Promotion recommendation to Senior Director for ██████

Employee Name:	██████	Location:	HQ
Current Position:	Director, Software Development	Proposed Position:	Senior Director, Software Development
Current # of Directs:	13	Proposed # of Directs:	15
Previous 3 Performance Ratings:	4,4,4	Manager / Group VP:	██████
# of Years in Current Position:	4	# of Years in Industry:	18.5

Summary of Experience

██████ has over 18 years of software development and management experience within Oracle. She manages the following product development and quality assurance teams:-

- ██████████████████████ (██)
- ████████████████████████████ (███)

In addition to managing the product development and quality assurance engineering teams, she also maintains very interactive, open communication channels between various virtual teams (Release Management, QA, Product Management, UX design, Cloud Operations, Install Development, Bug Diagnosis and Escalations, Sustaining Engineering, Support) with various product teams (Fusion Application, PeopleSoft, WebCenter, TAS, Service Manager, Cloud Portal, Big Data Discovery, Big Data Cloud service, Big Data Appliance).

With four HQ engineers and nine IDC engineers, she has successfully delivered the following major features over the past three years.

- ████████████████████████████ (██████)
  - Enhance ████████████████████████ to integrate with ██████████ engine
  - Provides a high performance, feature-rich search experience for customers to search and analyze Oracle Fusion Application data
- ████████████████
  - Search and explore framework (microservice) which provides search and explore capability for ████████████████
    - ████████████████ provides search capabilities for all ███ artifacts such as datasets, connections, projects, schedules, jobs, etc.
    - ████████████████ provides explore capabilities for user to visualize attributes of the dataset
    - Indexing service index the content and make it available in near-real time
  - Runs on ████████████, integrate with ████████████
- ████████████████████████ (██████)
  - Provide valuable business insights by profile dataset
  - ████████████ to profile a dataset to recommend a smart visualization attribute and compute metrics
  - Runs on ████████████, integrate with ████████████████
- ████████████████████████████ (█████)

- - Provide join key recommendations between datasets
    - ██████████ to provide join recommends between datasets
    - Runs on ██████████, integrate with ██████████
- ████████████████████ (██████)
    - Connector framework (microservice) which provides connectivity to a wide variety of external repositories (e.g. Cloud Storage, Database, HDFS, File System)
    - Plug-in architecture enables flexible extensibility
    - ██████████ to manage connector types, sources, authentication, browse, preview, snapshot operations
    - Runs on ██████████, integrate with ██████████
- ████████████████ (████ release ████)
    - Brand new ████████ service offering which provides a single, easy to use product, built natively on ██████ to transform raw data into business insight in minutes, without the need to learn complex products or rely only on highly skilled resources.
    - ████ based ████████████ to manage ████████████████
    - ████████ to manage ████████████
    - Runs on ████████████/████████████
    - Security
- ████████████████████████████████████ (██ release ████)
    - Provide a ████ based ████████████ to manage search service and federation services
    - Provide a ████████ to manage search service and federation services
    - Provide a ████████ for creating and managing service instances within a ███ (██ integration)
    - Provide VM template for both services
    - Multi-Tenancy Support
    - Security
    - *Note: We have completed design and partial coding for this project. The project was put on-hold.*

Education

- University of Texas at Dallas, M.S. Computer Science (6/1997 – 12/1998)
    - Valedictorian, graduated at the top of the class
- National Taiwan Yang-Ming University, B.S. Medical Technology (9/1992 – 5/1996)
    - Valedictorian, graduated at the top of the class

Prior to managing SES Development team

- Project Lead – SES, 06/2005 – 12/2005
- Senior Member of Technical Staff – Oracle Ultra Search, 01/2001 – 05/2005

Prior to joining Oracle Ultra Search Development team

- Software Developer – Oracle Sales Automation (CRM group), 01/1999 – 12/1999

Management Skills:

████ has demonstrated great project management skills through various major release cycles: ████ ████████████████, ████████████████, ████████████████, ████████ ████████████████████. Not only managing the development team to ensure that high quality software is delivered to customers, she also worked with virtual teams to ensure all related tasks would be completed in time; e.g.: documentation, QA.

