Job code	Job Title	Function	Specialty Area	Global Career Level	Brief Description	Detailed Description	Job Requirements
45520	Administrative Assistant A2	ADMIN	ADMIN	IC0	Provides clerical support within any of a variety of departments. Supports an SVP or below.	Perform clerical duties to relieve division staff and/or team members of all clerical details. Screens calls and takes messages. Maintains filing systems. Composes and types routine letters, reports, and other material. Prepares and tracks expense reports and purchase requisitions. Assists in the preparation of reports, graphs, and presentations using spreadsheet and graphic software. Makes travel arrangements and manages calendar. Arranges internal/external meetings and catering needs. Maintains organization charts and distribution lists. Manages and tracks assets. Acts as an information source on organization policies and procedures. Works with other administrative personnel.	Works on assignments that are semi routine in nature where the ability to recognize deviation from accepted practice is essential. Follows standard practices and procedures. Normally receives detailed instructions on routine work and new assignments. Demonstrated strong organization skills and attention to detail. Ability to multitask and meet deadlines. Able to maintain confidential information. Professional phone manner and interpersonal skills. Use of word processing application and office equipment. BA/BS degree or equivalent 1 - 2 years of related experience.
45521	Administrative Assistant A3	ADMIN	ADMIN	IC0	Provides administrative/clerical support within any of a variety of departments. Supports an SVP or below.	Spends 60% of time providing administrative support to relieve managers and staff of administrative details. Spends less than 20% of time on special projects. Spends less than 20% of time performing clerical duties; ie: taking messages, filing, copying, faxing. Duties may include processing and tracking of purchase orders, expense reports, timecards. Arranges interviews and group events. Maintains organization charts and distribution lists. Creates spreadsheet models for forecasting. Implements space planning and group moves. Sets up new hire offices. Assists in the preparation of reports, graphs, and presentations using spreadsheet and graphic software. Makes domestic/international relocation/travel arrangements. Arranges internal/external meetings and catering needs. Acts as an information source on organization policies and procedures. Works with other administrative personnel.	Works on assignments that are moderately complex in nature where judgment is needed in resolving problems and making routine recommendations. Follows standard practice and procedure. Normally receives no instructions on routine work, general instructions on new assignments. Ability to work in a dynamic fast paced environment. Knowledge of spreadsheet applications. Demonstrated strong organizational skills. Proactive and resourceful. Self-motivated. Proficient in desktop applications such as MS Word, Excel, PowerPoint, email messaging tools, etc. BA/BS degree or equivalent. 1 - 2 years of related experience.
45522	Senior Administrative Assistant	ADMIN	ADMIN	IC1	Provides administrative/clerical support to a function, group or customer base. Supports an SVP or below.	Spends less than 20% of time providing administrative support to relieve managers and staff of administrative and clerical details. Spends more than 80% of time on special projects. Projects may include equipment management, training new hires on policies and procedures, project coordination and logistics, documentation and collateral coordination, liaison to Human Resources, create administration manuals. May participate in operational task forces. May analyze basic spreadsheet models and track projects.	Works on assignments that are complex in nature where considerable judgment and initiative is needed in resolving problems and making recommendations. Exercises judgment within defined procedures and practices to determine appropriate action. Normally does not receive work instructions, may determine methods and procedures on new assignments and may supervise other administrative employees. Ability to work in a dynamic fast paced environment. Knowledge of spreadsheet applications. Demonstrated strong organizational skills. Proactive and resourceful. Self-motivated. Proficient in desktop applications such as MS Word, Excel, PowerPoint, email messaging tools, etc. BA/BS degree or equivalent. 2 - 4 years of related experience.
101140	Cybraran 4	ADMIN	ADMIN	IC4			
45550	Executive Assistant to the Executive Office	ADMIN	ADMIN	IC2	Provides administrative support to an Oracle Executive Vice President or above to relieve and assist with complex details and administrative duties.	Handles details of a highly confidential and critical nature. Collects and prepares sensitive information for use in discussions and meetings with the organization's staff and outside individuals. Analyzes problems, determines approach, compiles and analyzes data and prepares reports/recommendations. Contacts company personnel at all organizational levels to gather information and prepare reports.	0 Works on assignments that are extremely complex and diverse where independent action and a high degree of initiative are utilized in resolving issues and developing recommendations. Exercises judgment within defined procedures and practices to determine appropriate action. Acts independently to determine methods and procedures on new assignments and may supervise administrative employees. Ability to work in a dynamic fast paced environment. Knowledge of spreadsheet applications. Demonstrated strong organizational skills. Proactive and resourceful. Self-motivated. Proficient in desktop applications such as MS Word, Excel, PowerPoint, email messaging tools, etc. BA/BS degree or equivalent. 5 years of related experience.
45610	Executive Driver	ADMIN	ADMIN	IC1			
45510	Telephone/Receptionist A1	ADMIN	ADMIN	IC0	Responsible for answering the phone and assisting Oracle customers.	Information coordinators are an integral part of Corporate Services providing the dissemination of information to visitors and fellow Oracle employees. Answers the main switchboard and greets visitors. May have the opportunity to work on departmental projects. May develop relationships which may lead to career advancement upon satisfactory completion of the eighteen month commitment.	0 Works on assignments that are routine in nature where limited judgment is needed. Normally receives detailed instructions on all work. Work involves minimal problem resolution,following detailed instructions. Exceptional customer service and interpersonal skills. Strong written and verbal communication skills. Proficient typing and computer skills. Ability to organize, prioritize, and manage multiple tasks simultaneously. Team player. Strong attention to detail. Preferred Qualifications: BA/BS degree or equivalent 0 - 2 years of related experience.
45511	Telephone/Receptionist A2	ADMIN	ADMIN	IC0	Responsible for answering the phone and assisting Oracle customers.	Acts as a team lead for other information coordinators. Information coordinators are an integral part of Corporate Services providing the dissemination of information to visitors and fellow Oracle employees. Answers the main switchboard and greets visitors. May have the opportunity to work on departmental projects. May develop relationships which may lead to career advancement upon satisfactory completion of the eighteen month commitment.	Works on assignments that are semi routine in nature where the ability to recognize deviation from accepted practice is essential. Follows standard practices and procedures. Normally receives detailed instructions on routine work and new assignments. Exceptional customer service and interpersonal skills. Leadership skills. Strong written and verbal communication skills. Proficient typing and computer skills. Ability to organize, prioritize, and manage multiple tasks simultaneously. Team player. Strong attention to detail. Preferred Qualifications: BA/BS degree or equivalent 0 - 2 years of related experience.
50100	Student / Intern	ALLROLES	ALLSPECAEA	IC0	This job code is utilized for the majority of our temporary hires. The individual is performing hourly job duties as defined under the Fair Labor Standards Act.		
50200	Professional Student	ALLROLES	ALLSPECAEA	IC2	This job code is used in very rare instances for a temporary. The individual job duties are considered exempt under the Fair Labor Standards Act		
2701	Non-Technical Intern - First Year	ALLROLES	ALLSPECAEA	IC0	Do you want to get a foot in the door and perhaps even get the chance to interview early for one of the best technology jobs in the world? If so, you may be an ideal candidate for our internship program	Gain invaluable experience in what it is like to work at a leading global hardware and software systems innovator - Oracle. Your colleagues are industry experts and knowledgeable veterans. Your contributions will enhance real Oracle products and services. By the end of your internship you will be connected to a powerful network of professionals, managers, and executives.	Completed first year of undergraduate degree. Strong academic achievement. Strong interest in functional area of internship. Solid written and verbal skills, problem solving skills, and time management skills. Ability to work in a team environment.
2702	Non-Technical Intern - Second Year	ALLROLES	ALLSPECAEA	IC0	Do you want to get a foot in the door and perhaps even get the chance to interview early for one of the best technology jobs in the world? If so, you may be an ideal candidate for our internship program	Gain invaluable experience in what it is like to work at a leading global hardware and software systems innovator - Oracle. Your colleagues are industry experts and knowledgeable veterans. Your contributions will enhance real Oracle products and services. By the end of your internship you will be connected to a powerful network of professionals, managers, and executives.	Completed second year of undergraduate degree. Strong academic achievement. Strong interest in functional area of internship. Solid written and verbal skills, problem solving skills, and time management skills. Ability to work in a team environment.
2703	Non-Technical Intern - Third Year	ALLROLES	ALLSPECAEA	IC0	Do you want to get a foot in the door and perhaps even get the chance to interview early for one of the best technology jobs in the world? If so, you may be an ideal candidate for our internship program	Gain invaluable experience in what it is like to work at a leading global hardware and software systems innovator - Oracle. Your colleagues are industry experts and knowledgeable veterans. Your contributions will enhance real Oracle products and services. By the end of your internship you will be connected to a powerful network of professionals, managers, and executives.	Completed third year of undergraduate degree. Strong academic achievement. Strong interest in functional area of internship. Solid written and verbal skills, problem solving skills, and time management skills. Ability to work in a team environment.
2704	Non-Technical Intern - Fourth Year	ALLROLES	ALLSPECAEA	IC0	Do you want to get a foot in the door and perhaps even get the chance to interview early for one of the best technology jobs in the world? If so, you may be an ideal candidate for our internship program	Gain invaluable experience in what it is like to work at a leading global hardware and software systems innovator - Oracle. Your colleagues are industry experts and knowledgeable veterans. Your contributions will enhance real Oracle products and services. By the end of your internship you will be connected to a powerful network of professionals, managers, and executives.	Received undergraduate degree. Strong academic achievement. Strong interest in functional area of internship. Solid written and verbal skills, problem solving skills, and time management skills. Ability to work in a team environment.
7101	Technical Intern - First Year	ALLROLES	ALLSPECAEA	IC0	Do you want to get a foot in the door and perhaps even get the chance to interview early for one of the best technology jobs in the world? If so, you may be an ideal candidate for our internship program	Gain invaluable experience in what it is like to work at a leading global hardware and software systems innovator - Oracle. Your colleagues are industry experts and knowledgeable veterans. Your contributions will enhance real Oracle products and services. By the end of your internship you will be connected to a powerful network of professionals, managers, and executives.	Completed first year of undergraduate degree in computer science, computer engineering, electrical engineering, or related area of study. Strong academic achievement. Strong interest in technical area of study.
7102	Technical Intern - Second Year	ALLROLES	ALLSPECAEA	IC0	Do you want to get a foot in the door and perhaps even get the chance to interview early for one of the best technology jobs in the world? If so, you may be an ideal candidate for our internship program	Gain invaluable experience in what it is like to work at a leading global hardware and software systems innovator - Oracle. Your colleagues are industry experts and knowledgeable veterans. Your contributions will enhance real Oracle products and services. By the end of your internship you will be connected to a powerful network of professionals, managers, and executives.	Completed second year of undergraduate degree in computer science, computer engineering, electrical engineering, or related area of study. Strong academic achievement. Strong interest in technical area of study.
7103	Technical Intern - Third Year	ALLROLES	ALLSPECAEA	IC0	Do you want to get a foot in the door and perhaps even get the chance to interview early for one of the best technology jobs in the world? If so, you may be an ideal candidate for our internship program	Gain invaluable experience in what it is like to work at a leading global hardware and software systems innovator - Oracle. Your colleagues are industry experts and knowledgeable veterans. Your contributions will enhance real Oracle products and services. By the end of your internship you will be connected to a powerful network of professionals, managers, and executives.	Completed third year of undergraduate degree in computer science, computer engineering, electrical engineering, or related area of study. Strong academic achievement. Strong interest in technical area of study.
7104	Technical Intern - Fourth Year	ALLROLES	ALLSPECAEA	IC0	Do you want to get a foot in the door and perhaps even get the chance to interview early for one of the best technology jobs in the world? If so, you may be an ideal candidate for our internship program	Gain invaluable experience in what it is like to work at a leading global hardware and software systems innovator - Oracle. Your colleagues are industry experts and knowledgeable veterans. Your contributions will enhance real Oracle products and services. By the end of your internship you will be connected to a powerful network of professionals, managers, and executives.	Received undergraduate degree in computer science, computer engineering, electrical engineering, or related area of study. Strong academic achievement. Strong interest in technical area of study.
7000	Pre-University Student	ALLROLES	ALLSPECAEA	IC0	If you are a top student this is your chance to explore your career choice and potential area of study. Learn the difference between school and working in industry.	Gain invaluable experience in what it is like to work at a leading global hardware and software systems innovator - Oracle. Your colleagues are industry experts and knowledgeable veterans. Your contributions will enhance real Oracle products and services. By the end of your internship you will be connected to a powerful network of professionals, managers, and executives.	Enrolled in high school or recent high school graduate. Desire to learn. Possess leadership skills and a willingness to work and contribute as a member of a team.

Exhibit P-131

EXHIBIT 122
Oracle Designee
8/1/19
Ashley Soevyn CSR# 12019

7005	Post University Student	ALLROLES	ALLSPECAEA	IC0	Do you want to get a foot in the door and perhaps even get the chance to interview early for one of the best technology jobs in the world? If so, you may be an ideal candidate for our internship program.	Gain invaluable experience in what it is like to work at a leading global hardware and software systems innovator - Oracle. Your colleagues are industry experts and knowledgeable veterans. Your contributions will enhance real Oracle products and services. By the end of your internship you will be connected to a powerful network of professionals, managers, and executives.	Possess undergraduate degree and be enrolled in a graduate level program.
8888	Contractor - Billable	ALLROLES	ALLSPECAEA	N/A	Contractor-Billable	Contractor-Billable	n/a
9999	Contractor-Nonbillable	ALLROLES	ALLSPECAEA	N/A			0
7770	M&A Early Provisioning	ALLROLES	ALLSPECAEA	N/A	M&A Early Provisioning	M&A Early Provisioning	n/a
46005	Business Analyst A4-Ops	BUSPRAC	BUSPRAC	IC0	Provides programs to improve operational efficiency, consistency, and compliance in support of the organization's financial and tactical business objectives. Provides business practices and processes. Develops, communicates, and trains the organization on business practices and processes.	Serve as a liaison with other divisions such as Finance, Contracts, HR, Legal, Shared Services, Accounts Receivable, Purchasing, and Risk Management in an effort to ensure accurate and timely transaction processing. Provides administrative support to the Business Analysts to collect, input, verify, correct, and analyze data to measure key performance indicator actual versus business objectives. Prepares updates to management received from the Business Analysts regarding budget to actual, informing them of deviations and opportunities. Provide management with economic impact and compliance issues surrounding key business decisions and/or deals. Assists in the communication of Oracle Business Practices to the organization and monitor process and approvals for full compliance. May assist in driving implementation of new processes and procedures.	Works on assignments that are routine in nature where limited judgment is needed. May determine methods and procedures on new assignments. May provide guidance to other support members. Applies technical aspects of the job to complete tasks. Typically 4 - 6 years of related experience.
46010	Business Analyst 1-Ops	BUSPRAC	BUSPRAC	IC1	Provides programs to improve operational efficiency, consistency, and compliance in support of the organization's financial and tactical business objectives. Provides business practices and processes. Develops, communicates, and trains the organization on business practices and processes.	Serve as a liaison with other divisions such as Finance, Contracts, HR, Legal, Shared Services, Accounts Receivable, Purchasing, and Risk Management in an effort to ensure accurate and timely transaction processing. Collect, input, verify, correct, and analyze data to measure key performance indicator actual versus business objectives. Provide updates to management regarding budget to actual, informing them of deviations and opportunities. Provide management with economic impact and compliance issues surrounding key business decisions and/or deals. Communicate Oracle Business Practices to the organization and monitor process and approvals for full compliance. Drive implementation of new processes and procedures.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Attention to detail critical. Ability to collect, organize, and display data in spreadsheet format. Follow-through skills necessary to get information from internal and third parties and have data errors/omissions corrected. Relationship management skills strongly desired. Strong written and verbal communication skills to interact with management and possible clients desired. 0 - 2 years relevant work experience.
46020	Business Analyst 2-Ops	BUSPRAC	BUSPRAC	IC2	Provides programs to improve operational efficiency, consistency, and compliance in support of the organization's financial and tactical business objectives. Provides business practices and processes. Develops, communicates, and trains the organization on business practices and processes.	Serve as a liaison with other divisions such as Finance, Contracts, HR, Legal, Shared Services, Accounts Receivable, Purchasing, and Risk Management in an effort to ensure accurate and timely transaction processing. Collect, input, verify, correct, and analyze data to measure key performance indicator actual versus business objectives. Provide updates to management regarding budget to actual, informing them of deviations and opportunities. Provide management with economic impact and compliance issues surrounding key business decisions and/or deals. Communicate Oracle Business Practices to the organization and monitor process and approvals for full compliance. Drive implementation of new processes and procedures.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Attention to detail critical. Ability to collect, organize, and display data in spreadsheet format. Follow-through skills necessary to get information from internal and third parties and have data errors/omissions corrected. Relationship management skills strongly desired. Strong written and verbal communication skills to interact with management and possible clients desired. 2 plus years relevant work experience.
46030	Business Analyst 3-Ops	BUSPRAC	BUSPRAC	IC3	Provides programs to improve operational efficiency, consistency, and compliance in support of the organization's financial and tactical business objectives. Provides business practices and processes. Develops, communicates, and trains the organization on business practices and processes.	Serve as a liaison with other divisions such as Finance, Contracts, HR, Legal, Shared Services, Accounts Receivable, Purchasing, and Risk Management in an effort to ensure accurate and timely transaction processing. Collect, input, verify, correct, and analyze data to measure key performance indicator actual versus business objectives. Provide updates to management regarding budget to actual, informing them of deviations and opportunities. Provide management with economic impact and compliance issues surrounding key business decisions and/or deals. Communicate Oracle Business Practices to the organization and monitor process and approvals for full compliance. Drive implementation of new processes and procedures.	Job duties are varied and complex, utilizing independent judgment. May have project lead role. Attention to detail critical. Ability to collect, organize, and display data in spreadsheet format. Follow-through skills necessary to get information from internal and third parties and have data errors/omissions corrected. For this, relationship management skills strongly desired. Strong written and verbal communication skills to interact with management and possible clients desired. 5 plus years relevant work experience.
46040	Business Analyst 4-Ops	BUSPRAC	BUSPRAC	IC4	Provides programs to improve operational efficiency, consistency, and compliance in support of the organization's financial and tactical business objectives. Provides business practices and processes. Develops, communicates, and trains the organization on business practices and processes.	Serve as a liaison with other divisions such as Finance, Contracts, HR, Legal, Shared Services, Accounts Receivable, Purchasing, and Risk Management in an effort to ensure accurate and timely transaction processing. Collect, input, verify, correct, and analyze data to measure key performance indicator actual versus business objectives. Provide updates to management regarding budget to actual, informing them of deviations and opportunities. Provide management with economic impact and compliance issues surrounding key business decisions and/or deals. Communicate Oracle Business Practices to the organization and monitor process and approvals for full compliance. Drive implementation of new processes and procedures.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Ability to collect, organize, and display data in spreadsheet format. Follow-through skills necessary to get information from internal and third parties and have data errors/omissions corrected. For this, relationship management skills strongly desired. Strong written and verbal communication skills. 8 plus years relevant work experience.
46050	Business Analyst 5-Ops	BUSPRAC	BUSPRAC	IC5	Provides programs to improve operational efficiency, consistency, and compliance in support of the organization's financial and tactical business objectives. Provides business practices and processes. Develops, communicates, and trains the organization on business practices and processes.	Serve as a liaison with other divisions such as Finance, Contracts, HR, Legal, Shared Services, Accounts Receivable, Purchasing, and Risk Management in an effort to ensure accurate and timely transaction processing. Collect, input, verify, correct, and analyze data to measure key performance indicator actual versus business objectives. Provide updates to management regarding budget to actual, informing them of deviations and opportunities. Provide management with economic impact and compliance issues surrounding key business decisions and/or deals. Communicate Oracle Business Practices to the organization and monitor process and approvals for full compliance. Drive implementation of new processes and procedures.	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. Ability to collect, organize, and display data in spreadsheet format. Follow-through skills necessary to get information from internal and third parties and have data errors/omissions corrected. For this, relationship management skills strongly desired. Strong written and verbal communication skills . Ability to partner across functions. 10 plus years relevant work experience.
46100	Business Planning Supervisor-Ops	BUSPRAC	BUSPRAC	M1	Provides programs to improve operational efficiency, consistency. Provides business practices and processes. Drives policies and procedures that monitor and support the organization's operational and financial business objectives. Provides analysis and advice to management in the areas of operations, resource management, finance, revenue accounting, pricing, and/or contracts. May also be responsible for administration, knowledge management, and/or communications.	Develops and monitor P&L forecasts. Develops and monitor metrics to measure other key performance indicators and group performance. Performs competitive analysis. Creates pricing strategy and cost accounting (business modeling) for projects. Reviews contracts for terms, pricing and approvals. Work with account team to close deals. Interfaces with client to resolve contract/delivery disputes. May be responsible for directing resource management staff, ensuring maximum utilization. May be involved with compensation and bonus process. Manage at least two direct reports.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority. BA/BS degree preferred.
46110	Business Planning Manager-Ops	BUSPRAC	BUSPRAC	M2	Provides programs to improve operational efficiency, consistency. Provides business practices and processes. Drives policies and procedures that monitor and support the organization's operational and financial business objectives. Provides analysis and advice to management in the areas of operations, resource management, finance, revenue accounting, pricing, and/or contracts. May also be responsible for administration, knowledge management, and/or communications.	Develops and monitor P&L forecasts. Develops and monitor metrics to measure other key performance indicators and group performance. Performs competitive analysis. Creates pricing strategy and cost accounting (business modeling) for projects. Reviews contracts for terms, pricing and approvals. Work with account team to close deals. Interfaces with client to resolve contract/delivery disputes. May be responsible for directing resource management staff, ensuring maximum utilization. May be involved with compensation and bonus process. Manage at least two direct reports.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Ability to collect, organize, and display data in spreadsheet format. Follow-through skills necessary to get information from internal and third parties and have data errors/omissions corrected. For this, relationship management skills strongly desired. Strong written and verbal communication skills to interact with management and possible clients desired.
46120	Business Planning Snr Manager-Ops	BUSPRAC	BUSPRAC	M3	Provides programs to improve operational efficiency, consistency. Provides business practices and processes. Drives policies and procedures that monitor and support the organization's operational and financial business objectives. Provides analysis and advice to management in the areas of operations, resource management, finance, revenue accounting, pricing, and/or contracts. May also be responsible for administration, knowledge management, and/or communications.	Develops and monitor P&L forecasts. Develops and monitor metrics to measure other key performance indicators and group performance. Performs competitive analysis., Creates pricing strategy and cost accounting (business modeling) for projects. Reviews contracts for terms, pricing and approvals. Work with account team to close deals. Interfaces with client to resolve contract/delivery disputes. May be responsible for directing resource management staff, ensuring maximum utilization. May be involved with compensation and bonus process. Manage at least two direct reports.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Ability to collect, organize, and display data in spreadsheet format. Follow-through skills necessary to get information from internal and third parties and have data errors/omissions corrected. For this, relationship management skills strongly desired. Strong written and verbal communication skills to interact with management and possible clients desired.
46130	Business Planning Director-Ops	BUSPRAC	BUSPRAC	M4	Provides programs to improve operational efficiency, consistency. Provides business practices and processes. Drives policies and procedures that monitor and support the organization's operational and financial business objectives. Provides analysis and advice to management in the areas of operations, resource management, finance, revenue accounting, pricing, and/or contracts. May also be responsible for administration, knowledge management, and/or communications.	Develops and monitor P&L forecasts. Develops and monitor metrics to measure other key performance indicators and group performance. Performs competitive analysis. Creates pricing strategy and cost accounting (business modeling) for projects. Reviews contracts for terms, pricing and approvals. Work with account team to close deals. Interfaces with client to resolve contract/delivery disputes. May be responsible for directing resource management staff, ensuring maximum utilization. May be involved with compensation and bonus process. Manage at least two direct reports.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to collect, organize, and display data in spreadsheet format. Follow-through skills necessary to get information from internal and third parties and have data errors/omissions corrected. For this, relationship management skills strongly desired. Strong written and verbal communication skills to interact with management and possible clients desired.

