Salary Justification:

is being offered a salary that is both market competitive and necessary to retain him for this critical role in the Database Server Technologies organization. As a sample, 2 other employees in the same position (IC4) and title (Product Manager / Strategy 4-ProdDev) within organization are receiving K and K respectively. Also, 's total compensation (BASE, ATV, OT) for his current role over the last 3 years is on average K higher than our offer, representing a sizable pay reduction with this move into our group.

Most importantly, has the essential hands on technical, market and business level skills needed to engage potential users of the new database services to understand and identify the critical requirements necessary to make the new services a success. His unique combination of skills is rare and critical for our team's success. The salary being offered is consistent with the job duties to be performed in the new role and consistent with the salary being paid for others in this job within Oracle. Further, the candidate is uniquely qualified for this role given his combination of hands-on technical capabilities and business acumen, a combination hard to find in the job market. is also knowledgeable in a vast array of Oracle products which speeds his ability to be productive to our team, transitioning those products to Cloud Services.

As a current member of the Oracle team, 's total compensation has averaged over K for the past 3 years, so this salary being offered which is a reduction in total compensation reflects an internal role involving less travel. is looking for a new role and in this time of transition it is critical to retain a candidate such as who is skilled in Cloud, Oracle products, competitive landscape and can immediately add value to Oracle's success.