

Management Promotion Template

Employee Name:	[REDACTED]	Manager:	[REDACTED]
Current Career Level and Job Code:	<u>IC5, 10750 – Senior Principal Applications Engineer</u>	Proposed Position and Job Code:	M3, 10030 - Senior Manager
Total Time in Current Position:	10 Yrs		
Current Salary:	\$ [REDACTED]	Min Salary for New Position:	\$ [REDACTED]
Performance Rating:	4	Name of Meeten Direct	[REDACTED]

Please address the following factors, including examples when recommending promotions to Management positions

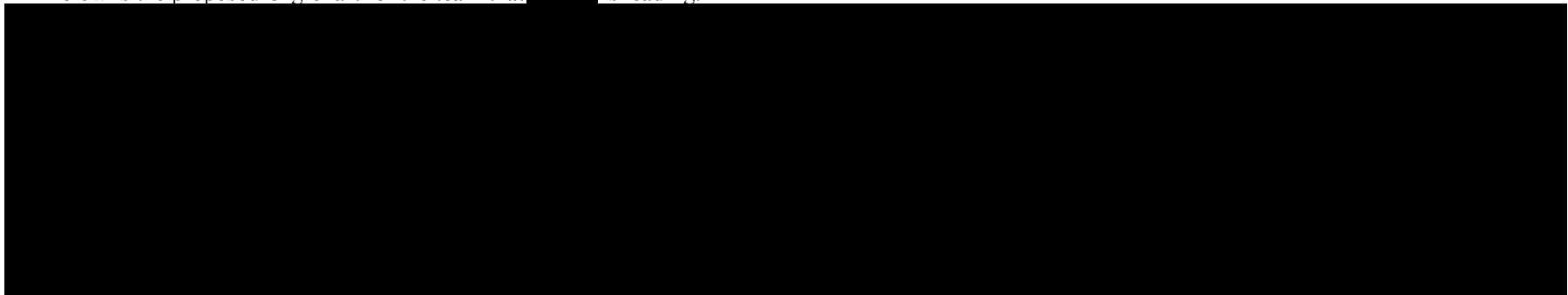
BUSINESS NEED

(Describe Organization Structural need for a position at this level; attach proposed org. chart.)

[REDACTED] is the engineering owner for [REDACTED] product, with complete responsibility for development of [REDACTED] such as [REDACTED]. Her team also contributes to the development of various other parts of [REDACTED] including [REDACTED] and [REDACTED] Tool.

Customer adoption of [REDACTED] and [REDACTED] has been growing at an aggressive pace over the last 12 months, and there's a need for a strong engineering manager to lead a team of 5-6 engineers people, to keep up with the backlog of new features and deliver on the roadmap for the product line.

Below is the proposed Org-chart for the team that [REDACTED] is leading.



SUMMARY OF EXPERIENCE

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

██████████ has been a lead engineer and architect in the ██████████ organization since its inception (over 10 years), and has transitioned into manager role over the last year. She has been with the ██████████ group for over 4 years, and during this time has delivered a number of important features including:

██████████ which is an important tool for performance testing. Prior to joining the ██████████ team, ██████████ worked in ██████████ organization for over 10 years in which she was a senior lead responsible for many of the ██████████ initiatives during initial implementation of ██████████

Since 2016, ██████████ has been the engineering manager responsible for ██████████. She has led a team of ██████████ engineers and managed product support and new feature development for this area. She has helped handle these responsibilities capably, and with a small team been able to turn out features, enhancements and bug-fixes aggressively to help customers achieve their goals.

MANAGEMENT SKILLS

(Briefly describe the individual's management skills which reflect their ability to get tasks done while attracting and retaining good employees)

██████████ has proven herself to be a talented manager, and with strong people management, mentoring and planning skills to complement her technical knowledge and abilities.

██████████ transitioned into a management role about a year back to handle the ██████████ area, during this time, ██████████ has guided her team to successfully deliver a number of important capabilities for ██████████ and ██████████. She also played a key role in onboarding new engineers to the group, and has been instrumental in their development into strong performers for our organization.

She has a strong understanding of the ██████████ processes, and can work well across organizational boundaries to ensure success of her projects. This was well demonstrated in her handling of the development of ██████████ based on a framework in its infancy. She did an excellent job in working with various groups (including ██████████ etc), to get the project to a successful completion.