46140	Business Planning Snr Director-Ops	BUSPRAC	BUSPRAC	M5	Provides programs to improve operational efficiency, consistency. Provides business practices and processes. Drives policies and procedures that monitor and support the organization's operational and financial business objectives. Provides analysis and advice to management in the areas of operations, resource management, finance, revenue accounting, pricing, and/or contracts. May also be responsible for administration, knowledge management, and/or communications.	Develops and monitor P&L forecasts. Develops and monitor metrics to measure other key performance indicators and group performance. Performs competitive analysis. Creates pricing strategy and cost accounting (business modeling) for projects. Reviews contracts for terms, pricing and approvals. Work with account team to close deals. Interfaces with client to resolve contract/delivery disputes. May be responsible for directing resource management staff, ensuring maximum utilization. May be involved with compensation and bonus process. Manage no less than two direct reports.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. Ability to collect, organize, and display data in spreadsheet format. Follow-through skills necessary to get information from internal and third parties and have data errors/omissions corrected. For this, relationship management skills strongly desired. Strong written and verbal communication skills to interact with management and possible clients desired.
46150	Business Planning VP-Ops	BUSPRAC	BUSPRAC	M6	Provides programs to improve operational efficiency, consistency. Provides business practices and processes. Drives policies and procedures that monitor and support the organization's operational and financial business objectives. Provides analysis and advice to management in the areas of operations, resource management, finance, revenue accounting, pricing, and/or contracts. May also be responsible for administration, knowledge management, and/or communications.	Develops and monitor P&L forecasts. Develops and monitor metrics to measure other key performance indicators and group performance. Performs competitive analysis. Creates pricing strategy and cost accounting (business modeling) for projects. Reviews contracts for terms, pricing and approvals. Work with account team to close deals. Interfaces with client to resolve contract/delivery disputes. May be responsible for directing resource management staff, ensuring maximum utilization. May be involved with compensation and bonus process. Manage no less than two direct reports.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ability to collect, organize, and display data in spreadsheet format. Follow-through skills necessary to get information from internal and third parties and have data errors/omissions corrected. For this, relationship management skills strongly desired. Strong written and verbal communication skills to interact with management and possible clients desired.
101410	Business Process Analyst 1	BUSPRAC	BUSPRAC	IC1	Responsible for the delivery of Product Specifications Documents to supplier partner(s) or delivery of process specifications to meet business specifications.	May be done in partnership with business partner(s) or via guidance to business partner(s) for execution. Defines system specifications needed to roll out flexible business models. Responsible for understanding business objectives. Performs process or functional analysis to identify gaps compared to specifications, confers and/or drives issues with management for resolution, and ensures overall fulfillment of business specifications. Responsible for day-to-day engagement with business and/or process subject matter experts. Advises and consults with business teams prioritizing allocation of people resources, addressing project team problems ensuring that all team deliverables are met, and developing and presenting proposals of project plan and getting agreement from appropriate stakeholders. Understands and applies theories to policies and operating environment needed to effectively and efficiently complete assignments.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0-2 year experience.
101420	Business Process Analyst 2	BUSPRAC	BUSPRAC	IC2	Responsible for the delivery of Product Specifications Documents to supplier partner(s) or delivery of process specifications to meet business specifications.	May be done in partnership with business partner(s) or via guidance to business partner(s) for execution. Defines system specifications needed to roll out flexible business models. Responsible for understanding business objectives. Performs process or functional analysis to identify gaps compared to specifications, confers and/or drives issues with management for resolution, and ensures overall fulfillment of business specifications. Responsible for day-to-day engagement with business and/or process subject matter experts. Advises and consults with business teams prioritizing allocation of people resources, addressing project team problems ensuring that all team deliverables are met, and developing and presenting proposals of project plan and getting agreement from appropriate stakeholders. Understands and applies theories to policies and operating environment needed to effectively and efficiently complete assignments.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience and BA/BS degree preferred.
101430	Business Process Analyst 3	BUSPRAC	BUSPRAC	IC3	Responsible for the delivery of Product Specifications Documents to supplier partner(s) or delivery of process specifications to meet business specifications.	May be done in partnership with business partner(s) or via guidance to business partner(s) for execution. Defines system specifications needed to roll out flexible business models. Responsible for understanding business objectives. Performs process or functional analysis to identify gaps compared to specifications, confers and/or drives issues with management for resolution, and ensures overall fulfillment of business specifications. Responsible for day-to-day engagement with business and/or process subject matter experts. Advises and consults with business teams prioritizing allocation of people resources, addressing project team problems ensuring that all team deliverables are met, and developing and presenting proposals of project plan and getting agreement from appropriate stakeholders. Understands and applies theories to policies and operating environment needed to effectively and efficiently complete assignments.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years relevant work experience. BS/BA preferred.
101440	Business Process Analyst 4	BUSPRAC	BUSPRAC	IC4	Responsible for the delivery of Product Specifications Documents to supplier partner(s) or delivery of process specifications to meet business specifications.	May be done in partnership with business partner(s) or via guidance to business partner(s) for execution. Defines system specifications needed to roll out flexible business models. Responsible for understanding business objectives. Performs process or functional analysis to identify gaps compared to specifications, confers and/or drives issues with management for resolution, and ensures overall fulfillment of business specifications. Responsible for day-to-day engagement with business and/or process subject matter experts. Advises and consults with business teams prioritizing allocation of people resources, addressing project team problems ensuring that all team deliverables are met, and developing and presenting proposals of project plan and getting agreement from appropriate stakeholders. Understands and applies theories to policies and operating environment needed to effectively and efficiently complete assignments.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years relevant work experience. BS/BA preferred.
101450	Business Process Analyst 5	BUSPRAC	BUSPRAC	IC5	Responsible for the delivery of Product Specifications Documents to supplier partner(s) or delivery of process specifications to meet business specifications.	May be done in partnership with business partner(s) or via guidance to business partner(s) for execution. Defines system specifications needed to roll out flexible business models. Responsible for understanding business objectives. Performs process or functional analysis to identify gaps compared to specifications, confers and/or drives issues with management for resolution, and ensures overall fulfillment of business specifications. Responsible for day-to-day engagement with business and/or process subject matter experts. Advises and consults with business teams prioritizing allocation of people resources, addressing project team problems ensuring that all team deliverables are met, and developing and presenting proposals of project plan and getting agreement from appropriate stakeholders. Understands and applies theories to policies and operating environment needed to effectively and efficiently complete assignments.	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. 10 plus years experience. BA/BS degree preferred.
103110	Business Process Supervisor	BUSPRAC	BUSPRAC	M1	Leads process improvement initiatives through the disciplined use of measurements, accountability, analysis and discussion of process alternatives in order to arrive at best practices.	Plans, supervises, and coordinates the activities of a team that provides operational support for a business segment, group or team. Brings expertise or identifies subject matter experts in support of multi-functional efforts in process improvement, data capture and analysis, infrastructure support, tool ownership and compliance with procedures, etc. Advises business groups by providing strategic direction to initiative prioritization, integration and resource application. Ensures that policies and procedures align with corporate vision. Selects, develops, and evaluates personnel ensuring efficient operation of the function.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority. BA/BS degree preferred.
103120	Business Process Manager	BUSPRAC	BUSPRAC	M2	Leads process improvement initiatives through the disciplined use of measurements, accountability, analysis and discussion of process alternatives in order to arrive at best practices.	Plans, manages, and controls the activities of a team that provides operational support for a business segment, group or team. Brings expertise or identifies subject matter experts in support of multi-functional efforts in process improvement, data capture and analysis, infrastructure support, tool ownership and compliance with procedures, etc. Advises business groups by providing strategic direction to initiative prioritization, integration and resource application. Ensures that policies and procedures align with corporate vision. Selects, develops, and evaluates personnel ensuring efficient operation of the function.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership and people management skills.BA/BS degree preferred.
103130	Business Process Snr Manager	BUSPRAC	BUSPRAC	M3	Leads process improvement initiatives through the disciplined use of measurements, accountability, analysis and discussion of process alternatives in order to arrive at best practices.	Plans, manages, and controls the activities of a team that provides operational support for a business segment, group or team. Brings expertise or identifies subject matter experts in support of multi-functional efforts in process improvement, data capture and analysis, infrastructure support, tool ownership and compliance with procedures, etc. Advises business groups by providing strategic direction to initiative prioritization, integration and resource application. Ensures that policies and procedures align with corporate vision. Selects, develops, and evaluates personnel ensuring efficient operation of the function.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Demonstrated leadership and people management skills. BA/BS degree preferred.
103140	Business Process Director	BUSPRAC	BUSPRAC	M4	Leads process improvement initiatives through the disciplined use of measurements, accountability, analysis and discussion of process alternatives in order to arrive at best practices.	Plans, manages, and controls the activities of a team that provides operational support for a business segment, group or team. Brings expertise or identifies subject matter experts in support of multi-functional efforts in process improvement, data capture and analysis, infrastructure support, tool ownership and compliance with procedures, etc. Advises business groups by providing strategic direction to initiative prioritization, integration and resource application. Ensures that policies and procedures align with corporate vision. Selects, develops, and evaluates personnel ensuring efficient operation of the function.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations is important. Strong written and verbal communication skills. Attention to detail and ability to multitask. Ability to travel as needed. Demonstrated leadership skills. BA/BS degree or equivalent. Advanced degree desirable.
103150	Business Process Snr Director	BUSPRAC	BUSPRAC	M5	Leads process improvement initiatives through the disciplined use of measurements, accountability, analysis and discussion of process alternatives in order to arrive at best practices.	Plans, manages, and controls the activities of a team that provides operational support for a business segment, group or team. Brings expertise or identifies subject matter experts in support of multi-functional efforts in process improvement, data capture and analysis, infrastructure support, tool ownership and compliance with procedures, etc. Advises business groups by providing strategic direction to initiative prioritization, integration and resource application. Ensures that policies and procedures align with corporate vision. Selects, develops, and evaluates personnel ensuring efficient operation of the function.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management; negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Demonstrated leadership and people management skills. BS or MS degree or equivalent experience relevant to functional area.

103150	Business Process VP	BUSPRAC	BUSPRAC	M6	Leads process improvement initiatives through the disciplined use of measurements, accountability, analysis and discussion of process alternatives in order to arrive at best practices.	Plans, manages, and controls the activities of a team that provides operational support for a business segment, group or team. Brings expertise or identifies subject matter experts in support of multi-functional efforts in process improvement, data capture and analysis. Infrastructure support, tool ownership and compliance with procedures, etc. Advises business groups by providing strategic direction to initiative prioritization, integration and resource application. Ensures that policies and procedures align with corporate vision. Selects, develops, and evaluates personnel ensuring efficient operation of the function.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Strong written and verbal communication skills. Bachelors or Masters degree.
95065	Chairman of the Board	BUSPRAC	BUSPRAC	M9	Position held by an employee of the company	Oversees the activities and meetings of the Board of Directors and may also be responsible for other activities and functions at the corporate level.	0
95090	Chief Executive Officer	BUSPRAC	BUSPRAC	M10	Top executive accountable for the global operations of the company	Responsible for overseeing all aspects of the business, including directing the organization to ensure the attainment of financial and strategic goals and maximizing return on invested capital. Responsible for the formulation of current and long-range strategic plans and objectives. Represents the organization in relations with its customers, investors, financial community and employees.	0
15810	Project Manager 1 - Ops	BUSPRAC	BUSPRAC	IC1	Performs non-technical project completion using an internal customer perspective, typically from initiation through delivery.	Develops project plans and coordinates cross-functional teams through meetings and progress measurement activity which bring distinct, specific projects to completion both on time and within budget.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and processes. Gaining competence in own area and acquiring a higher level understanding of role, processes and procedures. BS degree or equivalent experience relevant to functional area. 0-2 years of previous project management or related experience desired.
15820	Project Manager 2 - Ops	BUSPRAC	BUSPRAC	IC2	Performs non-technical project completion using an internal customer perspective, typically from initiation through delivery.	Develops project plans and coordinates cross-functional teams through meetings and progress measurement activity which bring distinct, specific projects to completion both on time and within budget.	Duties and tasks are standard with some variation; displays understanding of roles, processes and procedures. Performs moderately complex problem solving with assistance and guidance in understanding and applying company policies and processes. BS degree or equivalent experience relevant to functional area. Prefer 2 years of project management or related experience.
15830	Project Manager 3 - Ops	BUSPRAC	BUSPRAC	IC3	Performs non-technical project completion using an internal customer perspective, typically from initiation through delivery.	Develops project plans and coordinates cross-functional teams through meetings and progress measurement activity which bring distinct, specific projects to completion both on time and within budget.	Duties and tasks are varied and complex; independent judgment needed. Fully competent in own area of expertise. May have project lead role and or supervise lower level personnel. BS degree or equivalent experience relevant to functional area. Prefer 5 years of project management or related experience.
15840	Project Manager 4 - Ops	BUSPRAC	BUSPRAC	IC4	Performs non-technical project completion using an internal customer perspective, typically from initiation through delivery.	Develops project plans and coordinates cross-functional teams through meetings and progress measurement activity which bring distinct, specific projects to completion both on time and within budget.	Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Leading contributor individually and as a team member, providing direction and mentoring to others. BS or MS degree or equivalent experience relevant to functional area. Prefer 8 years of project management or related experience.
15850	Project Manager 5 - Ops	BUSPRAC	BUSPRAC	IC5	Performs non-technical project completion using an internal customer perspective, typically from initiation through delivery.	Develops project plans and coordinates cross-functional teams through meetings and progress measurement activity which bring distinct, specific projects to completion both on time and within budget.	Provide leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Recommends and justifies major changes to existing products/services/processes. BS or MS degree or equivalent experience relevant to functional area. Typically 12 years of related experience to include 10 or more years of project management experience desired.
15920	Project Mgmt Manager-Ops	BUSPRAC	BUSPRAC	M2	Manages people who lead internal projects/programs which focus on the delivery of internal products or administrative systems. These projects need a distinct beginning and an end.	Manages employees who perform project management duties which involving cross-functional teams focused on the delivery of internal products or administrative systems. Oversees plans and directs schedules as well as project budgets. Monitors programs/projects from initiation through delivery and interfaces with internal customers or department personnel. Organizes project activities and interdepartmental meetings. Ensures communication facilitates completion of the program/project on schedule and within budget constraints.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership and people management skills. Strong communication skills and analytical skills. BS degree or equivalent experience relevant to functional area. Typically one year of project management or related experience needed.
15930	Project Mgmt Snr Manager-Ops	BUSPRAC	BUSPRAC	M3	Manages people who lead internal projects/programs which focus on the delivery of internal products or administrative systems. These projects need a distinct beginning and an end.	Manages employees who perform project management duties which involving cross-functional teams focused on the delivery of internal products or administrative systems. Oversees plans and directs schedules as well as project budgets. Monitors programs/projects from initiation through delivery and interfaces with internal customers or department personnel. Organizes project activities and interdepartmental meetings. Ensures communication facilitates completion of the program/project on schedule and within budget constraints.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Demonstrated leadership and people management skills. Strong communication skills and analytical skills. BS or MS degree or equivalent experience relevant to functional area. Typically four years of project management or related experience needed.
15940	Project Mgmt Director-Ops	BUSPRAC	BUSPRAC	M4	Manages people who lead internal projects/programs which focus on the delivery of internal products or administrative systems. These projects need a distinct beginning and an end.	Manages employees who perform project management duties which involving cross-functional teams focused on the delivery of internal products or administrative systems. Oversees plans and directs schedules as well as project budgets. Monitors programs/projects from initiation through delivery and interfaces with internal customers or department personnel. Organizes project activities and interdepartmental meetings. Ensures communication facilitates completion of the program/project on schedule and within budget constraints.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Demonstrated leadership and people management skills. Strong communication skills and analytical skills. BS or MS degree or equivalent experience relevant to functional area. Typically seven years of project management or related experience needed.
15950	Project Mgmt Snr Director	BUSPRAC	BUSPRAC	M5	Manages people who lead internal projects/programs which focus on the delivery of internal products or administrative systems. These projects need a distinct beginning and an end.	Manages employees who perform project management duties which involving cross-functional teams focused on the delivery of internal products or administrative systems. Oversees plans and directs schedules as well as project budgets. Monitors programs/projects from initiation through delivery and interfaces with internal customers or department personnel. Organizes project activities and interdepartmental meetings. Ensures communication facilitates completion of the program/project on schedule and within budget constraints.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management with ability to negotiate difficult matters to influence policy. Functional expertise and broad company knowledge. Demonstrated leadership and people management skills. Strong communication skills and analytical skills. BS or MS degree or equivalent experience relevant to functional area. Eight or more years of project management or related experience needed.
15960	Project Mgmt VP-Ops	BUSPRAC	BUSPRAC	M6	Manages people who lead internal projects/programs which focus on the delivery of internal products or administrative systems. These projects need a distinct beginning and an end.	Oversees and manages employees who perform project management duties which involving cross-functional teams focused on the delivery of internal products or administrative systems. Oversees plans and directs schedules as well as project budgets. Monitors programs/projects from initiation through delivery and interfaces with internal customers or department personnel. Organizes project activities and interdepartmental meetings. Ensures communication facilitates completion of the program/project on schedule and within budget constraints.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Demonstrated leadership and people management skills. Strong communication skills and analytical skills. BS or MS degree or equivalent experience relevant to functional area. Successful track record in project management or related experience needed.
14210	Contract Development Specialist 1-Ops	BUSPRAC	PRICING	IC1	Determines and/or implements Corporate/local pricing policy.	Assist with reviewing and approving transactions. Monitor incoming transactions. Provide support to the LOB on transactions. Ensure approval requests are timely, complete and accurate. Coordinate with Legal, Contracts, Finance, Risk Management, and LOB as appropriate to maintain and post business practices, policies, and procedures.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures.
14220	Contract Development Specialist 2-Ops	BUSPRAC	PRICING	IC2	Determines and/or implements Corporate/local pricing policy.	Assist with reviewing and approving transactions. Monitor incoming transactions. Provide support to the LOB on transactions. Ensure approval requests are timely, complete and accurate. Coordinate with Legal, Contracts, Finance, Risk Management, and LOB as appropriate to maintain and post business practices, policies, and procedures.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures.
14230	Contract Development Specialist 3-Ops	BUSPRAC	PRICING	IC3	Determines and/or implements Corporate/local pricing policy.	Assist with reviewing and approving transactions. Monitor incoming transactions. Provide support to the LOB on transactions. Ensure approval requests are timely, complete and accurate. Coordinate with Legal, Contracts, Finance, Risk Management, and LOB as appropriate to maintain and post business practices, policies, and procedures.	Job duties are varied and complex, needing independent judgment. May have project lead role.
14240	Contract Development Specialist 4-Ops	BUSPRAC	PRICING	IC4	Determines and/or implements Corporate/local pricing policy.	Assist with reviewing and approving transactions. Monitor incoming transactions. Provide support to the LOB on transactions. Ensure approval requests are timely, complete and accurate. Coordinate with Legal, Contracts, Finance, Risk Management, and LOB as appropriate to maintain and post business practices, policies, and procedures.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization.
14250	Contract Development Specialist 5-Ops	BUSPRAC	PRICING	IC5	Determines and/or implements Corporate/local pricing policy.	Assist with reviewing and approving transactions. Monitor incoming transactions. Provide support to the LOB on transactions. Ensure approval requests are timely, complete and accurate. Coordinate with Legal, Contracts, Finance, Risk Management, and LOB as appropriate to maintain and post business practices, policies, and procedures.	Acknowledged authority within the Corporation. Provides leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Strong written and verbal communication skill. 10 to 12 years of relevant experience. Ability to communicate effectively. Ability to work independently. Typically bachelor degree in Business or equivalent.
14310	Contract Development Supervisor-Ops	BUSPRAC	PRICING	M1	Determines and/or implements Corporate/local pricing policy.	Develop and implement processes to establish consistent pricing for all Oracle offerings worldwide. Establish pricing for multiple product lines. Manage pricing communications with LOBs worldwide and develop training content on pricing & licensing. Create and implement pricing policies to address changing customer needs, new technologies and Oracle's executive vision. Lead customer interactions to clarify licensing rules and evangelize Oracle's pricing strategy. Provide pricing content to industry analysts (Gartner, Meta, etc.)	Coordinates the daily activities of a workgroup, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority.