███ is also in charge of many cross-functional activities. She has worked with various teams (Fusion Applications, WebCenter, PeopleSoft, and Escalation Manager) to ensure search deployment is successful. She kept track of all action items and ensured timely delivery by regular follow-ups. For tasks requiring upper management support, she communicated this requirement appropriately.

███ is able to attract and retain talent. Hiring two experience HQ engineers and five CDC engineers in 2015, two of them have shown star performer qualities. She also keeps the group turnover rate low.

███ proactively improves her management skills by taking courses and applies it to her working environment. She has successfully improved the collaboration between the teams and is constantly doing process improvement to bring up the overall team productivity.

Scope of Position

In the recent reorganization, requested by Thomas, ███ was moved out of the █ org and into ███ in order to make █████████████████ a core piece of the ██████████████. As a result she has been asked to operate a smaller team with a bigger mission that spans all of ███ and ███ focused on the following:

- Provide product development direction towards competitive advantages
- Product development: deliver high quality product features on time and within time budget
- Manage development team: manage ███ and ███ product development teams
- Optimize productivity: identify process inefficiencies and implement improvements to increase product development efficiency
- Manage Escalations: collaborate with internal and other teams to ensure all ███ and ███ issues are being processed in a timely manner
- Engage customers and partners: work with product management team to facilitate customer and partner engagement
- Conduct internal training sessions: create technical training sessions and ensure all supporting materials are delivered to all ███ virtual team members for every new release

Significance of Position and Impact on the Company

Oracle Fusion Application is a key Oracle Product offering. Providing a highly scalable, high performance search framework to allow Oracle customers to find important business insight plays an important role for Fusion Application.

External Visibility
- Presented ███ technology to Market Research Analysts e.g. CMS Watch
- Select customer engagements
  - Boeing: Enabled a successful proof-of-concept and delivered ███ training workshop for Boeing customers. Implemented several critical requirements and defined a feature delivery plan to ensure a successful production rollout.
  - CNN and Weil: Collaborated to replace █████████ with ███ & provided technical help for █████████ product
- Select partner engagements:
  - Dell Corporation:
    - Performance benchmark on Dell servers – presented at Oracle open world 2007
    - High availability solution for ███ – with Oracle Clusterware, OTN white paper will be published in early 2008
  - Fabric 7:

- ▪ Performance analysis on this high power hardware – presentation is delivered as sizing guidelines for future ███ customers

Teamwork and Influence within Oracle

- Worked closely with Big Data as a Service team and PSM team to enable the integration between Big Data Discovery as a Service and Big Data as a Service.

- Collaborated with Oracle Support, Bug Diagnosis and Escalations Team , and Sustaining Engineering team to provide proper training and support for ███ and ████████████ products . Conducting regular meetings and providing technical trainings for all virtual Oracle support teams have increased the overall customer satisfaction.
- Collaborated with Install Development, QA, Technical Writing, Product Management, Support, Bug Diagnosis and EscalationsTeam, Sustaining Engineering, and Patch team to ensure frequent communication and effective turnaround times. This has resulted in high quality software being delivered into the market in a timely fashion.

Achievements

Presentations
- Presented ████████ architecture and ████ application integration strategy to Fusion Applications development and product management team (Dec 2012)
- Presented ███ key features to external customers (2010)
- Conduct technical training sessions to train Oracle internal teams: Bug Diagnosis and EscalationsTeam, Sustaining Engineering, Support, Sales Consultants, QA, documentation. (2009, 2010, 2011, 2012)

Approved Patent
- ██████████████████████████████████
- ████████████████████████████
- ████████████████████
- ████████████████████
- ██████████████████

Recommendations