

Offer Package – [REDACTED]

## Offer Package for [REDACTED]

### Expected Role:

[REDACTED]

### Summary:

[REDACTED] has 10+ years of software development experience and comes with excellent [REDACTED] **background**. She has very good experience in frontend Javascript and AngularJS as well as in backend technologies, Java/J2EE and developing RESTful web services. She would satisfy the crucial [REDACTED] position for the upcoming [REDACTED] that would use Oracle's [REDACTED]

As a senior developer at [REDACTED], she is currently involved in both front end as well as backend development leveraging several technologies including Java/J2EE, REST APIs and client-side scripting. She is well versed with the [REDACTED] paradigm that underlies modern [REDACTED] development. She also has good exposure to [REDACTED] and mitigation strategies for [REDACTED] etc.

[REDACTED] would also play a key role in backend development in the longer term, apart from [REDACTED] ownership. Her experience with [REDACTED] and depth in [REDACTED] would fit in very well with the requirements of [REDACTED] services mid-tier. [REDACTED] also brings familiarity with databases, SQL and PL/SQL.

[REDACTED] did very well in technical interviews showing her breadth of knowledge and depth in Javascript, Java/J2EE, Object-Oriented design, multi-threading and REST concepts. She has a good track record of **delivering projects with aggressive time lines**, as projected and confirmed by her references. Her references are highly positive that she has independent ownership, excellent design skills, communication and great team participation. She would be a vital addition to the [REDACTED] team.

### Academics

- **M.S in Computer Science,** [REDACTED]
- **B.S in Computer Engineering,** [REDACTED]

### Work Experience

- [REDACTED] **United States, November 2013 – Present**  
Senior Software Engineer
- [REDACTED] **• August 2010 – February 2013**  
Senior Software Engineer
- [REDACTED] **• August 2009 – July 2011**  
Technical Consultant
- [REDACTED] **• August 2009 – August 2010**

Offer Package – [REDACTED]

Senior Software Engineer

- [REDACTED] • April 2009 – July 2009  
Senior Software Engineer
- [REDACTED] • July 2006 – April 2009  
Senior Software Engineer
- [REDACTED] • December 2005 – July 2006  
Senior Software Developer
- [REDACTED] • September 2002 – March 2004  
Software Developer

**Relevant Development Experience**

- Front end and backend development in [REDACTED] and [REDACTED] applications for [REDACTED]
- Implementation of treasury system for [REDACTED], used [REDACTED]
- Strong Javascript and experience with MVVM paradigm.
- Excellent Object-oriented and multi-threading skills
- Competency in developing [REDACTED]
- **Good security principles** – very familiar with [REDACTED] methodologies.

**Overall:**

- Fills critical [REDACTED] position for [REDACTED]
- Very good communication skills
- Several interviewed candidates did not make the cut due to lack of [REDACTED] and [REDACTED] skills.

**Offer Details**

- Proposed Salary: USD [REDACTED]. Range: \$ [REDACTED] - [REDACTED]  
Candidate's current salary is: USD [REDACTED] with some additional bonus of about [REDACTED]
- Relocation Package: Yes, domestic
- Stock as approved by: [REDACTED]

Offer Package – [REDACTED]

- **Competitive offer:** USD [REDACTED] base, Variable bonus and relocation package from Silicon Valley Bank

## Interview Comments

[REDACTED]

- Was able to articulate the projects she worked on and her contribution very well
- Has good understanding on how to design components in [REDACTED]
- Has good experience on [REDACTED]
- Has experience with database technologies and web applications.
- Exhibited decent interpersonal skills

Overall, she would be a good addition to the [REDACTED] team

[REDACTED]

Recommendation: Hire

Summary of Skills:

[REDACTED] Very Good

[REDACTED] Very Good

[REDACTED] Very Good

Communication Skill: Good

[REDACTED] Good

[REDACTED] has implemented front ends of a [REDACTED] application using recent [REDACTED]. She is very good and hands on in [REDACTED]. During the interview, she explained the whole application stack including code snippets. [REDACTED] has a wide range of experience in [REDACTED] technologies. She showed very good analytical skills on basic data structure related interview questions. She also has good understanding of core [REDACTED]. I recommend [REDACTED] to be hired.

[REDACTED]

- [REDACTED] she was very knowledgeable in this area. She wrote the entire piece of [REDACTED]
- [REDACTED] Her knowledge is basic. Based on her resume I expected more knowledge in this area

Offer Package – [REDACTED]

Overall thumbs up from me

[REDACTED]

- 1) Good [REDACTED] and concepts
- 2) Good [REDACTED] concepts
- 3) Was able to explain [REDACTED] well – [REDACTED]
- 4) Strong sense of ownership
- 5) Excellent communication and attitude.

## References

[REDACTED]

[REDACTED] was one of the most talented students we have ever had in our Computer Science program. She is technically brilliant both in software design and in analysis of algorithms, and she has extraordinary organizational skills, which qualify her for challenging tech lead positions.

- Ability to work under pressure: can attest to these strengths based on discussion with people who have worked with and for her, though I was not able to witness directly in the context of an academic course
- Quality of deliverables: superior programming and design skills. Individual work is always excellent. Very much aware of others on her team and she knows how to raise the level of work within the team to meet her own high standard
- Taking ownership: does this on every project
- Team communication: to say she “participates” is a big understatement; she provides strong leadership and makes smart decisions. Communication style is succinct but clear
- Proactive communication: have not had opportunity to view this directly in context of a project
- Strengths & areas for improvement: a person you really want to have in your company

[REDACTED]

[REDACTED] worked with and dotted line to [REDACTED]. Hard to say enough good things about [REDACTED]. She is a hard worker, exceptional software developer and forward thinker.

- Ability to work under pressure: demonstrated in multiple career projects. Very direct with prioritization.
- Quality of project deliverables: exceptional One of the best developers I’ve been around. Quick, thorough and exceptionally high quality work
- Takes ownership of projects: yes – this is a good description of her work style
- Team communication: tends to rise to an informal lead role in project I have seen her in. Technically very competent. Communication is direct in a good way, so others know where the project stands.

Offer Package – [REDACTED]

- Proactive communication: good here, particularly relating to technical details. Tends to help others get better during the project
- Strengths / Areas for Improvement: technically superior. Communication is strong, but direct. Can continue to work at softening the message for some other learning styles

**Resume attached separately.**