of the component teams. As a lead for ██████ project, ██████ led the meetings and discussions with the component teams. He developed a great working relationship with each of these teams and was instrumental in successfully shipping a product, which had multiple external dependencies in terms of design and functional requirements. These interactions also contributed to the success of the component teams and their products by providing valuable design and functional feedback and by introducing new and novel ways of user level interactions with content managed by the component applications.
 - ██████ was responsible for acting as the liaison for the ██████, ██████ and ██████ ██████ and QA teams for the ██████ of Oracle ██████ He was extremely effective in interacting with these teams and contributed greatly to the timely release of well-tested products.

ACHIEVEMENT

- *Deliverables and Accomplishments*
 - [REDACTED] has been successful in delivering the overall Trial and Lead management project.
 - Coordinated the major [REDACTED] migration.
 - Completed the [REDACTED] integrations with [REDACTED], [REDACTED], [REDACTED], [REDACTED] and [REDACTED] services.
 - Day to day on call for any [REDACTED] Production issue. Design adhoc solutions, if required, for these issues to see through [REDACTED] orders.
 - [REDACTED] was part of a two-person team that started the [REDACTED] Appliance project. He designed and implemented a large part of the product and eventually became the technical team lead as the team grew in size. The product was widely distributed for trials in Oracle Open World 2005
 - [REDACTED] was the in technical team for the Oracle [REDACTED] project. He was greatly involved in design, implementation and eventual productization of the project. [REDACTED] led a team of 2 developers and was responsible for task assignments, progress monitoring, design and architectural guidance /resolution, and code reviews. The product was shipped as part of Oracle [REDACTED] for the first time in the winter of 2009. It has received very favorable reviews from internal users as well as external customers and analysts.

- *Technical and Leadership skills*
 - [REDACTED] excelled and displayed his leadership qualities with the [REDACTED] migration. This project involved working and coordinating across multiple [REDACTED] teams. Also he was point of contact for [REDACTED] operation for all development related issues.
 - To smoothen out the integration effort of the [REDACTED] service with [REDACTED] [REDACTED] held weekly meetings to for the team to outline any new functionality required for the integration and also speed up outstanding issues on both sides.
 - [REDACTED] has demonstrated excellent technical skills and leadership qualities in leading his team to design, implement, and eventually productize three successful products during his tenure at Oracle. He has successfully represented his team in interaction with groups within and outside Oracle for design discussions as well as for product requirements.
 - [REDACTED] had the opportunity to interact with a number of external partners as a representative of the Oracle [REDACTED].
 - As the technical lead for the Oracle [REDACTED], [REDACTED] interacted with other [REDACTED] teams such as [REDACTED], [REDACTED], [REDACTED], [REDACTED] etc to resolve design issues and dependencies. The overall success of the product as a platform that integrates these varied [REDACTED] components is a testament of his ability to interact with external groups effectively.

- *Granted Patents*
 - [REDACTED] - [REDACTED]
[REDACTED]

- *Patents pending*

- [REDACTED]
- [REDACTED] - [REDACTED]
- [REDACTED] - [REDACTED]
- [REDACTED] - [REDACTED]
- [REDACTED] - [REDACTED]
- [REDACTED] - [REDACTED]
- [REDACTED] - [REDACTED]

Recommendations

(Comments from other senior management staff, both within and outside of group)

I would like to recommend a promotion for [REDACTED] to a Director position.

[REDACTED] has interacted with me and some members of my team over the past two years or so as part of the [REDACTED] project. [REDACTED] was one of a small team of engineers who initiated the provisioning automation framework for Oracle [REDACTED]. As the project grew in scope, [REDACTED] took on a leadership role and expanded his role to lead several other projects including [REDACTED], [REDACTED] provisioning support, [REDACTED] support for several services such as [REDACTED], [REDACTED] etc. My interactions with [REDACTED] were within the context of provisioning support for the [REDACTED] and the [REDACTED] service as well as for the [REDACTED] support for the [REDACTED].

During these interactions, he has demonstrated excellent technical skills in various aspects of the project. He is an intelligent and diligent engineer and is willing to take on responsibility for many tasks and see them to their completion. [REDACTED] also communicates very well with other members of the team. In addition, [REDACTED] is a very effective manager and a team leader. [REDACTED] has a can-do attitude and is extremely goal driven. This was evident in the way he coordinated multiple service teams including [REDACTED], [REDACTED], [REDACTED], [REDACTED], [REDACTED], [REDACTED], and [REDACTED] for a complex migration from the [REDACTED] to the [REDACTED] release.

In my opinion, [REDACTED] is certainly qualified for a Director position.

[REDACTED]
Senior Director of Software Development

I have had occasion to work with [REDACTED] over the last 8 months as part of on boarding various Oracle [REDACTED]. In all of my interactions with [REDACTED] I have been impressed by both his breadth of knowledge and understanding of Oracle's cloud systems, as well as his depth in individual systems for which he is responsible. I have learned to lean on [REDACTED] whenever my team or I have encountered difficult to solve problems, and [REDACTED] has always come through. He is recognized as a leader for the areas of [REDACTED] and often acts as the face of these areas for various cross functional teams within the company, ranging from [REDACTED] and [REDACTED] to teams consuming interfaces he

builds. Releasing as many platform services as Oracle is trying to do in a short time period is no mean feat, given the size and inertia of the company. In such times, having pragmatic, level-headed and technically keen leaders like [REDACTED] is absolutely critical for success. In addition to his technical and managerial skills, [REDACTED] is also a wonderful person. He possesses the requisite mix of charisma, hard-nosedness and congeniality that are required in order to make large cross team efforts successful. It has been a pleasure working with him and I look forward to continued collaboration in the days to come. He is more than deserving of the proposed promotion and I whole heartedly support his management's decision to recognize his efforts.

[REDACTED],
Senior Director of Software Development

I have worked with [REDACTED] since he joined Oracle over ten years ago. At that time [REDACTED] was a developer in the [REDACTED] ([REDACTED]) team. He focused on configuration management and installation automation areas closely related to my work on the project. In the intervening years [REDACTED] has worked in teams that were peers to mine in both [REDACTED] collaboration software development and, for the last several years, on [REDACTED] automation components.

[REDACTED] is a very skilled developer with strong programming and design skills. He has the ability to quickly grasp software architectural challenges and identify solutions. His unique strengths are particularly apparent in his excellent real-world support for software components. [REDACTED] can bridge the divide between software development as an academic exercise and complicated production environments. In production; problems are difficult to diagnose and components have intricate webs of interactions. [REDACTED] is comfortable working in these environments under pressure and knows how to engage other developers and teams to resolve issues. Overall; [REDACTED] has been one of the primary contributors behind [REDACTED] ([REDACTED]) development and support as well as various [REDACTED] integration projects since [REDACTED] automation development ramped up a few years ago.

I continue to work closely with [REDACTED] on a weekly basis as do key members of my team. During the course of [REDACTED] development [REDACTED] role has transition from that of a star engineer to a team leader and a strong software development manager. While [REDACTED] still provides critical individual contributions; his primary focus is moving toward broader project and integration leadership; directing individuals in his team to develop and deliver the supporting technical solutions.

I enjoy working with [REDACTED] and the expertise he brings to projects. I gladly support his promotion to Director of Development.

[REDACTED]
Senior Director of Software Development