14320	Contract Development Manager-Ops	BUSPRAC	PRICING	M2	Determines and/or implements Corporate/local pricing policy.	Develop and implement processes to establish consistent pricing for all Oracle offerings worldwide. Establish pricing for multiple product lines. Manage pricing communications with LOBs worldwide and develop training content on pricing & licensing. Create and implement pricing policies to address changing customer needs, new technologies and Oracle's executive vision. Lead customer interactions to clarify licensing rules and evangelize Oracle's pricing strategy. Provide pricing content to industry analysts (Gartner, Meta, etc.)	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management.
14330	Contract Development Snr Manager-Ops	BUSPRAC	PRICING	M3	Determines and/or implements Corporate/local pricing policy.	Develop and implement processes to establish consistent pricing for all Oracle offerings worldwide. Establish pricing for multiple product lines. Manage pricing communications with LOBs worldwide and develop training content on pricing & licensing. Create and implement pricing policies to address changing customer needs, new technologies and Oracle's executive vision. Lead customer interactions to clarify licensing rules and evangelize Oracle's pricing strategy. Provide pricing content to industry analysts (Gartner, Meta, etc.)	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate business needs.
14340	Contract Development Director-Ops	BUSPRAC	PRICING	M4	Determines and/or implements Corporate/local pricing policy.	Develop and implement processes to establish consistent pricing for all Oracle offerings worldwide. Establish pricing for multiple product lines. Manage pricing communications with LOBs worldwide and develop training content on pricing & licensing. Create and implement pricing policies to address changing customer needs, new technologies and Oracle's executive vision. Lead customer interactions to clarify licensing rules and evangelize Oracle's pricing strategy. Provide pricing content to industry analysts (Gartner, Meta, etc.)	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met.
14350	Contract Development Snr Director-Ops	BUSPRAC	PRICING	M5	Determines and/or implements Corporate/local pricing policy.	Develop and implement processes to establish consistent pricing for all Oracle offerings worldwide. Establish pricing for multiple product lines. Manage pricing communications with LOBs worldwide and develop training content on pricing & licensing. Create and implement pricing policies to address changing customer needs, new technologies and Oracle's executive vision. Lead customer interactions to clarify licensing rules and evangelize Oracle's pricing strategy. Provide pricing content to industry analysts (Gartner, Meta, etc.)	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy.
14360	Contract Development VP-Ops	BUSPRAC	PRICING	M6	Determines and/or implements Corporate/local pricing policy.	Develop and implement processes to establish consistent pricing for all Oracle offerings worldwide. Establish pricing for multiple product lines. Manage pricing communications with LOBs worldwide and develop training content on pricing & licensing. Create and implement pricing policies to address changing customer needs, new technologies and Oracle's executive vision. Lead customer interactions to clarify licensing rules and evangelize Oracle's pricing strategy. Provide pricing content to industry analysts (Gartner, Meta, etc.)	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success.
15210	Corporate Affairs Specialist 1 - Ops	BUSPRAC	BUSPRAC	IC1	Acts as an internal and external resource on international trade specifications, regulations, and legislation; that affect how, where, and to whom we conduct business.	Designs plans for government outreach by providing analysis of emerging or existing legislative public policy issues impacting the company. Gathers intelligence and assists in the preparation of position papers, policy briefings, presentations, and legislative testimony for pending legislative actions. Coordinates actions through strategic partners in government and industry communicating corporate positions and objectives. Projects may include implementation of public policy activities, government and industry lobbying efforts, advocating government funding initiatives and identifying new opportunities favorably advancing the company's influence with the government.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Excellent communication skills. Typically graduate or equivalent with 0 - 2 years prior experience.
15220	Corporate Affairs Specialist 2 - Ops	BUSPRAC	BUSPRAC	IC2	Acts as an internal and external resource on international trade specifications, regulations, and legislation; that affect how, where, and to whom we conduct business.	Designs plans for government outreach by providing analysis of emerging or existing legislative public policy issues impacting the company. Gathers intelligence and assists in the preparation of position papers, policy briefings, presentations, and legislative testimony for pending legislative actions. Coordinates actions through strategic partners in government and industry communicating corporate positions and objectives. Projects may include implementation of public policy activities, government and industry lobbying efforts, advocating government funding initiatives and identifying new opportunities favorably advancing the company's influence with the government.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Strong written and verbal communication skills to interact with management and possible government representatives desired. 2 plus years relevant work experience.
15230	Corporate Affairs Specialist 3 - Ops	BUSPRAC	BUSPRAC	IC3	Acts as an internal and external resource on international trade specifications, regulations, and legislation; that affect how, where, and to whom we conduct business.	Designs plans for government outreach by providing analysis of emerging or existing legislative public policy issues impacting the company. Gathers intelligence and assists in the preparation of position papers, policy briefings, presentations, and legislative testimony for pending legislative actions. Coordinates actions through strategic partners in government and industry communicating corporate positions and objectives. Projects may include implementation of public policy activities, government and industry lobbying efforts, advocating government funding initiatives and identifying new opportunities favorably advancing the company's influence with the government.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Strong written and verbal communication skills. 5 years experience.
15240	Corporate Affairs Specialist 4 - Ops	BUSPRAC	BUSPRAC	IC4	Acts as an internal and external resource on international trade specifications, regulations, and legislation; that affect how, where, and to whom we conduct business.	Designs plans for government outreach by providing analysis of emerging or existing legislative public policy issues impacting the company. Gathers intelligence and assists in the preparation of position papers, policy briefings, presentations, and legislative testimony for pending legislative actions. Coordinates actions through strategic partners in government and industry communicating corporate positions and objectives. Projects may include implementation of public policy activities, government and industry lobbying efforts, advocating government funding initiatives and identifying new opportunities favorably advancing the company's influence with the government.	Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Leading contributor individually and as a team member, providing direction and mentoring to others. BS or MS degree or equivalent experience relevant to functional area. Prefer eight years of related experience.
15250	Corporate Affairs Specialist 5 - Ops	BUSPRAC	BUSPRAC	IC5	Acts as an internal and external resource on international trade specifications, regulations, and legislation; that affect how, where, and to whom we conduct business.	Designs plans for government outreach by providing analysis of emerging or existing legislative public policy issues impacting the company. Gathers intelligence and assists in the preparation of position papers, policy briefings, presentations, and legislative testimony for pending legislative actions. Coordinates actions through strategic partners in government and industry communicating corporate positions and objectives. Projects may include implementation of public policy activities, government and industry lobbying efforts, advocating government funding initiatives and identifying new opportunities favorably advancing the company's influence with the government.	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. Ability to partner across functions and with all levels of management. 10 plus years relevant work experience, BS/BA degree.
15320	Corporate Affairs Manager - Ops	BUSPRAC	BUSPRAC	M2	Acts as an internal and external resource on international trade specifications, regulations, and legislation; that affect how, where, and to whom we conduct business.	Drives development and implementation of corporate policy through strategic partnerships with government and industry groups aligning with business objectives. Company's contact for legislative and public policy matters. Serves as company liaison to, and fosters relationships with, key members of government and industry groups to promote company interests. Prepares policy briefings, testimony for pending legislative actions, and provides thought leadership and recommendations. Ensures appropriate company participation in government forums and industry group meetings. Works with leaders of government and industry to influence public policy, monitor government initiatives and advocate for specific plans to advance the company's objectives. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management.
15330	Corporate Affairs Snr Manager -Ops	BUSPRAC	BUSPRAC	M3	Acts as an internal and external resource on international trade specifications, regulations, and legislation; that affect how, where, and to whom we conduct business.	Drives development and implementation of corporate policy through strategic partnerships with government and industry groups aligning with business objectives. Company's contact for legislative and public policy matters. Serves as company liaison to, and fosters relationships with, key members of government and industry groups to promote company interests. Prepares policy briefings, testimony for pending legislative actions, and provides thought leadership and recommendations. Ensures appropriate company participation in government forums and industry group meetings. Works with leaders of government and industry to influence public policy, monitor government initiatives and advocate for specific plans to advance the company's objectives. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications.
15340	Corporate Affairs Director-Ops	BUSPRAC	BUSPRAC	M4	Acts as an internal and external resource on international trade specifications, regulations, and legislation; that affect how, where, and to whom we conduct business.	Drives development and implementation of corporate policy through strategic partnerships with government and industry groups aligning with business objectives. Company's contact for legislative and public policy matters. Serves as company liaison to, and fosters relationships with, key members of government and industry groups to promote company interests. Prepares policy briefings, testimony for pending legislative actions, and provides thought leadership and recommendations. Ensures appropriate company participation in government forums and industry group meetings. Works with leaders of government and industry to influence public policy, monitor government initiatives and advocate for specific plans to advance the company's objectives. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations.
15350	Corporate Affairs Snr Director-Ops	BUSPRAC	BUSPRAC	M5	Acts as an internal and external resource on international trade specifications, regulations, and legislation; that affect how, where, and to whom we conduct business.	Drives development and implementation of corporate policy through strategic partnerships with government and industry groups aligning with business objectives. Company's contact for legislative and public policy matters. Serves as company liaison to, and fosters relationships with, key members of government and industry groups to promote company interests. Prepares policy briefings, testimony for pending legislative actions, and provides thought leadership and recommendations. Ensures appropriate company participation in government forums and industry group meetings. Works with leaders of government and industry to influence public policy, monitor government initiatives and advocate for specific plans to advance the company's objectives. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge.

15360	Corporate Affairs VP-Ops	BUSPRAC	BUSPRAC	M6	Acts as an internal and external resource on international trade specifications, regulations, and legislation; that affect how, where, and to whom we conduct business.	Drives development and implementation of corporate policy through strategic partnerships with government and industry groups aligning with business objectives. Company's contact for legislative and public policy matters. Serves as company liaison to, and fosters relationships with, key members of government and industry groups to promote company interests. Prepares policy briefings, testimony for pending legislative actions, and provides thought leadership and recommendations. Ensures appropriate company participation in government forums and industry group meetings. Works with leaders of government and industry to influence public policy, monitor government initiatives and advocate for specific plans to advance the company's objectives. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures.
10910	Corporate Development Analyst 1-Ops	BUSPRAC	MERGE	IC1	Manages and negotiates strategic transactions for Oracle Corporation, including mergers and acquisitions, strategic licensing, minority investments and joint ventures.	Responsible for reviewing incoming opportunities for acquisition, investment, licensing or joint venture. Develop and coordinate acquisition/licensing strategy with development groups, including identifying and prioritizing technology needs.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures.
10920	Corporate Development Analyst 2-Ops	BUSPRAC	MERGE	IC2	Manages and negotiates strategic transactions for Oracle Corporation, including mergers and acquisitions, strategic licensing, minority investments and joint ventures.	Responsible for reviewing incoming opportunities for acquisition, investment, licensing or joint venture. Develop and coordinate acquisition/licensing strategy with development groups, including identifying and prioritizing technology needs.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures.
10930	Corporate Development Analyst 3-Ops	BUSPRAC	MERGE	IC3	Manages and negotiates strategic transactions for Oracle Corporation, including mergers and acquisitions, strategic licensing, minority investments and joint ventures.	Responsible for reviewing incoming opportunities for acquisition, investment, licensing or joint venture. Develop and coordinate acquisition/licensing strategy with development groups, including identifying and prioritizing technology needs.	Job duties are varied and complex, needing independent judgment. May have project lead role.
10940	Corporate Development Analyst 4-Ops	BUSPRAC	MERGE	IC4	Manages and negotiates strategic transactions for Oracle Corporation, including mergers and acquisitions, strategic licensing, minority investments and joint ventures.	Responsible for reviewing incoming opportunities for acquisition, investment, licensing or joint venture. Develop and coordinate acquisition/licensing strategy with development groups, including identifying and prioritizing technology needs.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization.
10950	Corporate Development Analyst 5-Ops	BUSPRAC	MERGE	IC5	Manages and negotiates strategic transactions for Oracle Corporation, including mergers and acquisitions, strategic licensing, minority investments and joint ventures.	Responsible for reviewing incoming opportunities for acquisition, investment, licensing or joint venture. Develop and coordinate acquisition/licensing strategy with development groups, including identifying and prioritizing technology needs.	Acknowledged authority within the Corporation. Provides leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology.
10920	Corporate Development Manager -Ops	BUSPRAC	MERGE	M2	Manages and negotiates strategic transactions for Oracle Corporation, including mergers and acquisitions, strategic licensing, minority investments and joint ventures.	Evaluate potential licensing and investment opportunities. Determine/advise on deal structure. Negotiate term sheets and definitive agreements with third parties. Coordinate internal teams consisting of legal, finance, and business representatives to execute deal. Facilitate approval process.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Licensing and/or equity deal negotiation experience. Financial analysis capabilities. Broad understanding of Oracle's products and services. Familiarity with tax and accounting implications of various deal structures.
10930	Corporate Development Snr Manager -Ops	BUSPRAC	MERGE	M3	Manages and negotiates strategic transactions for Oracle Corporation, including mergers and acquisitions, strategic licensing, minority investments and joint ventures.	Evaluate potential licensing and investment opportunities. Determine/advise on deal structure. Negotiate term sheets and definitive agreements with third parties. Coordinate internal teams consisting of legal, finance, and business representatives to execute deal. Facilitate approval process.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet business needs. Licensing and/or equity deal negotiation experience. Financial analysis capabilities. Broad understanding of Oracle's products and services. Familiarity with tax and accounting implications of various deal structures.
10940	Corporate Development Director-Ops	BUSPRAC	MERGE	M4	Manages and negotiates strategic transactions for Oracle Corporation, including mergers and acquisitions, strategic licensing, minority investments and joint ventures.	Evaluate potential licensing and investment opportunities. Determine/advise on deal structure. Negotiate term sheets and definitive agreements with third parties. Coordinate internal teams consisting of legal, finance, and business representatives to execute deal. Facilitate approval process.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Licensing and/or equity deal negotiation experience. Financial analysis capabilities. Broad understanding of Oracle's products and services. Familiarity with tax and accounting implications of various deal structures.
10950	Corporate Development Snr Director-Ops	BUSPRAC	MERGE	M5	Manages and negotiates strategic transactions for Oracle Corporation, including mergers and acquisitions, strategic licensing, minority investments and joint ventures.	Evaluate potential licensing and investment opportunities. Determine/advise on deal structure. Negotiate term sheets and definitive agreements with third parties. Coordinate internal teams consisting of legal, finance, and business representatives to execute deal. Facilitate approval process.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. Licensing and/or equity deal negotiation experience. Financial analysis capabilities. Broad understanding of Oracle's products and services. Familiarity with tax and accounting implications of various deal structures.
10960	Corporate Development VP-Ops	BUSPRAC	MERGE	M6	Manages and negotiates strategic transactions for Oracle Corporation, including mergers and acquisitions, strategic licensing, minority investments and joint ventures.	Evaluate potential licensing and investment opportunities. Determine/advise on deal structure. Negotiate term sheets and definitive agreements with third parties. Coordinate internal teams consisting of legal, finance, and business representatives to execute deal. Facilitate approval process.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Licensing and/or equity deal negotiation experience. Financial analysis capabilities. Broad understanding of Oracle's products and services. Familiarity with tax and accounting implications of various deal structures.
10370	Corporate Development SVP-Ops	BUSPRAC	MERGE	M7			0
95370	Corporate SVP-Ops	BUSPRAC	BUSPRAC	M7			0
36006	Customer Service Representative A1-Ops	BUSPRAC	CUSTOMER	IC0	Interacts with customers, company sales and/or service representatives to handle a variety of pre-sales or post-sales service functions.	Receives customer requests and prepares documents/trouble tickets related to processing returns, servicing and exchanges. Updates databases with status of returned materials issues and accounts for returns inventory. Records and reports the status of equipment returns, repairs, replacements, sales orders and delivery schedules. Ensure service information accessible by sorting and filing documents/forms. May schedule field service repair calls. Handles requests for additional company materials. Maintains records of returns, schedule changes, product enhancements or changes and product pricing, and resolves return credit problems.	Works on assignments that are routine in nature where limited judgment is needed. Normally receives detailed instructions on all work. Team player. Strong attention to detail. BA/BS degree or equivalent 0 - 2 years of related experience.
36007	Customer Service Representative A2-Ops	BUSPRAC	CUSTOMER	IC0	Interacts with customers, company sales and/or service representatives to handle a variety of pre-sales or post-sales service functions.	Receives customer requests and prepares documents/trouble tickets related to processing returns, servicing and exchanges. Updates databases with status of returned materials issues and accounts for returns inventory. Records and reports the status of equipment returns, repairs, replacements, sales orders and delivery schedules. Ensure service information accessible by sorting and filing documents/forms. May schedule field service repair calls. Handles requests for additional company materials. Maintains records of returns, schedule changes, product enhancements or changes and product pricing, and resolves return credit problems.	Works on assignments that are routine in nature where limited judgment is utilized. Normally receives detailed instructions on all work. Work involves minimal problem resolution following detailed instructions. Basic reading, writing, arithmetic skills. 2-4 years of experience.
36008	Customer Service Representative A3-Ops	BUSPRAC	CUSTOMER	IC0	Interacts with customers, company sales and/or service representatives to handle a variety of pre-sales or post-sales service functions.	Receives customer requests and prepares documents/trouble tickets related to processing returns, servicing and exchanges. Updates databases with status of returned materials issues and accounts for returns inventory. Records and reports the status of equipment returns, repairs, replacements, sales orders and delivery schedules. Ensure service information accessible by sorting and filing documents/forms. May schedule field service repair calls. Handles requests for additional company materials. Maintains records of returns, schedule changes, product enhancements or changes and product pricing, and resolves return credit problems.	Works on assignments that are routine in nature where some judgment is utilized. Normally receives detailed instructions on all work. Work involves minimal problem resolution following detailed instructions. Basic reading, writing, arithmetic skills. 4-6 years of experience.
36009	Customer Service Representative A4-Ops	BUSPRAC	CUSTOMER	IC0	Interacts with customers, company sales and/or service representatives to handle a variety of pre-sales or post-sales service functions.	Receives customer requests and prepares documents/trouble tickets related to processing returns, servicing and exchanges. Updates databases with status of returned materials issues and accounts for returns inventory. Records and reports the status of equipment returns, repairs, replacements, sales orders and delivery schedules. Ensure service information accessible by sorting and filing documents/forms. May schedule field service repair calls. Handles requests for additional company materials. Maintains records of returns, schedule changes, product enhancements or changes and product pricing, and resolves return credit problems.	Works on assignments that are routine in nature where some judgment is utilized. Normally receives detailed instructions on all work. Work involves problem resolution following detailed instructions. Basic reading, writing, arithmetic skills. 6 plus years of experience.
36010	Customer Service Representative 1-Ops	BUSPRAC	CUSTOMER	IC1	Provides follow through of complex customer issues, continuous improvement programs and development of tools such as customer satisfaction measures, etc.	Interacts with customers prior to and/or after sale. Develops and maintains positive customer relations; coordinates with various functions within the company to ensure customer requests are handled appropriately and in a timely manner. This position has authority to substantially affect the relationship between the company and a customer, either from a financial standpoint or product standpoint. Focus of work can be in pre-sale or post-sale or both.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Works within defined procedures and routines with limited autonomy. Problem solving involves research and verification. Includes new graduate entrant with no professional experience; trainees, interns. Entry level position. Prefer 0-2 years of experience and good communication skills.
36020	Customer Service Representative 2-Ops	BUSPRAC	CUSTOMER	IC2	Provides follow through of complex customer issues, continuous improvement programs and development of tools such as customer satisfaction measures, etc.	Interacts with customers prior to and/or after sale. Develops and maintains positive customer relations; coordinates with various functions within the company to ensure customer requests are handled appropriately and in a timely manner. This position has authority to substantially affect the relationship between the company and a customer, either from a financial standpoint or product standpoint. Focus of work can be in pre-sale or post-sale or both.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Duties and tasks are standard with some variation; displays understanding of roles, processes, procedures. Performs moderately complex problem solving with some assistance and guidance. Completes own role largely independently within defined policies and processes. Failure to accomplish results may necessitate additional resources to correct. 2 years experience.