Her technical, organizational and interpersonal skills, equip ██████████ to be an excellent and respected senior manager, and ready to lead a team and accept more responsibility.

SCOPE OF POSITION

(Describe expanded scope and responsibility. Define how the position or deliverable is important to Oracle's strategic plan or revenue. Quantify increased size or complexity of the task, i.e. numbers of people to manage or influence magnitude of product for Oracle or technical challenges.)

██████████ will be the engineering manager for ██████████ product line, and will lead development of new features and to develop the next generation of the product. Her team is expected to increase from the current ██████████ members (including dotted line reports) to about ██████████ engineers with the hiring of about ██████████ engineer.

Metrics: Headcount and Span of Control

Current Team size: N/A, Planned Team Size: 5-6

SIGNIFICANCE OF POSITION AND IMPACT ON THE COMPANY

(Describe the position's significance and how it impacts products, revenue generation, critical technology or its importance to customers/ partners.)

██████████ is an up and coming product with significant customer interest, and an increasing number of customer purchases. It's also a complex product due to the high volume requirements, complex functionality and algorithms to help customers accurately match, consolidate and understand customer data which is an important dimension of their business.

The group requires, a strong, committed and results oriented engineering manager, who has strong technical, management and organizational skills. ██████████ has amply demonstrated these traits, and is the ideal manager to lead this product for the future.

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.)

The role involves external interaction mainly in the context of working with product support to address ██████████ etc. And to a limited extent answering customer questions or provided feature level guidance. The time spent on such activity is expected to be fairly limited (10-20% of her time).

TEAMWORK AND INFLUENCE WITHIN ORACLE

(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?)

██████████ has an excellent working relationship with her team members and with the overall organization. She also works very well with other LOBs (QA, PM, ST and EDQ) and maintains an excellent professional relationship with all.

██████████ based on her many years of experience in the organization, has a strong network – and has an ability to reach across boundaries to accomplish her team's goals.

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 both within and outside Oracle.)

- Led development of ██████████ – which is a complex feature to implement ██████████
- Worked with ██████████ to define and deliver on a powerful ██████████ tool to create ██████████. This tool is important for ██████████.

- Led development of [REDACTED] and [REDACTED]. These services have been adopted widely by customers and in the development of the mobile applications.
- Developed and delivered various export objects for [REDACTED] – such as [REDACTED] etc.
- Go to person for [REDACTED] in the group, with an in depth understanding of [REDACTED] etc.
- Developed various sophisticated internal RMS reports for management reporting of product defects.
- Previously architect in [REDACTED], and delivered number of critical designs and features in that role.

JUSTIFICATION FOR NON-FOCAL PROMOTION

(Explain why it is critical to consider this promotion now.)

N/A

RECOMMENDATIONS

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

[REDACTED]

Group Manager, [REDACTED]

I would like to highly recommend her as "Senior Engineering Manager". [REDACTED] has worked with me on various projects in the past. She has very good technical, functional knowledge of the product and projects. I have also seen her in the leadership roles by taking the lead on issues and projects. Her technical, people management and project management skills will definitely help her with this new role.

[REDACTED]

Group Manager, [REDACTED]

I have worked with [REDACTED] for almost 3 years now from she was working on [REDACTED] area. She comes across as a balanced individual with clarity of thought. She is patient in dealing with day-to-day emergencies & escalations and does her best to deliver her tasks on time. She has taken up managing [REDACTED] engineering team few months back & has done a wonderful job in delivering ERs and new features. She has worked very closely with QA team and worked towards the common goal of elevating product quality. Owning up development for a base product like [REDACTED] is a challenge & [REDACTED] is doing a fantastic job to the best of her abilities. I strongly support her candidature for promotion to next level in her career.

[REDACTED]

Architect, [REDACTED]

Me and [REDACTED] have worked together on multiple occasions in the past few years. During that time, we had interactions on regular basis and I can thoroughly vouch for her technical skills and professional abilities. My first interaction with her was long time back when she introduced the [REDACTED] to the other fellow [REDACTED] team members including me. From that time on, I had many interactions with her including some critical design

meetings as well as discussing urgent customer issues.

She has always shown a positive attitude towards work and put deep thoughts behind every decision. She is a meticulous designer and always produces high quality work.

She has a always welcome attitude for accepting new suggestions to improve upon. She is a very good team member and participates strongly in decision making process with a nice attitude.

