Product Development IC Promotion Template

Employee Name: _____ **Manager:** _____

Current Career Level, and Job Code: _____ **Proposed Position and Job Code:** _____

# of Years in Current Position: _____ **# of Years in Industry:** _____

Current Salary: _____ **Min Salary for New Position:** _____

Performance Rating: _____ **LOB VP/SVP:** _____

Please address the following factors, including examples when recommending promotions to senior development positions in Product Development.

SUMMARY OF EXPERIENCE
(Provide a description of current and previous experience, education, and areas of responsibilities.)

SCOPE OF POSITION
(Describe the expanded scope, responsibility and complexity of the technical work being performed. Describe how the position or deliverable is important to Oracle's strategic plan or revenue.)

TECHNICAL ABILITY
Describe the individual's technical skills: skill in solving technical problems, time needed to solve difficult problems with minimal direction, creativity in problem solving, ability to present new ideas/concepts, judgment in evaluation of alternative courses of action, reliability of design and project decisions.)

TEAMWORK AND INFLUENCE WITHIN ORACLE
(Describe the individual's ability to be effective in a team; ability and willingness to help others when needed; ability and willingness to direct the efforts of others formally or informally; working relationships with other group members. 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?)

LEADERSHIP & EXTERNAL VISIBILITY
(How much time does the individual spend representing key Oracle initiatives to Oracle executives, key stakeholders, or 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.)

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/ST both within and outside Oracle.)

Recommendations
*(Comments from other senior management staff, both within and outside of group—**minimum of 3 for IC5+**.)*

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Position Criteria

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

FACTOR	IC3	IC4	IC5	ARCHITECT – IC6
Summary Of Experience	BS or MS degree in CS or equivalent experience relevant to functional area. Typically has 3-4 or more years of related experience.	BS or MS degree in CS or equivalent experience relevant to functional area. Typically has 5-7 or more years of related experience. Candidates with less than five years experience must be star caliber and require review by Senior Mgt. 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. Is highly encouraged to maintain an architecture and detailed design	

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		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 Product Development 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, large-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 senior level developers and managers	Comments supporting above criteria for promotion from outside of immediate group from senior management and architect-level developers.	Approval from the architects club

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