36030	Customer Service Representative 3-Ops	BUSPRAC	CUSTOMER	IC3	Provides follow through of complex customer issues, continuous improvement programs and development of tools such as customer satisfaction measures, etc.	Interacts with customers prior to and/or after sale. Develops and maintains positive customer relations; coordinates with various functions within the company to ensure customer requests are handled appropriately and in a timely manner. This position has authority to substantially affect the relationship between the company and a customer, either from a financial standpoint or product standpoint. Focus of work can be in pre-sale or post-sale or both.	Job duties are varied and complex, needing independent judgment. May have project lead role. Duties and tasks are varied and are complex, needing independent judgment. Fully competent in own area of expertise. Failure to obtain results would have serious consequences and need expenditure of resources. Contacts are within the organization and with external customers. May have project lead role and/or supervise lower level personnel. 5 years experience.
36040	Customer Service Representative 4-Ops	BUSPRAC	CUSTOMER	IC4	Drives continuous account engagement in Oracle customer programs, manages resolution of complex customer relationship issues, and proactively safeguards customer relationships to positively impact customer satisfaction and loyalty.	Develops and maintains positive customer and account team relations; coordinates with various functions within the company to ensure customer activities are handled appropriately and in a timely manner; assesses and drives improvements in customer experience through relationship/engagement opportunities. This position has authority to substantially affect the relationship between the company and a customer. Focus of work can be in pre-sale or post-sale or both.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced business skills in area of customer engagement and issue resolution. Proven success working with aggressive schedules. Decisions and solutions have impact on current and/or future account management strategy. 8 years experience preferred.
36050	Customer Service Representative 5-Ops	BUSPRAC	CUSTOMER	IC5	Drives continuous account engagement in Oracle customer programs, manages resolution of complex customer relationship issues, and proactively safeguards customer relationships to positively impact customer satisfaction and loyalty.	Develops and maintains positive customer and account team relations; coordinates with various functions within the company to ensure customer activities are handled appropriately and in a timely manner; assesses and drives improvements in customer experience through relationship/engagement opportunities. This position has authority to substantially affect the relationship between the company and a customer. Focus of work can be in pre-sale or post-sale or both.	Acknowledged authority within the Corporation. Acts as a leader of virtual-team company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. Ability to partner across functions and experience presenting and conveying customer strategies to executive level audiences. 10 plus years relevant work experience preferred.
36110	Customer Response Supervisor	BUSPRAC	CUSTOMER	M1	Provides follow through of complex customer issues, continuous improvement programs and development of tools such as customer satisfaction measures, etc.	Provides pre sales and post sales service to customers. Delegates customer service department procedures. Acts as liaison between customers and manufacturing, sales, field service, order processing, and accounting to resolve status, production, delivery and billing inquiries. Reviews warranty claims. Processes customer returns and exchanges. Expedites service and repairs. Provides special pricing for non standard items. Selects, develops and evaluates personnel to ensure the efficient operation of the function.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority. Maintains orderly work processes by coordinating work flow and work quality. Uses individual knowledge and skills to develop team members. Resolves problems through immediate actions or short-term planning.
36120	Customer Response Manager-Ops	BUSPRAC	CUSTOMER	M2	Provides follow through of complex customer issues, continuous improvement programs and development of tools such as customer satisfaction measures, etc.	Provides pre sales and post sales service to customers. Delegates customer service department procedures. Acts as liaison between customers and manufacturing, sales, field service, order processing, and accounting to resolve status, production, delivery and billing inquiries. Reviews warranty claims. Processes customer returns and exchanges. Expedites service and repairs. Provides special pricing for non standard items. Selects, develops and evaluates personnel to ensure the efficient operation of the function. Co-ordinates the delivery of service to internal and/or external customers to maintain customer satisfaction.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Implements strategic business plans and objectives. Ensures appropriate operational planning is effectively executed.
36130	Customer Response Snr Manager-Ops	BUSPRAC	CUSTOMER	M3	Provides follow through of complex customer issues, continuous improvement programs and development of tools such as customer satisfaction measures, etc.	Provides pre sales and post sales service to customers. Delegates customer service department procedures. Acts as liaison between customers and manufacturing, sales, field service, order processing, and accounting to resolve status, production, delivery and billing inquiries. Reviews warranty claims. Processes customer returns and exchanges. Expedites service and repairs. Provides special pricing for non standard items. Selects, develops and evaluates personnel to ensure the efficient operation of the function.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet business needs.
36140	Customer Response Director-Ops	BUSPRAC	CUSTOMER	M4	Provides follow through of complex customer issues, continuous improvement programs and development of tools such as customer satisfaction measures, etc.	Provides pre sales and post sales service to customers. Delegates customer service department procedures. Acts as liaison between customers and manufacturing, sales, field service, order processing, and accounting to resolve status, production, delivery and billing inquiries. Reviews warranty claims. Processes customer returns and exchanges. Expedites service and repairs. Provides special pricing for non standard items. Selects, develops and evaluates personnel to ensure the efficient operation of the function.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ensures current and evolving needs of internal and external customers are met.
36150	Customer Response Snr Director-Ops	BUSPRAC	CUSTOMER	M5	Provides follow through of complex customer issues, continuous improvement programs and development of tools such as customer satisfaction measures, etc.	Provides pre sales and post sales service to customers. Delegates customer service department procedures. Acts as liaison between customers and manufacturing, sales, field service, order processing, and accounting to resolve status, production, delivery and billing inquiries. Reviews warranty claims. Processes customer returns and exchanges. Expedites service and repairs. Provides special pricing for non standard items. Selects, develops and evaluates personnel to ensure the efficient operation of the function. May participate in strategy development for corporate function.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge important.
36160	Customer Response VP-Ops	BUSPRAC	CUSTOMER	M6	Provides follow through of complex customer issues, continuous improvement programs and development of tools such as customer satisfaction measures, etc.	Provides pre sales and post sales service to customers. Delegates customer service department procedures. Acts as liaison between customers and manufacturing, sales, field service, order processing, and accounting to resolve status, production, delivery and billing inquiries. Reviews warranty claims. Processes customer returns and exchanges. Expedites service and repairs. Provides special pricing for non standard items. Selects, develops and evaluates personnel to ensure the efficient operation of the function. Develops and maintains relationships with business partners.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Has profit and loss responsibility for a product line, vertical market, or business line.
95360	Executive Vice President-Ops	BUSPRAC	BUSPRAC	M8			0
45000	President	BUSPRAC	BUSPRAC	M9			0
36210	Quality Control Data Analyst 1	BUSPRAC	CUSTOMER	IC1			0
36220	Quality Control Data Analyst 2	BUSPRAC	CUSTOMER	IC2			0
36230	Quality Control Data Analyst 3	BUSPRAC	CUSTOMER	IC3			0
36240	Quality Control Data Analyst 4	BUSPRAC	CUSTOMER	IC4			0
15530	Regulatory Compliance Specialist 3	BUSPRAC	CUSTOMER	IC3	Assists and supports the organization in complying with, as well as the ongoing preparation, testing and monitoring of conformance to, the requirements of government regulations and/or regulatory agencies.	Performs evaluation of internal operations, controls, communications, risk assessments and maintenance of documentation as related to regulatory compliance and recommends appropriate changes. Conducts and facilitates internal and external audits to identify, evaluate, disclose and appropriately remedy risks and deficiencies. Coordinates the preparation of and may prepare document packages for regulatory submissions from all areas of company as well as for internal and external audits and inspections. May serve as point of contact for interactions with regulatory agencies for defined matters. Respond to security related requests and RFPs . Update and maintain internal and externally facing security documentation. Coordinate and facilitate 3rd party audit activities. Maintain and track required security training for the GBUS. Maintain and update security and compliance reporting. Facilitate vendor security assessments as needed. Manage security and compliance related projects for the GBUs.	Job duties are varied and complex utilizing independent judgment. Ability to travel. 5 plus years experience. BA/BS or advanced degree preferred. CISA, CISM, CISSP, CIPP desired. Experience with IT auditing and controls, preferable with SOX, SSAE 16 - SOC 1 & SOC 2, PCI compliance, NIST, DIACAP, FedRAMP, ISO 27001 & ISO 27002. Have an understanding of security standards and risk management. Excellent written and verbal communication skills. Ability to adjust and adapt to changing priorities in a dynamic environment. Technical acumen and the ability to understand and interpret technical specifications. Technical knowledge of Oracle Applications and Database and/or infrastructure components. Project Management Skills.
15540	Regulatory Compliance Specialist 4	BUSPRAC	CUSTOMER	IC4	Assists and supports the organization in complying with, as well as the ongoing preparation, testing and monitoring of conformance to, the requirements of government regulations and/or regulatory agencies.	Performs evaluation of internal operations, controls, communications, risk assessments and maintenance of documentation as related to regulatory compliance and recommends appropriate changes. Conducts and facilitates internal and external audits to identify, evaluate, disclose and appropriately remedy risks and deficiencies. Coordinates the preparation of and may prepare document packages for regulatory submissions from all areas of company as well as for internal and external audits and inspections. May serve as point of contact for interactions with regulatory agencies for defined matters. Support the creation of a comprehensive risk management and regulatory oversight program, including specifications for product and service design aligned with Oracle Software Security Assurance and Security Architecture. Review specifications. Develop training for GBU development, cloud services, services and operations teams on industry regulatory specifications applicable to their products and services. Execute risk assessments and evaluate risks to the business and develop risk mitigation strategies. Work with members of GBU development, cloud services, services and operations teams to incorporate applicable industry regulatory standards, Oracle security policies and customer-contractual obligations into GBU processes and standards. Coordinate industry and regulatory certifications, including managing certification vendors (e.g., PCI, HIPAA/HITECH, ISO, SOC2). Build security documentation and collateral for customers and internal users allowing security to be a differentiator in the GBUs. Build management level metrics and reporting for activities that are owned by the Risk Manager. Execute a vendor security program.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced techn ical/business skills in area of specialization. . Ability to travel. 8 plus years experience. BA/BS or advanced degree preferred. 5-7 years work in governance and compliance for a large corporation. CISA, CISM, CISSP, CIPP desired. Strong knowledge of IT auditing and controls, preferable with SOX, SSAE 16 - SOC 1 & SOC 2, PCI compliance, NIST, DIACAP, FedRAMP, ISO 27001 & ISO 27002. Experience with 21 CFR Part 11 and HIPAA. Knowledge and understanding of the delivery process for validated systems; specifically Computer System Validation process or CSV. Have an understanding of security standards and risk management. Experience working in Information Technology, Cloud or managed hosting services. Excellent written and verbal communication skills. Ability to adjust and adapt to changing priorities in a dynamic environment. Technical acumen and the ability to understand and interpret technical specifications. Technical knowledge of Oracle Applications and Database and/or infrastructure components. Project Management skills.

15550	Regulatory Compliance Specialist 5	BUSPRAC	CUSTOMER	IC5	Assists and supports the organization in complying with, as well as the ongoing preparation, testing and monitoring of conformance to, the requirements of government regulations and/or regulatory agencies.	Performs evaluation of internal operations, controls, communications, risk assessments and maintenance of documentation as related to regulatory compliance and recommends appropriate changes. Conducts and facilitates internal and external audits to identify, evaluate, disclose and appropriately remedy risks and deficiencies. Coordinates the preparation of and may prepare document packages for regulatory submissions from all areas of company as well as for internal and external audits and inspections. May serve as point of contact for interactions with regulatory agencies for defined matters. Drive the development and implement a comprehensive risk management and regulatory compliance strategy across the GBUs to optimize and continuously improve the information security of the GBU products and services. The role requires coordination between the GBUs' Development, Cloud Services, Services, and Operations teams and Oracle's centralized Corporate Security Group and Oracle Legal organizations. This team will ensure that the IT environment implements, demonstrates and continuously monitors the controls necessary to meet key security frameworks and regulatory specifications including ISO 27001, PCI DSS,HIPAA and SSAE 16 as needed by the GBUs. Facilitate third party attestations, audits and certification efforts for the GBUs. Develop customer facing documentation that describe the security and compliance across the GBUs including Oracle Cloud for Industry. Assess the Cloud compliance and security landscape to keep CCI controls current with industry standards. Interface with corporate groups including Corporate, Privacy and Security legal and internal audit to ensure compliance with policy. Lead project team members and formalize risks and key controls associated with significant Oracle Cloud for Industry and GBU processes. Manage the vendor security program for the GBUs. Coordinate audit testing, documentation, self-assessment testing and remediation activities. Make recommendations to correct deficiencies identified during the various audits. Perform the role of compliance consultant and subject matter expert for the Oracle GBUs to help them improve their control environment as necessary. Manage project functions including project scheduling, tracking, communications, and controlling to ensure project meets deadlines and remains on schedule.	Acknowledged authority within the Corporation. Exercises creativity and independent judgment in developing methods, techniques, and evaluation criteria. Ability to travel. 10 plus years experience. Bachelor Degree or equivalent. CISA, CISM, CISSP, CIPP desired. 10+ years related experience. Formal training in project management. Fluency & extensive experience IT auditing and controls, preferable with SOX, SSAE 16 - SOC 1 & SOC 2, PCI compliance, NIST, DIACAP, FedRAMP, ISO 27001 & ISO 27002. Strong working knowledge of IT processes and IT infrastructure. Proven ability to combine business acumen, technical acumen and process expertise to define control specifications for SSAE 16 SOC 1 & SOC 2, PCI, ISO 27002 . Demonstrated success in leading, controlling, & completing IT projects. Proven ability to influence & gain buy-in at multiple levels, across divisions, functions and cultures; comfort working with executive level management. Demonstrated ability to achieve results through cross-functional, virtual teams. Ability to prioritize, manage, and deliver on multiple projects simultaneously; highly motivated and able to work against aggressive schedules. Strong bias toward action, flexible, resourceful, and able to operate effectively within a dynamic, fast-pace environment. Superior communication skills (interpersonal, verbal, presentation written, email, Positive attitude, team player, self-starter; takes initiative, ability to work independently. Discretion in handling confidential information.
15440	Regulatory Compliance Director	BUSPRAC	BUSPRAC	M4	Manages the ongoing preparation, testing, and monitoring of compliance with information security standards and government regulations and regulatory agencies as it relates to the design, development, and deployment of products and services.	The Director, Risk Management and Regulatory Compliance, will coordinate closely with operations teams which may include Global Business Units, Corporate Security, and with Oracle Legal. Responsibilities include developing and maintaining comprehensive information security and regulatory oversight program, including standards for product and service design aligned with Oracle Software Security Assurance and Security Architecture Review standards. Will be responsible for managing information security risks and managing compliance team. Will educate through training members on information security and industry regulatory standards applicable to their products and services. Work with respective teams which may include GBU development, operations, and service, to incorporate applicable industry regulatory standards, Oracle security policies and customer-contractual obligations into processes and standards. Work with Corporate Security and Business Assessment and Audit to evaluate product and service line security and regulatory compliance on an ongoing basis. Work with Legal to evaluate changes in applicable laws and regulations and impact on products and services. Work with Corporate Development and Legal to evaluate potential acquisitions for regulatory issues. Administrate industry and regulatory certifications, including managing certification vendors (e.g., PCI, HIPAA, HITECH, ISO).	Prior experience in large corporation or major law firm preferable. Deep understanding of hardware, software, internet/cloud services security standards and practices. 5-8 years in regulated industry compliance and oversight. Bachelor degree; law or other graduate degree applicable to regulatory oversight preferable.
15450	Regulatory Compliance Sr Director	BUSPRAC	BUSPRAC	M5	Manages the ongoing preparation, testing, and monitoring of compliance with government regulations and regulatory agencies as it relates to the design, development, and deployment of products and services.	The Senior Director, Risk Management and Regulatory Compliance, will coordinate closely with operations teams which may include Global Business Units, Corporate Security, and with Oracle Legal. Responsibilities include designing comprehensive information security and regulatory oversight programs, including standards for product and service design aligned with Oracle Software Security Assurance and Security Architecture Review standards. Will be responsible for managing information security risks, managing compliance team and evaluating and consolidating existing regulatory compliance functions. Will educate through training members on information security and industry regulatory standards applicable to their products and services. Work with respective teams which may include GBU development, operations, and service, to incorporate applicable industry regulatory standards, Oracle security policies and customer-contractual obligations into processes and standards. Work with Corporate Security and Business Assessment and Audit to evaluate product and service line security and regulatory compliance on an ongoing basis. Work with Legal to evaluate changes in applicable laws and regulations and impact on products and services. Work with Corporate Development and Legal to evaluate potential acquisitions for regulatory issues. Coordinate industry and regulatory certifications, including managing certifications vendors (e.g., PCI, HIPAA, HITECH, ISO).	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Prior experience in large corporation or major law firm preferable. Deep understanding of hardware, software, internet/cloud services security standards and practices. 7 - 10 years in regulated industry compliance and oversight. Bachelor degree ; law or other graduate degree applicable to regulatory oversight preferable.
15460	Regulatory Compliance VP	BUSPRAC	BUSPRAC	M6	Oversees and manages the ongoing preparation, testing, and monitoring of compliance with government regulations and regulatory agencies as it relates to the design, development, and deployment of products and services.	The Vice President, Regulatory Compliance, will coordinate closely with operations teams which may include Global Business Units, Corporate Security, and with Oracle Legal. Responsibilities include designing comprehensive regulatory oversight program, including standards for product and service design aligned with Oracle Software Security Assurance and Security Architecture Review standards. Will be responsible for hiring compliance team and evaluating and consolidating existing regulatory compliance functions. Will educate through training members on industry regulatory standards applicable to their products and services. Work with respective teams which may include GBU development, operations, and service, to incorporate applicable industry regulatory standards, Oracle security policies and customer-contractual obligations into processes and standards. Work with Corporate Security and Business Assessment and Audit to evaluate product and service line regulatory compliance on an ongoing basis. Work with Legal to evaluate changes in applicable laws and regulations and impact on products and services. Work with Corporate Development and Legal to evaluate potential acquisitions for regulatory issues. Coordinate industry and regulatory certifications, including managing certification vendors (e.g., PCI, HITECH, ISO)	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Prior experience in large corporation or major law firm preferable. Deep understanding of hardware, software, internet/cloud services security standards and practices. 7 - 10 years in regulated industry compliance and oversight. Bachelor degree ; law or other graduate degree applicable to regulatory oversight preferable.
21000	Resource Administrator A4	BUSPRAC	RESOURCE	IC0	Responsible for presenting available internal and sometimes external resources (offshore, nearshore, and contractors) to fit project demand and budget.	Collect and maintain data on resource availability, skills, preferences, and demand for a specific group.	Works on assignments that are complex in nature where considerable judgment and initiative are utilized in resolving problems and making recommendations. May determine methods and procedures on new assignments and may provide guidance to team. Exceptional customer service and interpersonal skills. Strong written and verbal communication skills. Ability to organize, prioritize, and manage multiple tasks simultaneously. Team player. Strong attention to detail. BA/BS degree or equivalent 5 years of related experience.
21001	Resource Analyst 1-Ops	BUSPRAC	RESOURCE	IC1	Responsible for presenting available internal and sometimes external resources (offshore, nearshore, and contractors) to fit project demand and budget.	Responsible for coordinating the placement of consultants on client and internal assignments to result in the highest utilization and margin percentage results. Responsible for tracking the training, skill profiles, and resumes for consultants. May also be responsible for profiling available external resources to fit project demand and budget. External sources include offshore, near shore, and contractors. Strong understanding of the tools available to be able to provide statistical trend data in terms of utilization, project staffing mix of resources, ADR, open specifications, etc. as needed for management.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Attention to detail critical.
21002	Resource Analyst 2-Ops	BUSPRAC	RESOURCE	IC2	Responsible for presenting available internal and sometimes external resources (offshore, nearshore, and contractors) to fit project demand and budget.	Partners with Consulting management to maximize revenue opportunities, achieve the highest utilization, and increase customer satisfaction. Responsible for the collection, management, and communication of detailed resource specifications for assigned practice. Partner with management to identify resources to present for open specifications. Escalate urgent requests on priority staffing calls. Submit Consulting Loan Agreements for new assignments and extensions. Confirm assignment end dates. Partner with managers to understand assigned consultants skill levels and experience. Actively monitor the selection/acceptance process for assigned resources. Update system with resource selection decision and supporting reason. Maintain data integrity. Contribute to overall practice reports and support ad hoc resourcing reporting.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Attention to detail. General understanding of the tools available to be able to provide statistical trend data. Two years of resource management or related experience. Undergraduate degree or equivalent experience needed.
21003	Resource Analyst 3-Ops	BUSPRAC	RESOURCE	IC3	Responsible for presenting available internal and sometimes external resources (offshore, nearshore, and contractors) to fit project demand and budget.	Partners with Consulting management to maximize revenue opportunities, achieve the highest utilization, and increase customer satisfaction. Responsible for the collection, management, and communication of detailed resource specifications for assigned practice. Proactively identifies resources, using a variety of methods, or open specifications. Screens and makes recommendations on candidate selection. Escalate urgent requests on priority staffing calls. Submit Consulting Loan Agreements for new assignments and extensions. Confirm assignment end dates. Partner with management to understand assigned consultants skill levels and experience. Actively monitor the selection/acceptance process for assigned resources. Offer creative solutions when no resources with necessary skill sets are available. Recommend creative ways to utilize consultants who lack high demand skill sets. Identify resourcing issues and make recommendations for resolution. Update system with resource selection decision and supporting reason. Maintain data integrity. Contribute to overall practice reports and support ad hoc resourcing reporting. May act as a resourcing business partner to a practice leader.	Job duties are varied and complex, needing independent judgment. May have project lead role. Strong understanding of the tools available to be able to provide statistical trend data. Five years of resource management or related experience. Undergraduate degree or equivalent experience needed.

21004	Resource Analyst 4-Ops	BUSPRAC	RESOURCE	IC4	Responsible for presenting available internal and sometimes external resources (offshore, nearshore, and contractors) to fit project demand and budget.	Influences and partners with Consulting management to maximize revenue opportunities, achieve the highest utilization, and increase customer satisfaction. Responsible for the collection, management, and communication of detailed resource specifications for assigned practice. Proactively identifies resources, using a variety of methods, or open specifications. Coach management on best practices related to open advertisements. Screens and makes recommendation nominations with management. Escalate urgent requests on priority staffing calls. Submit Consulting Loan Agreements for new assignments and extensions. May approve CLA's on behalf of management. Confirm assignment end dates by proactively inquiring on extension opportunities. Has detailed knowledge of assigned consultants skill levels, experience, and staffing preferences. Actively monitor the selection/acceptance process for assigned resources. Offer creative solutions when no resources with necessary skill sets are available. Recommend creative ways to utilize unassigned consultants. Identifies and drives resolution resourcing challenges, obstacles, conflicts and political issues. Update system with resource selection decision and supporting reason. Maintain data integrity. Consolidates and provides overall practice reports and support ad hoc resourcing reporting. Coach assigned management and representatives on resourcing roles and responsibilities, processes, policies, and rules of engagement.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Ability to influence. Demonstrates broad and deep knowledge of consulting skill sets across all supported Oracle product lines and service lines. Presentation skills. Eights years of resource management or related experience. Undergraduate degree or equivalent experience needed.
21005	Resource Analyst 5-Ops	BUSPRAC	RESOURCE	IC5	Responsible for presenting available internal and sometimes external resources (offshore, nearshore, and contractors) to fit project demand and budget.	Responsible for coordinating the placement of consultants on client and internal assignments to result in the highest utilization and margin percentage results. Responsible for tracking the training, skill profiles, and resumes for consultants. May also be responsible for profiling available external resources to fit project demand and budget. External sources include offshore, nearshore, and contractors. Strong understanding of the tools available to be able to provide statistical trend data in terms of utilization, project staffing mix of resources, ADR, open specifications, etc, as needed for management.	Acknowledged authority within the Corporation. Provides leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology.
40029	Resource Supervisor-Ops	BUSPRAC	RESOURCE	M1	Manages resource utilization, planning, and allocation of staffing needs for projects. Includes offshore resources.	Responsible for coordinating the placement of consultants on client and internal assignments to result in the highest utilization and margin percentage results. Responsible for tracking the training, skill profiles, and resumes for consultants. May also be responsible for profiling available external resources to fit project demand and budget. External sources include offshore, nearshore, and contractors. Strong understanding of the tools available to be able to provide statistical trend data in terms of utilization, project staffing mix of resources, ADR, open specifications, etc, as needed for management.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority.
40030	Resource Manager-Ops	BUSPRAC	RESOURCE	M2	Manages resource utilization, planning, and allocation of staffing needs for projects. Includes offshore resources.	Responsible for coordinating the placement of consultants on client and internal assignments to result in the highest utilization and margin percentage results. Responsible for tracking the training, skill profiles, and resumes for consultants. May also be responsible for profiling available external resources to fit project demand and budget. External sources include offshore, near shore, and contractors. Strong understanding of the tools available to be able to provide statistical trend data in terms of utilization, project staffing mix of resources, ADR, open specifications, etc, as needed for management.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management.
40032	Resource Snr Manager-Ops	BUSPRAC	RESOURCE	M3	Manages resource utilization, planning, and allocation of staffing needs for projects. Includes offshore resources.	Responsible for coordinating the placement of consultants on client and internal assignments to result in the highest utilization and margin percentage results. Responsible for tracking the training, skill profiles, and resumes for consultants. May also be responsible for profiling available external resources to fit project demand and budget. External sources include offshore, nearshore, and contractors. Strong understanding of the tools available to be able to provide statistical trend data in terms of utilization, project staffing mix of resources, ADR, open specifications, etc, as needed for management.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet business needs.
40033	Resource Director-Ops	BUSPRAC	RESOURCE	M4	Manages resource utilization, planning, and allocation of staffing needs for projects. Includes offshore resources.	Responsible for coordinating the placement of consultants on client and internal assignments to result in the highest utilization and margin percentage results. Responsible for tracking the training, skill profiles, and resumes for consultants. May also be responsible for profiling available external resources to fit project demand and budget. External sources include offshore, nearshore, and contractors. Strong understanding of the tools available to be able to provide statistical trend data in terms of utilization, project staffing mix of resources, ADR, open specifications, etc, as needed for management.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Relationship management skills strongly desired. Strong written and verbal communication skills to interact with management and possible clients desired.
40034	Resource Snr Director-Ops	BUSPRAC	RESOURCE	M5	Manages resource utilization, planning, and allocation of staffing needs for projects. Includes offshore resources.	Responsible for coordinating the placement of consultants on client and internal assignments to result in the highest utilization and margin percentage results. Responsible for tracking the training, skill profiles, and resumes for consultants. May also be responsible for profiling available external resources to fit project demand and budget. External sources include offshore, nearshore, and contractors. Strong understanding of the tools available to be able to provide statistical trend data in terms of utilization, project staffing mix of resources, ADR, open specifications, etc, as needed for management.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management requiring negotiation of difficult matters to influence policy. Relationship management skills strongly desired. Strong written and verbal communication skills to interact with management and possible clients desired.
40035	Resource VP-Ops	BUSPRAC	RESOURCE	M6	Oversees and manages resource utilization, planning, and allocation of staffing needs for projects. Includes offshore resources.		
63061	Risk Management Analyst 1	BUSPRAC	PRICING	IC1	Determines and/or implements Corporate/local pricing policy.	As a member of Global Risk Management organization , you'll be responsible for review low/moderate unsolicited bids, participate and cooperate in project reviews, participate in acquisition reviews, generate/evaluate risk management statistics.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Works under close supervision. Seeks intervention from his/her manager on more complex reviews that fall outside of existing guidelines. Until five years of consulting or risk management experience. Ability to communicate effectively. Ability to work independently. Ability to work with systems and tools. Proficiency with one estimating method. Typically bachelor degree in Business or Engineering or equivalent.
63062	Risk Management Analyst 2	BUSPRAC	PRICING	IC2	Determines and/or implements Corporate/local pricing policy.	As a member of Global Risk Management organization , you'll be responsible for review low/moderate unsolicited bids, participate and cooperate in project reviews, participate in acquisition reviews, generate/evaluate risk management statistics.	Duties and tasks are standard with some variation. Two to five years of consulting or risk management experience. Ability to communicate effectively. Ability to work independently. Ability to work with systems and tools. Proficiency with one estimating method. Typically bachelor degree in Business or Engineering or equivalent.
63063	Risk Management Analyst 3	BUSPRAC	PRICING	IC3	Determines and/or implements Corporate/local pricing policy.	As a member of Global Risk Management organization , you'll be responsible for review high complexity unsolicited bids, review low/moderate complexity solicited bids, lead project reviews, participate in acquisition reviews, be an advisor for bid, project managers and Consulting, generate/evaluate risk management statistics.	Job duties are varied and complex, needing independent judgment. Strong written and verbal communication skill. Ability to work under tight deadlines. Self starter able to prioritize given responsibilities. 5 to 8 years of consulting or risk management experience. Ability to communicate effectively. Ability to work independently. Ability to work with systems and tools. Proficiency with two estimating method. Typically bachelor degree in Business or Engineering or equivalent. Desire post graduation
63064	Risk Management Analyst 4	BUSPRAC	PRICING	IC4	Determines and/or implements Corporate/local pricing policy.	As a member of Global Risk Management organization, you'll be responsible for review high complexity unsolicited bids, review high complexity solicited bids, lead global project or program reviews, participate in acquisition reviews, be an advisor for bid, project managers and Consulting. Cooperate with the development of programs, policies or tools, engage global bid reviews, generate/evaluate risk management statistics, conduct teaching (PDW, other).	Job duties are varied and complex, needing independent judgment. Strong written and verbal communication skill. Ability to work under tight deadlines. Self starter able to prioritize given responsibilities. 10 to 12 years of consulting or risk management experience. Ability to communicate effectively. Ability to work independently. Ability to work with systems and tools. Proficiency with two estimating method. Typically bachelor degree in Business or Engineering or equivalent. Desire post graduation and PMP certificate.
63065	Risk Management Analyst 5	BUSPRAC	PRICING	IC5	Determines and/or implements Corporate/local pricing policy.	As a member of Global Risk Management organization, you'll be responsible for review high complexity unsolicited bids, review high complexity solicited bids, lead global project or program reviews, participate in acquisition reviews, be an advisor for bid, project managers and Consulting. Lead the development of programs, policies or tools, engage global bid reviews, generate/evaluate risk management statistics, conduct teaching (PDW, other).	Acknowledged authority within the Corporation. Provides leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Strong written and verbal communication skill. Ability to work under tight deadlines. Self starter able to prioritize given responsibilities. 10 to 12 years of consulting or risk management experience. Ability to communicate effectively. Ability to work independently. Ability to work with systems and tools. Proficiency with three estimating method. Typically bachelor degree in Business or Engineering or equivalent. Desire post graduation and PMP certificate.
63072	Risk Management Manager	BUSPRAC	PRICING	M2	Determines and/or implements Corporate/local pricing policy.	As a member of Global Risk Management organization, you'll be responsible for review high complexity unsolicited bids, review low/moderate complexity solicited bids, lead project reviews, participate in acquisition reviews, be an advisor for bid, project managers and Consulting, generate/evaluate risk management statistics.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Typically bachelor degree in Business or Engineering or equivalent. Desire post graduation
63073	Risk Management Snr Manager	BUSPRAC	PRICING	M3	Determines and/or implements Corporate/local pricing policy.	As a member of Global Risk Management organization, you'll be responsible for review high complexity unsolicited bids, review high complexity solicited bids, lead global project or program reviews, participate in acquisition reviews, be an advisor for bid, project managers and Consulting. Cooperate with the development of programs, policies or tools, engage global bid reviews, generate/evaluate risk management statistics, conduct teaching (PDW, other).	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Typically bachelor degree in Business or Engineering or equivalent. Desire post graduation and PMP certificate.
63074	Risk Management Director	BUSPRAC	PRICING	M4	Determines and/or implements Corporate/local pricing policy.	As a member of Global Risk Management organization, you'll be responsible for review high complexity unsolicited bids, review high complexity solicited bids, lead global project or program reviews, participate in acquisition reviews, be an advisor for bid, project managers and Consulting. Lead the development of programs, policies or tools, engage global bid reviews, generate/evaluate risk management statistics, conduct teaching (PDW, other).	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Typically bachelor degree in Business or Engineering or equivalent. Desire post graduation and PMP certificate.

