

Justification: This position will lead the team in product development for [REDACTED] driving the entire enablement of Oracle products on [REDACTED] including all Oracle [REDACTED] ([REDACTED]) and [REDACTED] products and applications including supporting certification efforts and performance benchmarks. The team led by this individual will also technically support enablement of the [REDACTED] program, [REDACTED] and [REDACTED] on [REDACTED] to whatever extent is necessary. In addition, this team will form the front line in development supporting extensive outbound technical field engagements for [REDACTED] and first deployments of [REDACTED] at customer site, backing up technical field teams such as [REDACTED] [REDACTED] [REDACTED] and the [REDACTED]. [REDACTED] will lead a team of technical specialists embedded in the [REDACTED] development organization with deep product and solutions knowledge of [REDACTED] Oracle products on [REDACTED] [REDACTED] integration and system integration of [REDACTED] with customer data center operations. Lastly, this team will contribute to product development efforts around manageability, ease of use and deployment best practices for [REDACTED] leveraging work done in the field and internally with product teams to ensure [REDACTED] effectively underpins all Oracle technology products. He is uniquely qualified for this position as he has a background in several [REDACTED] and [REDACTED] products and was engaged in a very similar systems enablement, customer-focused role when last at Oracle working in the [REDACTED] organization.

[REDACTED] is an Oracle rehire who came to Oracle as part of the [REDACTED] acquisition and voluntarily left in [REDACTED], 2008 since he had been interested in joining a startup company for a while and his role at Oracle was in a QA manager position which did not align with his career objectives. He was a high performer where his last performance rating in 2007 was 4 - Exceeds Expectations.

He will be hired in as M4, 10040. Software Development Director and are proposing [REDACTED] USD. He is currently earning [REDACTED] USD at his current company. He is leaving behind a significant amount of stock options and is leaving a key position at his current company; therefore in order to recruit him back to Oracle and to retain him we are offering him a [REDACTED] increase to his current salary plus [REDACTED] stock options. During the 2-3 years away from Oracle, he has grown into a key role at his current company, carrying significant leadership responsibility, hence the salary growth. [REDACTED] will fill a critical leadership role for [REDACTED] focusing first on enabling all Oracle software products to be certified and made performant on [REDACTED] and further extending to smooth and broad adoption by our customers.