

was approved to deliver new cloud initiatives for integration. There is a critical need for a senior architect(IC5) with expertise in

Justification for hire: We would like to request your approval to hire as Consulting Member of Technical Staff (IC5) in the team. was approved to deliver in for Oracle . There is a critical need for a with expertise in , and next generation , will work in the , specifically in the provisioning into and operations support, where we are understaffed. These two areas are very critical for the success of going . Upon joining, will immediately be focused on provisioning into to design architecture, improve implemented automation and solidify features like resiliency, performance, life cycle management. was working at as Software Engineer where he worked as a lead software developer on their infrastructure, cloud, analytics projects and contributed to projects. worked on team from front-end all the way to backend working with technologies that talk with . Has also worked on analytics of usage of the using . has more than years of experience in software development. We are very impressed with 's ability to lead several complex projects throughout the product lifecycle with great success. He is very knowledgeable in particular about the and other technologies. is technically strong, solid in programming and design, very bright and has good problem solving skills. His background and experience gives him ability to see problems from a high-level viewpoint, as well as detailed implementation. He communicates well and has pleasant personality. We would like to offer a base annual salary of \$ , RSU and sign on bonus, which is the minimum he will accept to join. 's last annual salary was , % Bonus and shares that was paid out over years. This is a significant hire for the development team, given the need to build rich and complex architecture to meet . 's experience at , and his past extensive experience in the software development, including many years of makes him a best candidate to hire for this position.

Need: We have a critical need to fill a level position to lead our new initiatives. Upon hiring, will help lay the foundation for a technical architecture to help build for service. This is still a relatively new area in the industry and finding the right talent with experience in , and devops automation is challenging. With , we are confident that we found a great fit for the position.

Expertise: During the interview process, demonstrated a deep understanding of the and provided a comprehensive overview of the product that he was responsible for at . In his current role at he worked on team from front-end all the way to backend working with technologies that talk with . Has also worked on analytics of usage of the using . His comprehensive expertise in is exactly what we are seeking. In addition, he has patents in software engineering under his belt and has done presentations in JavaOne, AJAX World, JAZOON, SVOD and Cloudera FTC summit. He was conference with 500 attendees. Having talented leaders like him is critical for us to successfully execute and deliver on the previously mentioned commitments.

Compensation Justification: The minimum the candidate will accept is base salary of \$ , RSU and sign on bonus. 's last annual salary was , % Bonus and shares that was paid out over 2.5 years. So it is critical that we expedite processing and present what we believe is an attractive offer to help lure him to Oracle and fill our vacancy at the earliest possible.