63075	Risk Management Snr Director	BUSPRAC	PRICING	M5	Determines and/or implements Corporate/local pricing policy.	Manages the risk management activities for a region . Provides technical/functional leadership to the risk management team.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. PMP certificate needed.
63076	Risk Management VP	BUSPRAC	PRICING	M6	Determines and/or implements Corporate/local pricing policy.	Manages the risk management division globally, responsible for global plans and policies regarding global Risk management. Provides technical/functional leadership to the risk management team.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, PMP certificate needed.
100710	Sales Operations Analyst 1	BUSPRAC	BUSPRAC	IC1	Performs budgeting, planning, and analysis activities for sales operations.	Performs budgeting, planning, and analysis activities for sales operations. Reviews capital expenditures and analyzes sales-related expenses associated with such things as the order pipeline, bookings, revenue forecasting, revenue reporting, sales productivity and goal attainment. Performs regular variance analysis for expenses and budgets. Evaluates pricing structures to ensure fit with company objectives. Effectively incorporates client delivery schedules and operational changes into future revenue forecasts and revenue timeline considerations. Maintains and enhances sales force automation systems, product/service costing models, and margin management tools/systems to effectively monitor and manage revenue/expenses. May develop sales quote tools.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience.
100720	Sales Operations Analyst 2	BUSPRAC	BUSPRAC	IC2	Performs budgeting, planning, and analysis activities for sales operations.	Performs budgeting, planning, and analysis activities for sales operations. Reviews capital expenditures and analyzes sales-related expenses associated with such things as the order pipeline, bookings, revenue forecasting, revenue reporting, sales productivity and goal attainment. Performs regular variance analysis for expenses and budgets. Evaluates pricing structures to ensure fit with company objectives. Effectively incorporates client delivery schedules and operational changes into future revenue forecasts and revenue timeline considerations. Maintains and enhances sales force automation systems, product/service costing models, and margin management tools/systems to effectively monitor and manage revenue/expenses. May develop sales quote tools.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience and BA/BS degree preferred.
100730	Sales Operations Analyst 3	BUSPRAC	BUSPRAC	IC3	Performs budgeting, planning, and analysis activities for sales operations.	Performs budgeting, planning, and analysis activities for sales operations. Reviews capital expenditures and analyzes sales-related expenses associated with such things as the order pipeline, bookings, revenue forecasting, revenue reporting, sales productivity and goal attainment. Performs regular variance analysis for expenses and budgets. Evaluates pricing structures to ensure fit with company objectives. Effectively incorporates client delivery schedules and operational changes into future revenue forecasts and revenue timeline considerations. Maintains and enhances sales force automation systems, product/service costing models, and margin management tools/systems to effectively monitor and manage revenue/expenses. May develop sales quote tools.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years relevant work experience. BS/BA preferred.
100740	Sales Operations Analyst 4	BUSPRAC	BUSPRAC	IC4	Performs budgeting, planning, and analysis activities for sales operations.	Performs budgeting, planning, and analysis activities for sales operations. Reviews capital expenditures and analyzes sales-related expenses associated with such things as the order pipeline, bookings, revenue forecasting, revenue reporting, sales productivity and goal attainment. Performs regular variance analysis for expenses and budgets. Evaluates pricing structures to ensure fit with company objectives. Effectively incorporates client delivery schedules and operational changes into future revenue forecasts and revenue timeline considerations. Maintains and enhances sales force automation systems, product/service costing models, and margin management tools/systems to effectively monitor and manage revenue/expenses. May develop sales quote tools.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years relevant work experience. BS/BA preferred.
100750	Sales Operations Analyst 5	BUSPRAC	BUSPRAC	IC5	Performs budgeting, planning, and analysis activities for sales operations.	Performs budgeting, planning, and analysis activities for sales operations. Reviews capital expenditures and analyzes sales-related expenses associated with such things as the order pipeline, bookings, revenue forecasting, revenue reporting, sales productivity and goal attainment. Performs regular variance analysis for expenses and budgets. Evaluates pricing structures to ensure fit with company objectives. Effectively incorporates client delivery schedules and operational changes into future revenue forecasts and revenue timeline considerations. Maintains and enhances sales force automation systems, product/service costing models, and margin management tools/systems to effectively monitor and manage revenue/expenses. May develop sales quote tools.	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. 10 plus years experience. BA/BS degree preferred.
100810	Sales Operations Supervisor	BUSPRAC	BUSPRAC	M1	Coordinates sales and customer account administration as well as the monitoring, planning, and implementation of projects that support order processing activities.	Coordinates sales and customer account administration as well as the monitoring, planning, and implementation of projects that support order processing activities. Ensures compliance with company revenue recognition policies for booking and shipment of orders. Acts as liaison to market research team to ensure market analysis data is properly used for quoting prices to customers. Coordinates field support calls. May track field support and/or sales activities and evaluate cost management effectiveness. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority. Interacts daily with staff and/or functional peer groups in the presentation of factual information. BA/BS degree preferred.
100820	Sales Operations Manager	BUSPRAC	BUSPRAC	M2	Manages sales and customer account administration as well as the monitoring, planning, and implementation of projects that support order processing activities.	Manages sales and customer account administration as well as the monitoring, planning, and implementation of projects that support order processing activities. Ensures compliance with company revenue recognition policies for booking and shipment of orders. Acts as liaison to market research team to ensure market analysis data is properly used for quoting prices to customers. Coordinates field support calls. May track field support and/or sales activities and evaluate cost management effectiveness. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership and people management skills.BA/BS degree preferred.
100830	Sales Operations Snr Manager	BUSPRAC	BUSPRAC	M3	Manages sales and customer account administration as well as the monitoring, planning, and implementation of projects that support order processing activities.	Manages sales and customer account administration as well as the monitoring, planning, and implementation of projects that support order processing activities. Ensures compliance with company revenue recognition policies for booking and shipment of orders. Acts as liaison to market research team to ensure market analysis data is properly used for quoting prices to customers. Coordinates field support calls. May track field support and/or sales activities and evaluate cost management effectiveness. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Demonstrated leadership and people management skills. BA/BS degree preferred.
100840	Sales Operations Director	BUSPRAC	BUSPRAC	M4	Manages sales and customer account administration as well as the monitoring, planning, and implementation of projects that support order processing activities.	Manages sales and customer account administration as well as the monitoring, planning, and implementation of projects that support order processing activities. Ensures compliance with company revenue recognition policies for booking and shipment of orders. Acts as liaison to market research team to ensure market analysis data is properly used for quoting prices to customers. Coordinates field support calls. May track field support and/or sales activities and evaluate cost management effectiveness. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations is important. Strong written and verbal communication skills. Attention to detail and ability to multitask. Ability to travel as needed. Demonstrated leadership skills. BA/BS degree or equivalent. Advanced degree desirable.
100850	Sales Operations Snr Director	BUSPRAC	BUSPRAC	M5	Manages sales and customer account administration as well as the monitoring, planning, and implementation of projects that support order processing activities.	Manages sales and customer account administration as well as the monitoring, planning, and implementation of projects that support order processing activities. Ensures compliance with company revenue recognition policies for booking and shipment of orders. Acts as liaison to market research team to ensure market analysis data is properly used for quoting prices to customers. Coordinates field support calls. May track field support and/or sales activities and evaluate cost management effectiveness. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management; negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Demonstrated leadership and people management skills. BS or MS degree or equivalent experience relevant to functional area.
100860	Sales Operations VP	BUSPRAC	BUSPRAC	M6	Manages sales and customer account administration as well as the monitoring, planning, and implementation of projects that support order processing activities.	Manages sales and customer account administration as well as the monitoring, planning, and implementation of projects that support order processing activities. Ensures compliance with company revenue recognition policies for booking and shipment of orders. Acts as liaison to market research team to ensure market analysis data is properly used for quoting prices to customers. Coordinates field support calls. May track field support and/or sales activities and evaluate cost management effectiveness. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Strong written and verbal communication skills. Bachelors or Masters degree.
93950	Vice President-Ops	BUSPRAC	BUSPRAC	M6			0

43710	Business Proposal Rep 1	BUSPRAC	BUSPRAC	IC1	The Business Proposal Representative (BPR) level one is an entry level position. Individuals perform proposal management activities through assistance and guidance. Individuals follow direction from higher level BPR's and managers to gain competency and achieve a greater degree of understanding of proposal management. Participate in new business development within Oracle, BPR's play a key role in long term positioning of Oracle for targeted opportunities. BPR's manage the processes and systems associated with the planning, development and production of written responses to formal, competitive solicitations from Oracle clients and prospects. BPR's provide leadership and strong project management skills, BPR's should be able to be resourceful, proactive, detailed and able to exercise sound judgment. BPR's should be able to handle multiple projects simultaneously and cultivate strong working relationships with internal and external contacts.	Business Proposal Representatives function primarily in a coordination role managing less complicated projects and assisting higher level Business Proposal Representatives. This level is an entry level position. Typical tasks performed at this level can include: Analyze Proposal to determine delivery needs and preparation outlines, plan and create text/graphics preparation and control environment for virtual collaboration by internationally disbursed teams, establish and manage the proposal submission schedule, develop proposal preparation instructions, create compliance and author response matrices, plan and conduct project kickoff meetings, manage the execution of the proposal development plan, establish document version control methods, create document review directions and procedures, manage review and edit cycles, coordinate the final assembly and delivery of proposal.	This is an entry-level position with 1 year or less experience in proposal or project management. A bachelors degree is preferred, technical background or industry experience a plus. Excellent verbal communication, interpersonal and writing skills. Experienced in using tools such as Adobe Acrobat, Word, Excel and PowerPoint. Able to handle multiple projects in a fast-paced environment. Flexible, team-oriented attitude.
43720	Business Proposal Rep 2	BUSPRAC	BUSPRAC	IC2	The Business Proposal Representative (BPR) level one is an entry level position. Individuals perform proposal management activities through assistance and guidance. Individuals follow direction from higher level BPR's and managers to gain competency and achieve a greater degree of understanding of proposal management. Participate in new business development within Oracle, BPR's play a key role in long term positioning of Oracle for targeted opportunities. BPR's manage the processes and systems associated with the planning, development and production of written responses to formal, competitive solicitations from Oracle clients and prospects. BPR's provide leadership and strong project management skills, BPR's should be able to be resourceful, proactive, detailed and able to exercise sound judgment. BPR's should be able to handle multiple projects simultaneously and cultivate strong working relationships with internal and external contacts.	Level 2 Business Proposal Representatives contribute independently displaying an understanding of proposal management processes and procedures needing little or no assistance. Level 2 Business Proposal Reps provide direct project management support for the delivery of high quality, competitive proposals to Oracle external prospects. Typical tasks performed at this level can include: provide direct project management support for the delivery of high quality, competitive proposals to Oracle external prospects, develop win themes, maintain liaison with external partners and integrators participating in joint operations, analyze Proposal to determine delivery specifications and preparation outlines, analyze Evaluation Criteria, develop Feature/Benefit tables, create Storyboards, provide direction regarding compliance with statutory, regulatory and commercial business guidelines provided by prospective and established customers, plan and create text/graphics preparation and control environment for virtual collaboration by internationally disbursed teams, establish and manage the proposal submission schedule, develop proposal preparation instructions, create compliance and author response matrices, develop writing instructions for authors, plan and conduct project kickoff meetings, manage the execution of the proposal development plan, contribute to and/or write executive summaries, establish document version control methods, create document review directions and procedures, manage review and edit cycles, coordinate the final assembly and delivery of proposal, review final proposal for compliance and responsiveness.	Proposal management support experience of 3 years. Able to manage small proposals or portions of multi-volume business/technical proposals. A bachelors degree is preferred, technical background or industry experience a plus. Excellent verbal communication, interpersonal and writing skills. Experienced in using tools such as Adobe Acrobat, Word, Excel and PowerPoint. Able to handle multiple projects in a fast-paced environment. Flexible, team-oriented attitude.
43730	Business Proposal Rep 3	BUSPRAC	BUSPRAC	IC3	Provide shared service direct support to the Field License Sales and Consulting Organizations. Management, production and delivery of high quality, compliant, and competitive proposals intended to win and generate new revenue for Oracle. Review completed proposal for responsiveness and compliance	Provide direct project management support for the delivery of high quality, competitive proposals to Oracle external prospects. Typical tasks may include: provide direct project management support for the delivery of high quality, competitive proposals. Develop win themes, maintain liaison with external partners and integrators participating in joint operations, analyze proposal to determine delivery specifications and preparation outlines, analyze Evaluation Criteria, develop Feature/Benefit tables, create Storyboards, provide direction regarding compliance with statutory, regulatory and commercial business guidelines provided by prospective and established customers, plan and create text/graphics preparation and control environment for virtual collaboration by internationally disbursed teams, establish and manage the proposal submission schedule, develop proposal preparation instructions, create compliance and author response matrices, develop writing instructions for authors, plan and conduct project kickoff meetings, manage the execution of the proposal development plan, contribute to and/or write executive summaries, establish document version control methods, create document review directions and procedures, manage review and edit cycles, coordinate the final assembly and delivery of proposal, review final proposal for compliance and responsiveness.	Proposal management support experience of 5 years. A bachelors degree is preferred, technical background or industry experience a plus. Excellent verbal communication, interpersonal and writing skills. Experienced in using tools such as Adobe Acrobat, Word, Excel and PowerPoint. Able to handle multiple projects in a fast-paced environment. Flexible, team-oriented attitude.
43740	Business Proposal Rep 4	BUSPRAC	BUSPRAC	IC4	Provide shared service direct support to the Field License Sales and Consulting Organizations. Management, production and delivery of high quality, compliant, and competitive proposals intended to win and generate new revenue for Oracle. Review completed proposal for responsiveness and compliance	Provide direct project management support for the delivery of high quality, competitive proposals to Oracle external prospects. Typical tasks may include: provide direct project management support for the delivery of high quality, competitive proposals. Develop win themes, maintain liaison with external partners and integrators participating in joint operations, analyze proposal to determine delivery specifications and preparation outlines, analyze Evaluation Criteria, develop Feature/Benefit tables, create Storyboards, provide direction regarding compliance with statutory, regulatory and commercial business guidelines provided by prospective and established customers, plan and create text/graphics preparation and control environment for virtual collaboration by internationally disbursed teams, establish and manage the proposal submission schedule, develop proposal preparation instructions, create compliance and author response matrices, develop writing instructions for authors, plan and conduct project kickoff meetings, manage the execution of the proposal development plan, contribute to and/or write executive summaries, establish document version control methods, create document review directions and procedures, manage review and edit cycles, coordinate the final assembly and delivery of proposal, review final proposal for compliance and responsiveness.	Proposal management support experience of 8 years. A bachelors degree is preferred, technical background or industry experience a plus. Excellent verbal communication, interpersonal and writing skills. Experienced in using tools such as Adobe Acrobat, Word, Excel and PowerPoint. Able to handle multiple projects in a fast-paced environment. Flexible, team-oriented attitude.
43750	Business Proposal Rep 5	BUSPRAC	BUSPRAC	IC5	Provide shared service direct support to the Field License Sales and Consulting Organizations. Management, production and delivery of high quality, compliant, and competitive proposals intended to win and generate new revenue for Oracle. Review completed proposal for responsiveness and compliance	Provide direct project management support for the delivery of high quality, competitive proposals to Oracle external prospects. Typical tasks may include: provide direct project management support for the delivery of high quality, competitive proposals. Develop win themes, maintain liaison with external partners and integrators participating in joint operations, analyze proposal to determine delivery specifications and preparation outlines, analyze Evaluation Criteria, develop Feature/Benefit tables, create Storyboards, provide direction regarding compliance with statutory, regulatory and commercial business guidelines provided by prospective and established customers, plan and create text/graphics preparation and control environment for virtual collaboration by internationally disbursed teams, establish and manage the proposal submission schedule, develop proposal preparation instructions, create compliance and author response matrices, develop writing instructions for authors, plan and conduct project kickoff meetings, manage the execution of the proposal development plan, contribute to and/or write executive summaries, establish document version control methods, create document review directions and procedures, manage review and edit cycles, coordinate the final assembly and delivery of proposal, review final proposal for compliance and responsiveness.	Proposal management support experience of 12 years. A bachelors degree is preferred, technical background or industry experience a plus. Excellent verbal communication, interpersonal and writing skills. Experienced in using tools such as Adobe Acrobat, Word, Excel and PowerPoint. Able to handle multiple projects in a fast-paced environment. Flexible, team-oriented attitude.
43110	Business Proposal Manager	BUSPRAC	BUSPRAC	M2			0
43120	Business Proposal Senior Manager	BUSPRAC	BUSPRAC	M3			0
43130	Business Proposal Director	BUSPRAC	BUSPRAC	M4	The Business Proposal Director participates in new business development within Oracle. The Business Proposal Director plays a key role in long term positioning of Oracle for targeted opportunities. Business Proposal Director's typically manage Business Proposal Representatives, Business Proposal Managers, and Business Proposal Senior Managers. Business Proposal Directors manager manage the resources, processes, and systems associated with the planning, development and production of written responses to formal, competitive solicitations from Oracle clients and prospects. Business Proposal Directors may manage the entire proposal center.	The Business Proposal Director Develops plans within the proposal team to implement organizational policy and to meet business objectives. The Business Proposal Director manages a highly skilled team of proposal management professionals. The Business Proposal Director interfaces with the highest levels of sales management within the organization. Tasks that Business Proposal Director may perform can include: Recruitment, selection, coaching and development of staff, assign Proposal Manager for the specific proposal efforts, establish proposal quality guidelines, establish proposal quality controls and standards, develop, maintain, and utilize automated proposal management and reporting tools, assist with organizational growth and development aligned with strategic goals and objectives, direct employee performance and development, manages budget and expenses, routinely monitor work produced by team, provide proposal process training, assist sales organizations in all aspects of proposal capture planning, preparation management and production management.	Extensive industry experience 10 -15 years working on the most complex (Government/Commercial) proposals and have a complete understanding of industry standard proposal management processes. They should be able to understand in detail the strategic goals and objectives of the organization and apply them to the strategic direction of the proposal organization. They will have experience interfacing with senior management within Oracle as well as senior management from external organizations. This individual will participate in high-level account discussions of strategy and capture planning. This individual will provide leadership and guidance to less experienced staff as well as contribute to proposal infrastructure and enablement strategy. Candidates have a bachelors or masters degree, technical background or industry experience a plus. Excellent verbal communication, interpersonal and writing skills. Experienced in using tools such as Adobe Acrobat, Word, Excel and PowerPoint. Able to handle multiple projects in a fast-paced environment. Flexible, team-oriented attitude. 5 plus years of direct managerial experience.

