Position Criteria

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

FACTOR	SMTS – IC3	PMTS – IC4	CMTS – IC5	ARCHITECT – IC6
Summary Of Experience	BS or MS degree in CS or equivalent experience relevant to functional area. Typically has 2.5 or more years of related experience.	BS or MS degree in CS or equivalent experience relevant to functional area. Typically has five or more years of related experience. Candidates with less than four years experience must be star caliber and require review by DAS staff.	BS or MS degree in CS or equivalent experience relevant to functional area. Typically has ten or more years of related experience. Candidates with eight or more years will be considered only if they are star caliber.	Typically has fifteen or more years of related experience.
Scope Of Position	Can code with minimal direction. Normally receives no instructions on routine tasks, with limited supervision on new tasks.	Has full responsibility for the architecture of a significant, self-contained portion of a product or a small product. Has demonstrated technical leadership for his/her area. This is usually done by being a project lead for a small project team of two to three developers.	Has full responsibility for the architecture of a medium-sized product or a substantial layer or subsystem within a large product .	
Technical Ability	Works on projects of moderate conceptual complexity. Starting to demonstrate ability to write spec's and designs. Specifies, designs and develops software according to provided requirements, with sole responsibility for the design.	Works on projects of moderate to high conceptual complexity. Demonstrated ability to write high quality functional spec AND design documents for a major area. Provide url's for these documents. .	Recognized expert in area within division and/or Oracle. Works on extremely complex problems. Has deep understanding of how his/her area interacts with all related areas. Models best engineering practices. This includes clarity and completeness of spec's and designs, code cleanliness and quality, thoroughness of testing, attention to documentation, and response to bugs and regressions.	

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		Is highly encouraged to maintain an architecture and detailed design document for his/her area. Provide url for this document.	
External Visibility	Must have good visibility so can be effectively ranked; giving a seminar is good way to do this and is advised.	Represents group within Oracle.	
Teamwork and Internal Influence		Exhibits effective teamwork with senior developers and senior management within ST and across Oracle. Is the technical "go-to person" (consultant) for his/her area within the group and across Product Development. Strongly influences the technical decisions of ten or more developers.	
Achievements	Demonstrated ability to take feature/design through software lifecycle to release of robust, high-quality, production code.	Under broad direction, defines requirements for new projects and specifies, designs and develops software to those requirements. Has delivered several high-quality, PMTS-scale projects to market that have been successfully used by production customers for several years. Has delivered innovative and creative solutions to complex problems. Works effectively with others in managing extremely complex projects	Recognized expert in field inside and outside Oracle
Recommendations	Comments supporting above criteria for promotion from outside immediate group from PMTS-level developers or managers	Comments supporting above criteria for promotion from outside of immediate group from ST senior management and three CMTS or architect-level developers.	Approval from the architects club

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