In my opinion, she would be a nice fit for her new role in the organization.

Position Criteria

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

FACTOR	DIRECTOR	SR. DIRECTOR	VICE PRESIDENT
Summary Of Experience	Requires 8+ years of related managerial/technical experience, including at least 2+ years as Sr. Manager. Works on projects of high conceptual complexity. Provide tenure in current position and overview of prior jobs held.	Requires 10+ years of related managerial/technical experience. Should have broad functional experience, enabling management of product mgt., QA, tools, Doc, etc. Directs and controls activities through managers. Works on projects of high conceptual complexity. Provide tenure in current position and overview of prior jobs held.	Requires 12+ years of related experience. Directs and controls activities through directors. High conceptual complexity, with significant intangible or external factors, performing significant management or leadership roles. Provide tenure in current position and overview of prior jobs held.
Management Skills	Mgt. skills more task focused within their group. Demonstrated history of attracting and retaining high caliber employees and facilitating positive morale. Group managed has low turnover rate, meets/beats project due date and shows teamwork. Has respect of peers for management skills and getting tasks accomplished. Excels in current position.	Mgt. skills divided between group task focus and problem solving between groups in division. Demonstrated history of attracting and retaining high caliber employees and facilitating positive morale. Group managed has low turnover rate, meets/beats project due date and shows teamwork. Has respect of peers for management skills and getting tasks accomplished. Excels in current position.	Executive level mgt. skills as shown in communication, leadership or strategic initiatives. Leads problem resolution and agenda setting within and between divisions. Demonstrated history of attracting and retaining high caliber employees and facilitating positive morale. Group managed has low turnover rate, meets/beats project due date and shows teamwork. Has respect of peers for management skills and getting tasks accomplished. Excels in current position.
Scope Of Position	Manages teams or virtual teams of 15-30 developers. Responsible for a project or software area. Full responsibility for architecture of 1 or more layer or subsystem within a product or medium sized product.	Manages teams or virtual teams of 20-40 developers with responsibility for a product or product set, or a substantial portion of a very large product. Full responsibility for architecture of 1 or more layer or subsystem within a	Manages large staff of 30+ structured into teams or sections. Full responsibility for a product group, large product or function. Completes projects that span product or organizational boundaries.

		product or medium sized product.	
Significance of Position and Impact On Oracle	Technology or product area is critical to the success of Oracle's strategic goals. Decisions impact schedule and group operations of Development and may impact revenue. Decisions may be visible to Development SVP and senior management. Actively defines product goals/directions within their area and indirectly with multiple other areas.	Technology or product area is critical to the success of Oracle's strategic goals. Decisions impact schedule and group operations of Development and possibly other divisions. Decisions are visible to Development SVP and generally other senior management. Actively defines product goals/directions and is fully responsible for their establishment within their area and indirectly impacts multiple other areas. Suggests and justifies product direction with VP/SVP approval	Decisions have serious impact on success of division and company operations. Plays major role in developing corporate and/or division strategies and policies. Sets standards and procedures in a significant product area or product family. Suggests and justifies product direction with SVP/EVP approval.
External Visibility	Visible	Highly visible	Highly visible, may meet with or represent Oracle with external contacts such as industry forums, key customers, partners, press or analysts.
Teamwork and Internal Influence	Some interaction with other groups, influences decisions. Should exhibit effective teamwork with directors and above within Development and across Oracle.	Interacts with other groups, driving action plans and decisions. Broad influence with: senior management. Should exhibit effective teamwork with directors and above within Development and across Oracle on critical matters.	Significant interaction within and across divisions and highly successful in driving strategic level decisions and action plans with these groups. Regularly interacts with Oracle senior management and major customers on critical matters
Achievements	Technical or managerial stature recognized within group and/or Oracle. Represents group within Oracle. Under broad direction, defines requirements for new projects and specifies, designs and develops software to those requirements.	Technical or managerial stature recognized within group, widely within and outside Oracle. Defines requirements for new projects and specifies, designs and develops software to those requirements. Represents group within Oracle	Technical or managerial stature recognized within group, widely across and outside Oracle. Defines requirements for new projects and specifies, designs and develops product components accordingly. Represents group and Oracle both within and outside the company.
Recommendations	From Development senior management outside of VP's group	From senior managers, both within and outside Development.	From senior managers, both within and outside Development.