43150	Business Proposal Snr Director	BUSPRAC	BUSPRAC	M5	The Business Proposal Senior Director participates in new business development within Oracle. The Business Proposal Senior Director plays a key roles in long term positioning of Oracle for targeted opportunities. Business Proposal Senior Director typically manage Business Proposal Managers, and Business Proposal Senior Managers. Typically manages the resources, processes, and systems associated with the planning, development and production of written responses to formal, competitive solicitations from Oracle clients and prospects. Business Proposal Senior Director may manage the entire proposal center.	The Business Proposal Senior Director Develops regional level operational policy to assure consistency, and understanding of the business plans related to proposal response strategy within the sales organizations. The Business Proposal Senior Director may manage a highly skilled team of proposal management professionals. The Business Proposal Senior Director sets strategies for organizational growth and development within the proposal organization and ensures alignment of goals and objectives of the broader organization. The Business Proposal Senior Director has broad company knowledge to assure that cross functional organizational communications are cultivated to assure the greatest level of success when engaged in proposal related projects. The Business Proposal Senior Director interacts at the executive level both internally at Oracle and with external partners regarding business proposal strategies. The Business Proposal Senior Director assesses business results related specifically to proposal activity within the sales organizations and develops new approaches and for improving Oracle's ROI in this business area.	Extensive industry experience 10 -15 years working on the most complex (Government/Commercial) proposals and have a complete understanding of industry standard proposal management processes. They should be able to set the strategic direction of the proposal organization and align them with the strategic goals and objectives of the entire organization. They will have experience interfacing with senior management within Oracle as well as senior management from external organizations. This individual will participate in high-level account discussions of strategy and capture planning. This individual will provide leadership and guidance to less experienced staff as well as contribute to proposal infrastructure and enablement strategy. Candidate have a bachelors or mastacs degree, technical background or industry experience a plus. Excellent verbal communication, interpersonal and writing skills. Experienced in using tools such as Adobe Acrobat, Word, Excel and PowerPoint. Able to handle multiple projects in a fast-paced environment. Flexible, team-oriented attitude. 8 plus years of direct managerial experience.
43160	Business Proposal VP	BUSPRAC	BUSPRAC	M6	The Business Proposal VP assists in the creation of country, and regional level proposal management strategy to assure a consistent, uniform practice is in effect for Oracle, positioning of Oracle for targeted opportunities.	The Business Proposal VP is a corporate executive level position, responsible for setting policy as it relates to Oracle business proposal activity. The Business Proposal VP will develop proposal management policy and advise all organizations within Oracle of such policy. The Business Proposal VP may have fiduciary responsibility for ROI as it relates to the business proposal activities within Oracle. The Business Proposal VP will establish and maintain relationships with external systems integrators. As with all of the proposal management career areas the Business Proposal VP participates in new business development within Oracle Corporation. The Business Proposal VP will play a key role in long term positioning of Oracle for targeted opportunities.	Extensive industry experience 10 -15 years working on the most complex (Government/Commercial) proposals and have a complete understanding of industry standard proposal management processes. They should be able to set the strategic direction of the proposal organization and align them with the strategic goals and objectives of the entire organization. They will have experience interfacing with senior management within Oracle as well as senior management from external organizations. This individual will participate in high-level account discussions of strategy and capture planning. This individual will provide leadership and guidance to less experienced staff as well as contribute to proposal infrastructure and enablement strategy. Candidate have a bachelors or mastacs degree, technical background or industry experience a plus. Excellent verbal communication, interpersonal and writing skills. Experienced in using tools such as Adobe Acrobat, Word, Excel and PowerPoint. Able to handle multiple projects in a fast-paced environment. Flexible, team-oriented attitude. 8 plus years of direct managerial experience.
103210	Workforce Metrics Intelligence Analyst 1	BUSPRAC	BUSPRAC	IC1	Analyzes complex business problems and issues using data from internal and external sources to provide insight to decision-makers.	Identifies and interprets trends and patterns in datasets to locate influences. Constructs forecasts, recommendations and strategic/tactical plans based on business data and market knowledge. Creates specifications for reports and analysis based on business needs or available data elements. May provide consultation to users and lead cross-functional teams to address business issues. May directly produce datasets and reports for analysis using system reporting tools.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Attention to detail critical. Ability to collect, organize, and display data in spreadsheet format. Follow-through skills necessary to get information from internal and third parties and have data errors/omissions corrected. Strong written and verbal communication skills. 0 - 2 years relevant work experience.
103220	Workforce Metrics Intelligence Analyst 2	BUSPRAC	BUSPRAC	IC2	Analyzes complex business problems and issues using data from internal and external sources to provide insight to decision-makers.	Identifies and interprets trends and patterns in datasets to locate influences. Constructs forecasts, recommendations and strategic/tactical plans based on business data and market knowledge. Creates specifications for reports and analysis based on business needs or available data elements. May provide consultation to users and lead cross-functional teams to address business issues. May directly produce datasets and reports for analysis using system reporting tools.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience and BA/BS degree preferred.
103230	Workforce Metrics Intelligence Analyst 3	BUSPRAC	BUSPRAC	IC3	Analyzes complex business problems and issues using data from internal and external sources to provide insight to decision-makers.	Identifies and interprets trends and patterns in datasets to locate influences. Constructs forecasts, recommendations and strategic/tactical plans based on business data and market knowledge. Creates specifications for reports and analysis based on business needs or available data elements. May provide consultation to users and lead cross-functional teams to address business issues. May directly produce datasets and reports for analysis using system reporting tools.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years relevant work experience. BS/BA preferred.
103240	Workforce Metrics Intelligence Analyst 4	BUSPRAC	BUSPRAC	IC4	Analyzes complex business problems and issues using data from internal and external sources to provide insight to decision-makers.	Identifies and interprets trends and patterns in datasets to locate influences. Constructs forecasts, recommendations and strategic/tactical plans based on business data and market knowledge. Creates specifications for reports and analysis based on business needs or available data elements. May provide consultation to users and lead cross-functional teams to address business issues. May directly produce datasets and reports for analysis using system reporting tools.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, invoking the application of advanced technical/business skills in area of specialization. 8 years relevant work experience. BS/BA preferred.
103250	Workforce Metrics Intelligence Analyst 5	BUSPRAC	BUSPRAC	IC5	Analyzes complex business problems and issues using data from internal and external sources to provide insight to decision-makers.	Identifies and interprets trends and patterns in datasets to locate influences. Constructs forecasts, recommendations and strategic/tactical plans based on business data and market knowledge. Creates specifications for reports and analysis based on business needs or available data elements. May provide consultation to users and lead cross-functional teams to address business issues. May directly produce datasets and reports for analysis using system reporting tools.	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. 10 plus years experience. BA/BS degree preferred.
12607	Consulting Project Senior Consultant	CONS	PROJMAN	IC2	As a member of the Consulting organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery.	Creates and manage an overall project plan (including budget, structure, schedule, and staffing needs) for one or more Oracle engagements. Monitor and report progress/changes against the plan. Drive implementation by providing motivation and direction.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. A BS or BA in related fields. 3 - 6 years overall experience in functional or technical role.
12608	Consulting Project Principal Consultant	CONS	PROJMAN	IC3	As a member of the Consulting organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery.	Creates and manages an overall project plan (including budget, structure, schedule, and staffing needs) for one or more Oracle engagements. Monitors and reports progress/changes against the plan. Drives implementation by providing motivation and direction.	Job duties are varied and complex, needing independent judgment. May have project lead role. A BS or BA in related fields. 5-7 year overall experience in functional or technical role. Two years experience in multi-dimensional issue resolution.
12609	Consulting Project Snr Principal Consultant	CONS	PROJMAN	IC3	A fully competent project management professional who has a broad understanding of solutions and industry best practices. This first-level project management position provides consistent creative and high quality solution leadership ensuring project quality and timely delivery within budget to the customer's satisfaction.	Employs independent judgment in guiding moderately complex activities involved in the successful implementation of an integrated business solution, ensuring project quality and timely delivery within budget to the customer's satisfaction. Analyzes business needs to help ensure Oracle's solution meets the customer's objectives by combining industry best practices and product knowledge. Effectively applies Oracle's methodologies, policies, and procedures while adhering to contractual obligations, thereby minimizing Oracle's risk and exposure. As a project lead, assists project team with aspects of their roles. Effectively influences decisions at the management level of customer organizations. Ensures deliverables are acceptable and works closely with the customer to understand and manage project expectations. Supports business development efforts by pursuing new opportunities and extensions. Collaborates with the consulting sales team by providing domain credibility. Manages the scope of small projects and sub-projects.	5-8 years of experience relevant to this position including 0-5 years of project management experience. Demonstrated ability to follow solid project management principles. Comfortable working in a matrix management environment. Strong communication skills to deal with internal stakeholders, customers, and vendors. Product, technology or industry expertise relevant to the portfolio focus. Bachelor's degree in a relevant field or equivalent experience. Ability to travel as needed.
12611	Consulting Project Technical Manager	CONS	PROJMAN	IC4	As a recognized authority and leading contributor, this project management professional, provides consistent innovative and high quality solution leadership. Responsible for guiding the successful implementation of non-routine and complex business solutions ensuring high quality and timely delivery within budget to the customer's satisfaction.	Analyzes business needs to help ensure Oracle's solution meets the customer's objectives by combining industry best practices and product knowledge. Effectively applies Oracle's methodologies and policies while adhering to contractual obligations, thereby minimizing Oracle's risk and exposure. Exercises judgment and business acumen in selecting methods and techniques for effective project delivery on small to medium engagements. Provides direction and mentoring to project team. Effectively influences decisions at the management level of customer organizations. Ensures deliverables are acceptable and works closely with the customer to understand and manage project expectations. Supports business development efforts by pursuing new opportunities and extensions. Collaborates with the consulting sales team by providing domain credibility. Manages the scope of medium sized projects including the recovery of remedial projects.	8-10 years of experience relevant to this position. Prior project team leadership or management experience. Demonstrated ability to follow solid project management principles. Comfortable working in a matrix management environment. Strong communication skills to deal with internal stakeholders, customers, and vendors. Product, technology or industry expertise relevant to the portfolio focus. Selling skills preferred. Undergraduate degree or equivalent experience. Ability to travel as needed.
12612	Consulting Project Technical Director	CONS	PROJMAN	IC5	As an acknowledged authority within Oracle, this senior-level project management position provides consistent high quality and innovative solution leadership with industry-wide impact. Responsible for guiding the successful implementation of an integrated business solution ensuring high quality and timely delivery within budget to the customer's satisfaction.	Analyzes business needs to help ensure Oracle's solution meets the customer's objectives by combining industry best practices and product knowledge. Effectively applies Oracle's methodologies and policies while adhering to contractual obligations, minimizing Oracle's risk and exposure. As a position of professional influence, this individual frequently operates at the leading edge of technology. Recommends and justifies enhancements to Oracle products to meet very complex customer needs. Exercises creativity and independent judgment in identifying and resolving major issues and risks impacting project success. Provides direction and mentoring to project teams. As a thought leader and trusted advisor, effectively influences decisions at the leadership level of customer organizations. Ensures customer deliverables are acceptable, and works closely with the customer to understand and manage project expectations. Enables business development efforts by providing subject matter expertise. Manages the scope of medium to large-scale projects, and accounts with varying levels of complexity.	10+ years of experience relevant to this position including 3 years of project management experience. Demonstrated ability to follow solid project management principles and successfully manage projects of increasing complexity. Comfortable working in a matrix management environment. Strong influencing and negotiation skills to deal with internal stakeholders, customers, and vendors. Product, technology or industry expertise relevant to the portfolio focus. Selling skills preferred. Undergraduate degree or equivalent experience. PMI certification preferred. Ability to travel as needed.

12613	Consulting Project Technical Snr Director	CONS	PROJMAN	IC5	As an acknowledged authority within Oracle, this senior-level program management position provides innovative solution leadership with significant industry-wide impact. Has wide latitude in guiding the successful implementation of an integrated business solution ensuring high quality and timely delivery within budget to the customer's satisfaction.	Analyzes business needs to help ensure Oracle's solution meets the customer's objectives by combining industry best practices and product knowledge. Effectively applies Oracle's methodologies and policies while adhering to contractual obligations, minimizing Oracle's risk and exposure. As a position of professional influence, this individual frequently operates at the leading edge of technology. This role may manage multiple projects, tracks, or phases within the program often with international deployment activity. Recommends and justifies enhancements to Oracle products to meet highly complex customer needs. Exercises creativity and independent judgment in identifying and resolving significant and unique issues and risks impacting project success. Leads high performing consulting teams on very challenging projects. As a thought leader and trusted advisor, effectively influences the most difficult customer decisions and business transformation. Ensures deliverables are acceptable, and works closely with the customer to understand and manage program expectations. This position works closely with all Oracle lines of business, partners and third-party vendors to ensure program delivery success. Enables business development efforts by providing domain expertise. Manages the scope of large-scale programs and accounts with high levels of complexity.	10+ years of experience relevant to this position including 5+ years of project management experience. Second-level management experience preferred; proficient at managing managers and large team. Demonstrated ability to successfully manage projects of increasing complexity with commensurate professional sophistication. Comfortable working in matrix management environment. Strong influencing and negotiation skills to deal with internal stakeholders, customers, and vendors. Product, technology or industry expertise relevant to the portfolio focus. Proficient in using selling and negotiation techniques and tools. Undergraduate degree or equivalent experience. PMI certification preferred. Ability to travel as needed.
12610	Consulting Project Manager	CONS	PROJMAN	M3	This manager-level position is responsible for a segment within a given project portfolio which can be defined by industry, service line, technology center, specialty area or region. Main responsibilities include people management, project oversight, and sales enablement. Accountable for operations/financial metrics and maintaining project/portfolio profitability while ensuring quality of project delivery and maintaining customer referenceability.	Responsible for adherence to operational policies and achievement of portfolio performance to support business plan. Responsible for solution and pricing of proposals and supporting the sales process. Is accountable for managing a profitable revenue stream. Typically manages a relatively small number of individual contributing project managers. Provides oversight to projects within portfolio to ensure high customer satisfaction in a profitable manner.	8+ years of experience relevant to this position, including 2 years of project or direct line management experience. Demonstrated ability to follow solid project management principles and successfully manage projects of increasing complexity. Comfortable working in a matrix management environment. Strong influencing and negotiation skills to deal with internal stakeholders, customers, and vendors. Product, technology or industry expertise relevant to the portfolio focus. Selling skills preferred. Undergraduate degree or equivalent experience. Ability to travel as needed.
12620	Consulting Project Director	CONS	PROJMAN	M4	This director position is responsible for managing business operations and resources of a given project portfolio which can be defined by industry, service line, technology center, specialty area or region. Responsibilities include people management, project oversight, and sales enablement. Accountable for fulfilling business goals, meeting budgets, maintaining project/portfolio profitability while ensuring quality of project delivery and maintaining customer referenceability.	Develops strategy and plans to successfully implement operational policies and achieve portfolio performance in support of strategic objectives. Responsible for solutions and pricing of proposals and supporting the sales process. Is accountable for managing a significant and profitable revenue stream. Typically manages multiple project/program managers and/or senior level individual contributors. May serve as advisor or project sponsor role for moderately complex engagements.	10+ years of experience relevant to this position, including 2 years of project or direct line management experience. Demonstrated ability to follow solid project management principles and successfully manage projects of increasing complexity. Comfortable working in a matrix management environment. Strong influencing and negotiation skills to deal with internal stakeholders, customers and vendors. Product, technology or industry expertise relevant to the portfolio focus. Selling skills preferred. Ability to travel as needed.
12630	Consulting Project Snr Director	CONS	PROJMAN	M5	This senior director position is responsible for an increasingly diverse portfolio based upon complexity of the customers, solutions, and dollar value of the portfolio. Directs business operations and resources of a given portfolio, which can be defined by industry, service line, technology center, specialty area or region. Responsibilities include people management, project oversight, and sales enablement.	Accountable for fulfilling business goals, meeting budgets, maintaining project/portfolio profitability while ensuring quality of project delivery and customer referenceability. Responsible for creating operational policies in support of strategic objectives. Oversees solutions and estimates in support of the sales process. Responsible for cultivating Oracle cross-functional communications through the creation and maintenance of strategic relationships with management in other lines of business including Product Development, Product Marketing, Support, Consulting Sales, and License Sales. Interacts with executive levels both internally and externally regarding matters that influence policies and strategies. Assesses and manages business risks in pursuit of overall business goals. Is accountable for managing a substantive and profitable revenue stream and customer base. Typically manages multiple project/program managers and/or senior level individual contributors. Serves as advisor or project sponsor role for complex engagements.	12+ years of experience relevant to this position, including 3 years of project management experience. Second-level management experience preferred; proficient at managing managers and large team. Demonstrated ability to successfully manage projects of increasing complexity with commensurate professional sophistication. Comfortable working in matrix management environment. Strong influencing/negotiation skills to deal with internal stakeholders, customers, and vendors. Product, technology or industry expertise relevant to the portfolio focus. Proficient in using selling and negotiation techniques and tools. Undergraduate degree or equivalent experience. Ability to travel as needed.
12640	Consulting Program VP	CONS	PROJMAN	M6	This executive position is responsible for an increasingly diverse portfolio based upon complexity of the customers, solutions, and dollar value of the portfolio. Directs business operations and resources of a given portfolio, which can be defined by industry, service line, technology center, specialty area or region. Responsibilities include people management, project oversight, and sales enablement.	Accountable for setting and driving strategic direction, ensuring profitable growth of the portfolio operational/financial metrics, quality of consulting delivery, and maintaining customer referenceability. Leads or participates in the creation of Line of Business vision and strategy to ensure portfolio profitability and growth, quality project delivery, and customer referenceability. Plans, organizes, directs and controls the activities and staff that support this vision/strategy. Oversees solutions and estimates in support of the sales process. Responsible for cultivating Oracle cross-functional communications through the creation and maintenance of strategic relationships with management in other lines of business which may include Product Development, Product Marketing, Support, Consulting Sales, and License Sales. Provides key input to the Product Development organization in defining the product/technology strategy and direction. Interacts with executive levels both internally and externally regarding matters that influence policies and strategies. Identifies and manages business risks in pursuit of overall business goals. Is accountable for managing and growing a substantive and profitable revenue stream and customer base. Typically manages multiple project/program managers and/or senior level individual contributors. Serves as advisor or project sponsor role for highly complex engagements.	12+ years of experience relevant to this position including 5 years or more years of project management experience with financial management responsibility. Second-level management experience preferred; proficient at managing managers and large teams. Demonstrated ability to successfully manage projects of increasing complexity with commensurate professional sophistication. Comfortable working in matrix management environment. Strong influencing and negotiation skills to deal with internal stakeholders, customers and vendors. Product, technology or industry expertise relevant to the practice focus. Proficient in using selling and negotiation techniques and tools. Ability to travel as needed.
21110	Consulting Practice Manager	CONS	IMPDEL	M3	This manager-level position is responsible for a segment within a given practice focused on a specific industry, service line, technology center, specialty area or region. Responsible for managing the three main pillars of a practice; people management, portfolio/delivery management and sales enablement. Has profit and loss responsibility or financial/expense management of practice.	Accountable for operational/financial metrics and overall business results of practice. Responsible for maintaining practice direction, ensuring quality of consulting delivery, and maintaining customer referenceability. Ensures that operational policies are followed and that business objectives are achieved by focusing on best practices and process improvements. Develops plans to successfully implement operational policies and achieve business plan. Is accountable for managing and growing a revenue stream and customer base. Typically manages individual contributors. May serve as advisor for moderately complex engagements.	8+ years of experience relevant to this position including 4 years of consulting experience and 2 years of project management leadership experience. Undergraduate degree or equivalent experience. Can lead, engage, mobilize and motivate multiple teams to accomplish goals. Product, technology or industry expertise relevant to the practice focus. Ability to travel as needed.
21310	Consulting Practice Director	CONS	IMPDEL	M4	This director position is responsible for managing business operations and resources of a given practice that can be defined by industry, service line, technology center, specialty area or region. Responsible for managing the three main pillars of a practice; people management, portfolio/delivery management and sales enablement. Has profit and loss responsibility or financial/expense management of practice.	Accountable for operational/financial metrics and overall business results of practice. Responsible for maintaining strategic direction, ensuring profitable growth of the practice, quality of consulting delivery, and maintaining customer referenceability. Develops strategy and plans to successfully implement operational policies and achieve business objectives. Accountable for managing and growing a significant revenue stream and customer base. Typically manages multiple first line managers and/or senior level individual contributors. Resolves staffing issue in complex engagements. May serve as advisor or project sponsor role for moderately complex engagements.	10+ years of experience relevant to this position including 5 years of consulting experience and 2 years of project management leadership experience. Direct line Management experience including project, people, customer, financial management preferred. Product, technology or industry expertise relevant to the practice focus. Ability to develop and maintain relationships at the executive level. Undergraduate degree or equivalent experience. Ability to travel as needed.
20110	Associate Consultant	CONS	IMPDEL	IC1	Entry-level consulting position for those who are new to professional services and are developing their expertise. Receives detailed instruction on routine work and on new projects or assignments.	As a member of a project team, follows standard practices and procedures to analyze situations/data and provide quality work products to deliver functional and technical solutions on applications and technology installations. Work involves some problem solving with assistance and guidance in understanding and applying relevant Oracle methodologies and practices with limited autonomy. Implements Oracle products and technology in various industries to meet customer specifications.	0 to 2 years of experience relevant to a functional or technical role. Undergraduate degree or equivalent experience preferred. Product or technical expertise relevant to practice focus. Demonstrates basic competence in one product or technology area. Ability to communicate effectively and build rapport with team members and clients. Ability to travel as needed.
20310	Staff Consultant	CONS	IMPDEL	IC1	Junior consulting position for those who are continuing to develop their expertise. Receives general instruction on routine work and detailed instruction on new projects or assignments.	As a member of a project team, follows standard practices and procedures to analyze situations/data and provide quality work products to deliver functional and technical solutions on applications and technology installations. Work involves some problem solving with assistance and guidance in understanding and applying relevant Oracle methodologies and practices. Implements Oracle products and technology in various industries to meet customer specifications.	1-3 years of overall experience in relevant functional or technical roles. Undergraduate degree or equivalent experience. Product or technical expertise relevant to practice focus. Demonstrates competence in a minimum of one product or technology area. Ability to communicate effectively and build rapport with team members and clients. Ability to travel as needed.
20410	Senior Consultant	CONS	IMPDEL	IC2	Intermediate consulting position operating independently with some assistance and guidance to provide quality work products to a project team or customer that comply with Oracle methodologies and practices. Performs standard duties and tasks with some variation to implement Oracle products and technology to meet customer specifications.	Standard assignments are accomplished without assistance by exercising independent judgment, within defined policies and processes, to deliver functional and technical solutions on moderately complex customer engagements.	2-5 years of overall experience in relevant functional or technical roles. Undergraduate degree or equivalent experience. Product or technical expertise relevant to practice focus. Ability to communicate effectively and build rapport with team members and clients. Ability to travel as needed.
20515	Principal Consultant	CONS	IMPDEL	IC3	An experienced consulting professional who has an understanding of solutions, industry best practices, multiple business processes or technology designs within a product/technology family. Operates independently to provide quality work products to an engagement. Performs varied and complex duties and tasks that need independent judgment, in order to implement Oracle products and technology to meet customer needs. Applies Oracle methodology, company procedures, and leading practices.	Operates independently to provide quality work products to an engagement. Performs varied and complex duties and tasks that need independent judgment, in order to implement Oracle products and technology to meet customer needs. Applies Oracle methodology, company procedures, and leading practices. Demonstrates expertise to deliver functional and technical solutions on moderately complex customer engagements. May act as the team lead on projects. Effectively consults with management of customer organizations. Participates in business development activities. Develops and configures detailed solutions for moderately complex projects.	5-7 years of experience relevant to this position including 2 years consulting experience preferred. Undergraduate degree or equivalent experience. Product or technical expertise relevant to practice focus. Ability to communicate effectively. Ability to build rapport with team members and clients. Ability to travel as needed.

20610	Senior Principal Consultant	CONS	IMPDEL	IC3	An experienced consulting professional who has a broad understanding of solutions, industry best practices, multiple business processes or technology designs within a product/technology family. Operates independently to provide quality work products to an engagement. Performs varied and complex duties and tasks that need independent judgment, in order to implement Oracle products and technology to meet customer needs. Applies Oracle methodology, company procedures, and leading practices.	Operates independently to provide quality work products to an engagement. Performs varied and complex duties and tasks that need independent judgment, in order to implement Oracle products and technology to meet customer needs. Applies Oracle methodology, company procedures, and leading practices. Demonstrates expertise to deliver functional and technical solutions on moderately complex customer engagements. May lead the solution design and implementation aspects of engagement(s) ensuring high quality, integrated software solutions within constraints of time and budget. May act as the team lead on projects, providing coaching, guidance and feedback to develop skills of team members. Effectively consults with management of customer organizations. Participates in business development activities. Develops and leads detailed solutions for moderately complex projects.	6-8 years of experience relevant to this position including 3-4 years consulting experience preferred. Undergraduate degree or equivalent experience preferred. Product or technical expertise relevant to practice focus. Ability to communicate effectively. Ability to build rapport with team members and clients. Ability to travel as needed.
20820	Consulting Technical Manager	CONS	IMPDEL	IC4	As a recognized authority and leading contributor within their practice, this senior-level consulting position provides consistent high quality and innovative solution leadership to a project team. Leads the solution design and implementation aspects of engagement(s) ensuring high quality, integrated software solutions with in constraints of time and budget.	Analyzes business needs to help ensure Oracle solution meets the customer's objectives by combining industry best practices, product knowledge, and business acumen. Exercises judgment and business acumen in selecting methods and techniques to deliver functional and technical solutions on non-routine and very complex aspects of applications and technology installations. Provides direction and mentoring to project teams, and effectively influences customer leadership on key decisions. Supports the business development efforts by pursuing new opportunities and extensions. Collaborates with the consulting sales team by providing domain expertise. Resolves complex customer issues by recommending and implementing solutions. Demonstrates expertise in multiple business processes across two or more product families or ability to architect and design technology solutions encompassing multiple products and make decisions based on impact across the stack.	8-10 years of experience relevant to the position including 4 years of consulting experience. Prior team leadership or management experience preferred. Undergraduate degree or equivalent experience preferred. Product or technical expertise relevant to practice focus. Ability to communicate effectively. Ability to build rapport with team members and clients. Strong influencing and negotiation skills. Ability to travel as needed.
21410	Consulting Technical Director	CONS	IMPDEL	IC5	As an acknowledged authority within Oracle, this senior level consulting position is responsible for creating and implementing innovative solutions with industry-wide impact. Leads the solution design and implementation aspects of engagement(s) ensuring high quality, integrated solutions within constraints of time and budget.	Analyzes business needs to help ensure Oracle solution meets the customer's objectives by combining industry best practices, product knowledge, and business acumen. As a position of technical/professional influence, this individual frequently operates at the leading edge of technology. Recommends and justifies enhancements to Oracle products to meet very complex customer needs. Exercises creativity and independent judgment in developing methods, techniques, and evaluation criteria to deliver functional and technical expertise on a wide range of business and technology solutions. Leads experienced consulting teams on challenging projects; works on significant and unique issues. As a thought leader and trusted advisor, effectively influences difficult decisions at the leadership-level of customer organizations. Enables business development efforts by providing subject matter expertise. Resolves very complex customer escalations. Drives customer process direction and decisions by providing domain leadership within relevant industries on end-to-end enterprise solutions. Creates new solution sets based on assessment of industry needs, market demands and knowledge of competitive product offerings.	10+ years of experience relevant to this position including 5 years of consulting experience. Management or team leadership experience preferred. Undergraduate degree or equivalent experience preferred. Product or technical expertise relevant to practice focus. Ability to lead large teams. Strong influencing and negotiation skills. Ability to travel as needed.
21420	Consulting Technical Snr Director	CONS	IMPDEL	IC5	As an acknowledged authority within Oracle, this senior level consulting position is responsible for creating and implementing innovative solutions with significant industry-wide impact. Leads the solution design and implementation aspects of engagement(s) ensuring high quality, integrated solutions within constraints of time and budget.	Analyzes business needs to help ensure the solution meets the customer's objectives by combining industry best practices, product knowledge, and business acumen. As a position of technical/professional influence, this individual frequently operates at the leading edge of technology. Recommends and justifies enhancements to Oracle products to meet highly complex Customer needs. Exercises wide latitude in determining objectives and approaches to critical assignments, generating creative and innovative business and technology solutions. Leads experienced consulting teams on the most challenging projects; works on substantive and unique issues. As a thought leader and trusted advisor, effectively influences the most difficult customer decisions and business transformation. Enables business development efforts by providing subject matter expertise. Drives creation of complex, integrated work plans. Resolves highly complex customer escalations. Spearheads the development of new solution sets based on assessment of industry needs, market demands and knowledge of competitive product offerings.	10+ years of experience relevant to this position including 7 years of consulting experience. Management or team leadership experience preferred. Undergraduate degree or equivalent experience preferred. Product or technical expertise relevant to practice focus. Ability to lead large teams. Proficient in using selling and negotiation techniques and tools. Ability to travel as needed.
21430	Consulting Technical VP	CONS	IMPDEL	IC6	As an acknowledged expert within Oracle, this executive-level consultant is responsible for creating and implementing innovative solutions with significant global and industry-wide impact. Acts as a primary consultant on large projects that affect the organization's long-term objectives/strategy.	Analyzes business needs to help ensure the solution meets the customer's objectives by combining industry best practices, product knowledge, and business acumen. Exercises wide latitude in determining objectives and approaches to critical assignments, generating creative and innovative solutions. Makes strategic decisions of critical importance based on experience and independent judgment. Provides leadership in the direction and strategic development of new processes, products or techniques. Provides key input to the Product Development organization in defining the product/technology strategy and direction. Builds key cross functional strategic relationships in other lines of business which may include Product Development, Product Marketing, Support, Consulting Sales, and License Sales. Identifies and resolves significant and unique issues and risks impacting project success. Leads experienced consulting teams on the most challenging projects; works on strategic and far-reaching issues; effectively influences the most difficult decisions at the senior executive-level of customer organizations. Leads business development efforts by creating significant demand generation through noteworthy publications and speeches at prominent industry events.	10+ years of consulting experience relevant to this position. Management or team leadership experience preferred. Undergraduate degree or equivalent experience preferred. Product or technical expertise relevant to practice focus. Ability to lead large teams. Ability to communicate effectively. Proficient in using selling and negotiation techniques and tools. Ability to travel as needed.
20710	Managing Principal Consultant	CONS	IMPDEL	M2	An entry-level management position responsible for providing quality work products as customer engagements while managing a small team of consultants. Has a broad understanding of solutions, industry best practices, multiple business processes or technology designs within a product/technology family.	Performs varied and complex duties and tasks that need independent judgment, in order to implement Oracle products and technology to meet customer needs. Applies Oracle methodology, company procedures, and leading practices. Demonstrates expertise to deliver functional and technical solutions on moderately complex customer engagements. May lead the solution design and implementation aspects of engagement(s) ensuring high quality, integrated software solutions within constraints of time and budget. Effectively consults with management of customer organizations. Participates in business development activities. Ensure that operational policies are followed and that business objectives are achieved by focusing on best practices and process improvements. Responsible for operational metrics and overall business results for area of responsibility. Provides coaching, guidance and feedback to develop skills of team members. Typically manages individual contributors. Demonstrates multiple business process expertise within one product family or technology solutions architect and design expertise for one technology product and understand cross stack impacts.	6-8 years of experience relevant to this position including 3-4 years consulting experience and 1 year of engagement/team leadership experience. Undergraduate degree or equivalent experience preferred. Product or technical expertise relevant to practice focus. Ability to communicate effectively. Ability to build rapport with team members and clients. Ability to travel as needed.
21505	Consulting Technical Mgmt Manager	CONS	IMPDEL	M3	This manager-level position is responsible for people management and sales enablement. May also be responsible for project oversight of staff augmentation projects.	Ensures that operational policies are followed and that business objectives are achieved by focusing on best practices and process improvements. Responsible for operational metrics and business results for assigned area of responsibility. Typically manages individual contributors and/or entry-level managers. Monitors consultant activities and performance on projects (e.g. read status reports, respond to staffing and availability issues, pro-actively seek out project performance reviews, etc.). May serve as project advisor for moderately complex engagements.	8+ years of experience relevant to this position including 4 years of consulting experience. Management experience preferred. Undergraduate degree or equivalent experience. Product, technology or industry expertise relevant to the practice focus. Ability to travel as needed.
21510	Consulting Technical Mgmt Director	CONS	IMPDEL	M4	This director position is responsible for managing business operations and resources within area of responsibility including people management and sales enablement. May also be responsible for project oversight of staff augmentation projects.	Accountable for fulfilling business goals, meeting budgets, maintaining strategic direction, and ensuring quality of delivery by consultants within their area of responsibility. Develops plans to successfully implement operational policies and achieve business plan/strategic objectives. Typically manages multiple first-line managers and/or senior level individual contributors. Is accountable for managing a significant revenue stream and customer base. Ensures managers and teams adhere to appropriate methodologies and consistently utilizes Oracle best practices to accomplish assigned work product. Provides strategic leadership in staffing complex engagements. Resolves staffing issue in complex engagements. Serves as advisor or project sponsor role for moderately complex engagements as necessary.	10+ years of experience relevant to this position including 5 years of consulting experience. Direct line management experience including people, customer relationship and financial management preferred. Undergraduate degree or equivalent experience. Product, technology or industry expertise relevant to the practice focus. Ability to travel as needed.
21520	Consulting Technical Mgmt Snr Director	CONS	IMPDEL	M5	This senior director position is responsible for business operations and resources within area of responsibility including people management and sales enablement. May also be responsible for project oversight of staff augmentation projects. Accountable for fulfilling business goals, meeting budgets, maintaining strategic direction, and ensuring quality of delivery by consultants within their organization.	Actively develops new approaches and opportunities for expanding customer base. Creates and implements operational policies and processes to drive consistency and support achievement of business strategy. Responsible for cultivating Oracle cross-functional communications through the creation and maintenance of strategic relationships with management in other lines of business which may include Product Development, Product Marketing, Support, Consulting Sales, and License Sales. Interacts with executive levels, both internally and externally, regarding matters that influence policies and strategies. Assesses and manages business risks in pursuit of overall business goals. Accountable for managing a substantive revenue stream and customer base. Manages and leads through direct report managers and/or senior level individual contributors.	12+ years of experience relevant to this position including 4 years of consulting management experience with financial management responsibility. Second level management experience including people, customer, financial management preferred. Proficient at managing managers and large team. Undergraduate degree or equivalent experience. Product, technology or industry expertise relevant to the practice focus. Proficient in using selling and negotiation techniques and tools. Ability to travel as needed.

21530	Consulting Technical Mgmt VP	CONS	IMPDEL	M6	This executive position is responsible for business operations and resources within area of responsibility including people management and sales enablement. Fully accountable for fulfilling business goals, meeting budget, maintaining strategic direction, and ensuring quality of delivery by consultants within their organization.	Leads or participates in the creation of Line of Business vision and strategy to ensure profitable growth and financial success. Plans, organizes, directs and controls the activities and staff that support this vision/strategy. Accountable for setting and driving strategic direction, meeting key operational/financial targets, ensuring quality of consulting delivery, and maintaining customer referenceability in order to contribute to profitable growth of the practice. Defines programs that support launch of new technologies, products or services. Responsible for cultivating Oracle cross-functional communications through the creation and maintenance of strategic relationships with other lines of business which may include Product Development, Product Marketing, Support, Consulting Sales, and License Sales. Provides key input to the Product Development organization in defining the product/technology strategy and direction. This is a customer-facing executive role that interacts with executives, both internally and externally, regarding matters that influence policies and strategies, and develops new approaches/ opportunities for satisfying customers and expanding the business base.	12+ years of experience relevant to this position including 6 years of consulting management experience with financial management responsibility. Second level management experience including people, customer, financial management preferred. Proficient at managing managers and large team. Undergraduate degree or equivalent experience. Product, technology or industry expertise relevant to the practice focus. Proficient in using selling and negotiation techniques and tools. Ability to travel as needed.
23020	Consulting Senior Practice Director	CONS	IMPDEL	M5	This senior director position is responsible for an increasingly diverse practice based upon complexity of the customers, the solutions, and the dollar value of the practice. Directs business operations and resources of a given practice that can be defined by industry, service line, technology center, specialty area or region. Accountable for managing the three main pillars of a practice: people management, portfolio/delivery management and sales enablement. Has profit and loss responsibility or financial/expense management of practice.	Accountable for operational/financial metrics and overall business results of practice. Responsible for setting and driving strategic direction, ensuring profitable growth of the practice, quality of consulting delivery, and maintaining customer referenceability. Actively develops new approaches and opportunities for expanding customer base. Creates and implements operational processes to drive consistency and support achievement of practice business strategy. Responsible for cultivating Oracle cross-functional communications through the creation and maintenance of strategic relationships with other lines of business which may include Product Development, Product Marketing, Support, Consulting Sales, and License Sales. Interacts with executive levels both internal and external regarding matters that influence policies and strategies. Assesses and manages business risk in pursuit of overall business goals. Accountable for managing and growing a substantive revenue stream and customer base. Manages and leads through management team and/or senior level individual contributors. Resolves staffing issues for very complex engagements, identifies, leads, or oversees the development of customer-facing business solutions and offerings that have an impact on the market. May serve as advisor or project sponsor role for complex engagements.	Directs and ensures the implementation of operational policies through subordinate managers Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Bachelor's Degree in Computer Sciences or Business or equivalent. Balance of advanced technical skills, functional knowledge, client consultative skills and operational management experience. Has 4+ years of consulting services senior management experience with P & L responsibility and at least 10-15 years consulting or industry experience. 12+ years of experience relevant to this position including 4 years of consulting management experience with financial management responsibility. Direct line Management experience including project, people, customer, financial management preferred. Second-level Management experience preferred: proficient at managing managers and large teams. Product, technology or industry expertise relevant to the practice focus. Ability to develop and maintain relationships at the executive level. Proficient in using selling and negotiation techniques and tools. Undergraduate degree or equivalent experience. Ability to travel as necessary.
12015	Consulting RVP	CONS	IMPDEL	M6	This executive position is responsible for an increasingly diverse practice based upon complexity of the customers, the solutions, and the dollar value of the practice. Oversees business operations and resources of a practice or Line of Business (LOB). Fully accountable for managing the three main pillars of a practice: people management, portfolio/delivery management and sales enablement.	Leads or participates in the creation of Line of Business vision and strategy to ensure profitable growth and financial success. Plans, organizes, directs and controls the activities and staff that support this vision/strategy. Has profit and loss responsibility or financial/expense management of a line of business/practice. Accountable for setting and driving strategic direction, ensuring profitable growth of the practice, operational/financial metrics, quality of consulting delivery, and maintaining customer referenceability. Defines programs that support the launch of new technologies, products or services. Responsible for cultivating Oracle cross-functional communications through the creation and maintenance of strategic relationships with other lines of business which may include Product Development, Product Marketing, Support, Consulting Sales, and License Sales. Provides key input to the Product Development organization in defining the product/technology strategy and direction. This is a customer-facing executive role that interacts with other executives, both internally and externally, regarding matters that influence policies and strategies, and develops new approaches/ opportunities for satisfying customers and expanding the business base. Provides executive sponsorship for strategic programs that extend beyond the practice.	12+ years of experience relevant to this position including 6 years of consulting management experience with P&L or financial management responsibility. Direct line management experience (including project, people, customer, financial management). Second-level management experience preferred; proficient at managing managers and large team. Product, technology or industry expertise relevant to the practice focus. Proficient in using selling and negotiation techniques and tools. Bachelor's degree in a relevant field or equivalent experience. MBA recommended. Ability to travel as needed.
12010	Consulting GVP	CONS	IMPDEL	M6	As a member of the Consulting organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery.	Serves in an executive management role. Establishes and communicates the vision for an Area. Plans, organizes, directs and controls the activities and staff that supports the vision. Responsible for operational results, quality of delivery, and cultivation of client references for Oracle.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Bachelor's Degree in Computer Sciences or Business or equivalent. MBA recommended. Balance of advanced technical skills, functional knowledge, client consultative skills and operational management experience. Has 10+ years of consulting services senior management experience with P & L responsibility and at least 10-15 years consulting or industry experience. Ability to travel as needed.
45130	Consulting SVP	CONS	IMPDEL	M7			
21630	Consulting Solution Lead	CONS	IMPDEL	IC3	An experienced consulting professional who has a broad understanding of solutions, industry best practices, multiple business processes or technology designs within a product/technology family. Works directly with Consulting sales to analyze customer business needs.	Performs varied and complex duties and tasks that need independent judgment in order to design business solutions utilizing Oracle products and technology to meet customer needs. Operates independently by applying Oracle methodology, company procedures, leading practices, and creativity to develop business solutions on moderately complex customer engagements. Influences customer leadership in acceptance of Oracle solutions and services to facilitate the closing of consulting deals. Contributes to statements of work, work breakdown structures and/or level of effort and staff plans. Presents and demonstrates solutions to customers. Builds and maintains a network and up-to-date specific industry or product knowledge. Responsible for transitioning deal knowledge to implementation team. May lead solution design aspects of engagement(s) ensuring high quality and integrated business solutions. Demonstrates expertise in multiple business processes within one product family; or architects and designs technology solutions that address cross stack issues.	6-8 years of experience relevant to this position including 3-4 years consulting experience preferred. Undergraduate degree or equivalent experience. Broad product, technology or industry expertise. Ability to craft and articulate strategic solutions. In-depth knowledge of implementation methodologies and best practices. Knowledge of competitive & partner products, technology and solutions. Ability to travel as needed.
21640	Consulting Solution Manager	CONS	IMPDEL	IC4	As a recognized authority and leading contributor within the practice, this senior-level consulting professional has broad understanding of solutions, industry best practices, multiple business processes or technology designs across multiple product/technology families. Works directly with Consulting sales to analyze customer business needs.	Exercises judgment and business acumen in selecting methods and techniques to design non-routine and complex business solutions utilizing Oracle products and technology to meet customer needs. Influences customer leadership in acceptance of Oracle solutions and services to facilitate the closing of consulting deals. Contributes to statements of work, work breakdown structures and/or level of effort and staff plans. Presents and demonstrates solutions to customers. Builds and maintains a network and up-to-date specific industry or product knowledge. Responsible for transitioning deal knowledge to implementation team. Leads the domain specific solution design aspects of engagement(s) ensuring high quality and integrated business solutions. Anticipates project risks and suggest risk mitigation to project manager. Resolves complex customer issues by recommending solutions. Demonstrates expertise in multiple business processes across two or more product families or ability to architect and design technology solutions encompassing multiple products.	8-10 years of relevant experience including 4 years of consulting experience. Prior team lead or manager experience. Undergraduate degree or equivalent experience. Broad product, technology or industry expertise. Ability to craft and articulate strategic solutions. In-depth knowledge of implementation methodologies and best practices. Knowledge of competitive & partner products, technology and solutions. Ability to travel as needed.
21650	Consulting Solution Director	CONS	IMPDEL	IC5	As an acknowledged authority within Oracle, this senior-level consulting professional has a breadth of knowledge and understanding of solutions, industry best practices, multiple business processes or technology designs across multiple product families. Collaborates with the consulting sales team to design innovative solutions that have industry-wide impact.	Analyzes business needs to ensure Oracle solution meets customer objectives. Exercises creativity and independent judgment and business acumen in selecting methods and techniques to design non-routine and very complex business solutions utilizing Oracle products and technology to meet customer needs. As a position of technical and professional influence, this individual frequently operates at the leading edge of technology. Recommends and justifies enhancements to Oracle products to meet complex customer needs. As a thought leader and customer advisor, influences customer leadership in acceptance of Oracle solutions and services to facilitate the closing of consulting deals. Contributes to non-routine and very complex statements of work, work breakdown structure and/or level of effort and staff plans. Presents and demonstrates solutions to customers. Builds and maintains a network and up-to-date specific industry or product knowledge. Responsible for transitioning deal knowledge to implementation team. Coordinates a pursuit team of subject matter experts. Leads the domain specific solution design aspects of engagement(s) ensuring high quality and integrated business solutions. Knowledgeable of competition and external factors that may influence Oracle's competitive position. Resolves highly complex customer issues by recommending solutions. Ensures enterprise solution spans across the customer's business processes. Designs innovative solutions that maximize the use of standard product capabilities to meet customer objectives.	10+ years of experience relevant to this position including 5 years of consulting experience. Prior team lead or manager experience. Undergraduate degree or equivalent experience. Broad product, technology or industry expertise. Ability to craft and articulate strategic solutions. In-depth knowledge of implementation methodologies and best practices. Knowledge of competitive & partner products, technology and solutions. Proficient in using selling and negotiation techniques and tools. Ability to travel as needed.
21660	Consulting Solution Senior Director	CONS	IMPDEL	IC5	As an acknowledged authority within Oracle, this senior-level consulting professional has a considerable and cumulative breadth of knowledge and understanding of solutions, industry best practices, multiple business processes or technology designs across multiple product families or domains. Collaborates with the consulting sales team to design innovative solutions that have significant industry-wide impact.	Analyzes business needs to ensure Oracle solution meets customer objectives. Exercises creativity and independent judgment and business acumen in selecting methods and techniques to design the most complex business solutions utilizing Oracle products and technology to meet customer needs. As a position of technical and professional influence, this individual frequently operates at the leading edge of technology. Recommends and justifies enhancements to Oracle products to meet highly complex customer needs. As a thought leader and customer advisor, influences customer executive management and partner senior management in acceptance of Oracle solutions and services to facilitate the closing of consulting deals. Coordinates or develops highly complex statements of work, work breakdown structure and/or level of effort and staff plans. Presents and demonstrates solutions to customers. Builds and maintains a network and up-to-date specific industry or product knowledge. Responsible for transitioning deal knowledge to implementation team. Coordinates a pursuit team of subject matter experts. Leads the enterprise-wide solution design aspects of engagement(s) ensuring high quality and integrated business solutions. Knowledgeable of competition and external factors that may influence Oracle's competitive position. Drives the development and design of detailed solutions for the most complex projects. Anticipates program/project risks and suggest risk mitigation to program/project manager and communicate to Risk Management as applicable. Escalate at-risk programs/projects to Oracle senior management. Resolves the most complex customer issues by recommending solutions.	10+ years of experience relevant to this position, including 5 years of consulting experience. Prior team lead or manager experience. Undergraduate degree or equivalent experience. Broad product, technology or industry expertise. Ability to craft and articulate strategic solutions. In-depth knowledge of implementation methodologies and best practices. Knowledge of competitive & partner products, technology and solutions. Proficient in using selling and negotiation techniques and tools. Ability to travel as needed.

21665	Consulting Solution Distinguished Senior Director	CONS	IMPDEL	IC6	Leads business-focused, enterprise level, architecture-driven pre-sales and delivery consulting engagements. This is senior-level consulting professional and an acknowledged authority within the business/IT community. Collaborates with business/IT customer executive stakeholders, partners, and Oracle sales and consulting leadership teams to drive alignment of customer's business strategy and objectives using Oracle IT architecture, products and services. Proposes innovative solutions that maximize the customer's Oracle investment and drives customer value; influences customer's IT strategy, roadmap, and business/IT solutions.	Develops relationships with partner and customer executive stakeholders and Oracle leaders across lines of business. Leads the enterprise-wide solution architecture and design aspects of engagements, thus ensuring high quality and integrated business solutions. Architects and designs complex business solutions utilizing industry best practices, business and IT architectures, as well as broad and deep knowledge of Oracle's product stack, applications, software, hardware, engineered systems, and system integration capabilities. Advises customer on IT strategies and roadmaps. Helps customers gain a competitive advantage and/or achieve operational excellence using existing leading edge technologies. Influences customer executive management and partner senior management in acceptance of Oracle solutions and services to facilitate the closing of consulting deals. Coordinates and develops statements of work for large programs and complex efforts. Keeps up-to-date on industry best practices, Oracle products, and competitive positioning. Transitions deal knowledge to implementation teams. Coordinates pursuit teams of subject matter experts. Assesses and manages program/project/technical risks and escalations. Proposes and implements governance structures and processes.	15+ years of experience working with customers at an enterprise level. 8+ years of consulting experience. Strong analytical, facilitation and communication skills (informal, formal, written, verbal and graphical). Prior team lead or manager experience. Broad product, technology or industry expertise. Ability to architect and articulate strategic solutions. In-depth knowledge of program management, architecture, and implementation methodologies and best practices. Knowledge of competitive and partner products, technology and solutions. Proficient in using selling and negotiation techniques and tools. Undergraduate degree (or higher) preferred or equivalent experience. Ability to travel as needed.
22022	Consulting Staff Associate	CONS	CONSOPS	IC1		Provide engagement delivery services both as an individual and as a team member. Has subject matter knowledge of relevant implementation responsibility. Has database, core applications and web technology knowledge. Has specific experience in implementing Oracle solutions and in systems integrations.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. A BS or BA in related fields. 1-3 years overall experience in functional or technical role. One year experience in multi-dimensional issue resolution. Ability to communicate effectively and build rapport with team members and clients. Willing to travel regionally with some national travel.
22023	Consulting Staff Staff Consultant	CONS	CONSOPS	IC1	As a member of the Consulting organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery.	Provide engagement delivery services both as an individual and as a team member. Has subject matter knowledge of relevant implementation responsibility. Has database, core applications and web technology knowledge. Has specific experience in implementing Oracle solutions and in systems integrations.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. A BS or BA in related fields. 1-3 years overall experience in functional or technical role. One year experience in multi-dimensional issue resolution. Ability to communicate effectively and build rapport with team members and clients. Willing to travel regionally with some national travel.
22024	Consulting Staff Senior	CONS	CONSOPS	IC2	As a member of the Consulting organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery.	Provide engagement delivery services both as an individual and as a team member. Has subject matter knowledge of relevant implementation responsibility. Has database, core applications and web technology knowledge. Has specific experience in implementing Oracle solutions and in systems integrations.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. A BS or BA in related fields. 3-6 years overall experience in functional or technical role. One year experience in multi-dimensional issue resolution. Ability to communicate effectively and build rapport with team members and clients. Willing to travel regionally with some national travel.
22025	Consulting Staff Principal	CONS	CONSOPS	IC3	As a member of the Consulting organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery.	Provide engagement delivery services both as an individual and as a team member. Has subject matter knowledge of relevant implementation responsibility. Has database, core applications and web technology knowledge. Has specific experience in implementing Oracle solutions and in systems integrations.	Job duties are varied and complex that need independent judgment. May have project lead role. A BS or BA in related fields. 5-7 year overall experience in functional or technical role. Two years experience in multi-dimensional issue resolution. Ability to communicate effectively. Ability to build rapport with team members and clients. Willing to travel regionally with some national travel.
22026	Consulting Staff Snr Principal	CONS	CONSOPS	IC3	As a member of the Consulting organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery.	Provide engagement delivery services both as an individual and as a team member. Services include identifying needs, developing, influencing and implementing proposals. Able to lead, support and participate on project teams.	Job duties are varied and complex that need independent judgment. May have project lead role. A BS or BA in related fields. 7-9 years overall experience in functional or technical role. Two years experience in multi-dimensional issue resolution. Ability to communicate effectively. Ability to build rapport with team members and clients. Willing to travel regionally with some national travel.
22027	Consulting Staff Technical Manager	CONS	CONSOPS	IC4	As a member of the Consulting organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery.	Provide engagement delivery services both as an individual and as a team member. Services include identifying needs, developing, influencing and implementing proposals. Able to lead, support and participate on project teams. Able to use Oracle selling and negotiation techniques and tools.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet business needs. A BS or BA in related fields. 7-9 years overall experience in functional or technical role. Three years experience in multi-dimensional issue resolution. Project management experience. Ability to communicate effectively. Ability to build rapport with team members and clients. Assignments have been progressively more responsible. Willing to travel regionally with some national/international travel.
22028	Consulting Staff Technical Director	CONS	CONSOPS	IC5	As a member of the Consulting organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery.	Provide engagement delivery services both as an individual and as a team member. Services include identifying needs, developing, influencing and implementing proposals. Able to lead, support and participate on project teams. Able to use Oracle selling and negotiation techniques and tools.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. A BS or BA in related fields. 10-12 years overall experience in functional or technical role. Three years experience in multi-dimensional issue resolution. Project management experience. Ability to communicate effectively. Ability to build rapport with team members and clients. Assignments have been progressively more responsible. Willing to travel regionally with some national/international travel.
22029	Consulting Staff Technical Snr. Director	CONS	CONSOPS	IC5	As a member of the Consulting organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery.	Provide engagement delivery services both as an individual and as a team member. Services include identifying needs, developing, influencing and implementing proposals. Able to lead, support and participate on project teams. Able to use Oracle selling and negotiation techniques and tools.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. BS or BA in related fields. 10+ years overall experience in functional or technical role. Three years experience in multi-dimensional issue resolution. Project management experience. Ability to communicate effectively. Ability to build rapport with team members and clients. Assignments have been progressively more responsible. Willing to travel regionally with some national/international travel.
22030	Consulting Staff Managing Principal	CONS	CONSOPS	M2	As a member of the Consulting organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery.	Provide engagement delivery services both as an individual and as a team member. Services include identifying needs, developing, influencing and implementing proposals. Able to lead, support and participate on project teams.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. A BS or BA in related fields. 7-9 years overall experience in functional or technical role. Two years experience in multi-dimensional issue resolution. Ability to communicate effectively. Ability to build rapport with team members and clients. Willing to travel regionally with some national travel.
22040	Consulting Staff Practice Manager	CONS	CONSOPS	M3	As a member of the Consulting organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery.	Serves in a first line management role. Plans, organizes, directs and controls the work activities and staff of a Service Line consulting practice, while also maintaining individual utilization goals. Supports Market Management and License Sales efforts involving delivery from his/her Service Line. Manages client relationships and is responsible for the quality of Consulting services delivered by his/her service line.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet business needs. Bachelor's Degree in Computer Sciences or Business or equivalent. Balance of advanced technical skills, functional knowledge, client consultative skills and operational management experience. Typically has 2+ year of experience as lead/senior consulting engagement assignments and 6+ years in delivery of consulting service in either a technical or functional capacity. Can lead, engage, mobilize and motivate multiple teams to accomplish goals. Willing to travel regionally with some national/international travel.
22041	Consulting Staff Technical Mgmt Mgr	CONS	CONSOPS	M3	As a member of the Consulting organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery.	Responsibilities include people management and sales enablement. May include project oversight of staff augmentation projects. Ensures that operational policies are followed and that business objectives are achieved by focusing on best practices and process improvements. Responsible for operational metrics and business results for assigned area of responsibility. Typically manages individual contributors and/or entry-level managers. Ability to travel as needed.	6+ years of experience relevant to this position including 4 years of consulting experience. Management experience preferred. Undergraduate degree or equivalent experience. Product, technology or industry expertise relevant to the practice focus.
22050	Consulting Staff Practice Director	CONS	CONSOPS	M4	As a member of the Consulting organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery.	Serves in a second line practice management role. Plans, organizes, directs and controls the work activities and staff of a Service Line consulting practice, while also maintaining individual utilization goals. Ensures effective pursuit and completion of profitable consulting engagements while selling Oracle capabilities and ensuring reference ability.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Bachelor's Degree in Computer Sciences or Business or equivalent. Balance of advanced technical skills, functional knowledge, client consultative skills and operational management experience. Has 5-8 years of experience in senior consulting/engagement lead assignments. Ability to develop relationships at the executive level. Willing to travel regionally with some national/international travel.

22051	Consulting Staff Technical Mgmt Director	CONS	CONSOPS	M4	As a member of the Consulting organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery.	Manages business operations and resources within area of responsibility including people management, and sales enablement. May include project oversight of staff augmentation projects. Accountable for fulfilling business goals, meeting budgets, maintaining strategic direction, and ensuring quality of delivery by consultants within their area of responsibility. Develops plans to successfully implement operational policies and achieve business plan/strategic objectives. Typically manages multiple first line managers and/or senior level individual contributors. Is accountable for managing and growing a significant revenue stream and customer base. Ability to travel as needed.	10+ years of experience relevant to this position including 5 years of consulting experience and 2 years of project leadership experience. Direct Line Management experience needed (including people, customer relationship, financial management). Undergraduate degree or equivalent experience. Product, technology or industry expertise relevant to the practice focus.
22060	Consulting Staff Senior Practice Director	CONS	CONSOPS	M5	As a member of the Consulting organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery.	Serves in a senior practice management role, managing a large Service Line staff. Plans, organizes, directs and controls the work activities and staff of a Service Line consulting practice. Normally manages and leads through management team consisting of Practice and Technical Managers and Directors. Responsible for operational results of Service Line group, quality of consulting delivery and assuring reference ability for that group.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. Bachelor's Degree in Computer Sciences or Business or equivalent preferred. Balance of advanced technical skills, functional knowledge, client consultative skills and operational management experience. Has 4+ years of consulting services senior management experience with P & L responsibility and 10-15 years consulting or industry experience. Willing to travel regionally with some national/international travel.
22061	Consulting Staff Technical Mgmt Snr Director	CONS	CONSOPS	M5	As a member of the Consulting organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery.	Directs business operations and resources within area of responsibility including people management, and sales enablement. May include project oversight of staff augmentation projects. Accountable for fulfilling business goals, meeting budgets, maintaining strategic direction, and ensuring quality of delivery by consultants within their organization. Actively develops new approaches and opportunities for expanding customer base. Creates and implements operational policies and processes to drive consistency and support achievement of business strategy. Manages and leads through management team and/or senior level individual contributors. Responsible for cultivating Oracle cross-functional communications through the creation and maintenance of strategic relationships with management in other lines of business which may include Product Development, Product Marketing, Support, Consulting Sales, and License Sales. Interacts with executive levels both internal and external regarding matters that influence policies and strategies. Assess and identifies business risk in pursuit of overall business goals. Accountable for managing and growing a substantive revenue stream and customer base. Ability to travel as needed.	12+ years of experience relevant to this position including 4 years of consulting management experience with financial management responsibility. Direct Line Management experience needed (including people, customer relationship, financial management). Undergraduate degree or equivalent experience. Product, technology or industry expertise relevant to the practice focus.
22070	Consulting Staff RVP	CONS	CONSOPS	M6	As a member of the Consulting organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery.	Serves in a client facing executive management role. Establishes and communicates the vision for the practice. Plans, organizes, directs and controls the activities and staff that supports the vision. Responsible for business development, operational results, quality of delivery, and cultivation of client references for Oracle.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Bachelor's Degree in Computer Sciences or Business or equivalent. MBA preferred. Balance of advanced technical skills, functional knowledge, client consultative skills and operational management experience. Has 8+ years of consulting services senior management experience with P & L responsibility and 10-15 years consulting or industry experience. Willing to travel regionally with some national/international travel.
22080	Consulting Staff GVP	CONS	CONSOPS	M6	As a member of the Consulting organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery.	Serves in an executive management role. Establishes and communicates the vision for an Area. Plans, organizes, directs and controls the activities and staff that supports the vision. Responsible for operational results, quality of delivery, and cultivation of client references for Oracle.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Bachelor's Degree in Computer Sciences or Business or equivalent. MBA preferred. Balance of advanced technical skills, functional knowledge, client consultative skills and operational management experience. Has 10+ years of consulting services senior management experience with P & L responsibility and 10-15 years consulting or industry experience. Willing to travel regionally with some national/international travel.
27110	Expert Services Associate	CONS	MKTGSVCS	IC1	Member of an expert services team who is responsible for delivering a quality solution in a timely manner, on budget and to a client's satisfaction. Responsible for delivering a set of services and key deliverables that match customer specifications. Key responsibilities include the development, testing, and launching of marketing programs.	Junior member of the Expert Services team who provides expert services both as an individual and a team member. Takes direction from senior team members and management to ensure quality marketing deliverables for Oracle customers. Has basic subject matter expertise in marketing programs and campaigns. Has the ability to develop, coordinate, test, and launch basic/standard interactive marketing programs using the Oracle Marketing platform for on-time, on-budget, and error free project deliverables. Reviews project requests from clients to determine how to implement using established processes and best practices. Seeks direction from leadership and escalates issues as required.	0-2 Years of professional experience. Knowledge of HTML and Adobe Photoshop. SQL scripting experience.
27120	Expert Services Specialist	CONS	MKTGSVCS	IC2	Member of an expert services team who is responsible for delivering a quality solution in a timely manner, on budget and to a client's satisfaction. Responsible for delivering a set of services and key deliverables that match customer specifications. Key responsibilities include the development, testing, and launching of marketing programs.	Member of the Expert Services team who provides expert services both as an individual and a team member. Takes direction from senior team members and management to ensure quality marketing deliverables for Oracle customers. Has strong subject matter expertise in marketing programs and campaigns. Has the ability to develop, coordinate, test, and launch standard interactive marketing programs using the Oracle Marketing platform for on-time, on-budget, and error free project deliverables. Has the ability to provide guidance to junior members. Can actively manage customer escalations. Reviews project requests from clients to determine how to implement using established processes and best practices, or scope production specifications for custom projects. Seeks direction from leadership and escalates issues as required.	2+ Years of professional experience. Experience coding experience. Experience with HTML, Adobe Photoshop, CSS, and JavaScript. Previous experience interacting with client/customer base.
27130	Senior Expert Services Specialist	CONS	MKTGSVCS	IC3	Member of an expert services team who is responsible for delivering a quality solution in a timely manner, on budget and to a client's satisfaction. Responsible for delivering a set of services and key deliverables that match customer specifications. Key responsibilities include the development, testing, and launching of marketing programs.	Senior consulting member of the Expert Services team who provides expert services both as an individual and a team member. Takes direction from senior team members and management to ensure quality marketing deliverables for Oracle customers. Has advanced subject matter expertise in marketing programs and campaigns. Has the ability to develop, coordinate, test, and launch standard/advanced interactive marketing programs using the Oracle Marketing platform for on-time, on-budget, and error free project deliverables. Takes an active role in guiding junior team members and leading projects. Can actively manage and resolve customer escalation, project scope issues, and technical challenges. Reviews project requests from clients to determine how to implement using established processes and best practices, or scope production specifications for custom projects.	5+ Years of professional experience. 1-2 Years of email coding experience. Experience with HTML, CSS, XML, XSLT 1.0, and JavaScript. Understanding of email design and copywriting. Previous experience interacting with client/customer base.
27140	Expert Services Manager	CONS	MKTGSVCS	IC4	Senior member of an expert services team who is responsible for delivering a quality solution in a timely manner, on budget and to a client's satisfaction. Responsible for delivering a set of services and key deliverables that match customer specifications. Key responsibilities include the development, testing, and launching of marketing programs.	Senior member of the Expert Services team who provides expert services both as an individual and a team member. Leads project teams and works with management to ensure quality marketing deliverables for Oracle customers. Has advanced subject matter expertise in marketing programs and campaigns. Has the ability to develop, coordinate, test, and launch complex interactive marketing programs using the Oracle Marketing platform for on-time, on-budget, and error free project deliverables. Takes a lead role in guiding junior team members and projects. Can actively manage and resolve customer escalation, project scope issues, and technical challenges. Reviews project requests from clients to determine how to implement using established processes and best practices, or scope production specifications for custom projects. Design & delivers internal/external training. Demonstrate leadership and mentor other members. Manage team of developers by assigning resources, reviewing quality reports, & ensure development/training for team.	8+ years of professional experience. 2-3 years of email coding experience. Experience with HTML, CSS, and JavaScript. Understanding of email design, copywriting, and the creative process. Previous experience interacting with senior level clients/customers.
27150	Expert Services Director	CONS	MKTGSVCS	IC5	Senior thought leader of an expert services team who is responsible for delivering a quality solution in a timely manner, on budget and to a client's satisfaction. Responsible for delivering a set of services and key deliverables that match customer specifications. Key responsibilities include the development, testing, and launching of marketing programs. Additional responsibilities include representing Oracle both internally and externally at conferences and customer events.	Senior thought leader in the Expert Services team who provides expert services both as an individual and a team member. Leads project teams and works with management to ensure quality marketing deliverables for Oracle customers. Has advanced subject matter expertise in marketing programs and campaigns. Shares expertise broadly and is viewed as a thought leader both internally and externally. Develops and advances innovations in project delivery, product functionality and services offerings. Has the ability to engage with key C-suite and Director level contacts. Has the ability to develop, coordinate, test, and launch complex interactive marketing programs using the Oracle Marketing platform for on-time, on-budget, and error free project deliverables. Can actively manage and resolve customer escalation, project scope issues, and technical challenges. Reviews project requests from clients to determine how to implement using established processes and best practices, or scope production specifications for custom projects. Design & delivers internal/external training. Demonstrate leadership and mentor other members. Manage team of developers by assigning resources, reviewing quality reports, & ensure development/training for team.	12+ years of professional experience. 3-5 years of email coding experience. Experience with HTML, CSS, and JavaScript. Understanding of email design, copywriting, and the creative process. Previous experience interacting with senior level clients/customers. Excellent presentation skills preferred. Knowledge of server and hosting technologies
27220	Manager, Expert Services	CONS	MKTGSVCS	M2	As a leader within the Expert Services organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery. Establish vision for Creative/Campaign Services that will align with product and industry trends.	Serves in a first line management role. Plans, organizes, directs and controls the work activities and staff of an Expert Services practice. Supports Sales efforts involving delivery from his/her Service Line. Manages client relationships and is responsible for the quality of Expert services delivered by his/her service line. Can lead the design, develop, test, and launch complex email campaigns and interactive programs using the Interact platform on-time, on-budget, and without an errors. Gather, manage, and execute client specifications. Review project requests from clients to determine how to implement using established processes and best practices, or scope production specifications for custom projects. Design & deliver internal/external training. Demonstrate leadership and mentor other members. Handle client escalations. Manage team of expert resources by allocating resources, forecasting, hiring, reviewing quality reports, & ensure development/training for team. Represents development organization at client meetings and presentations. Develop and publish code standards and train cross-functional teams.	5+ years of professional experience. 1-3 years Management experience in a Software Development organization preferred. Excellent presentation skills. Excellent written and oral communication.

27230	Senior Manager, Expert Services	CONS	MKTGSVCS	M3	As a leader within the Expert Services organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery. Establish vision for Creative/Campaign Services that will align with product and industry trends.	Serves in a first line management role. Plans, organizes, directs and controls the work activities and staff of an Expert Services practice. Supports Sales efforts involving delivery from his/her Service Line. Manages client relationships and is responsible for the quality of Expert services delivered by his/her service line. Can lead the design, develop, test, and launch complex email, campaigns and interactive programs using the Interact platform on-time, on-budget, and without an errors. Gather, manage, and execute client specifications. Review project requests from clients to determine how to implement using established processes and best practices, or scope production specifications for custom projects. Design & deliver internal/external training. Demonstrate leadership and mentor other members. Handle client escalations. Manage team of expert resources by allocating resources, forecasting, hiring, reviewing quality reports, & ensure development/training for team. Represents development organization at client meetings and presentations. Develop and publish code standards and train cross-functional teams.	8+ years of professional experience. 3-5 years Management experience in a Software Development organization preferred. Excellent presentation skills. Excellent written and oral communication.
27240	Director, Expert Services	CONS	MKTGSVCS	M4	As a leader within the Expert Services organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery. Establish vision for Creative/Campaign Services that will align with product and industry trends.	Serves in a senior practice management role, managing a large Service Line staff. Accountable for fulfilling business goals, meeting budgets, maintaining strategic direction, and ensuring quality of delivery by consultants within their organization. Plans, organizes, directs and controls the work activities and staff of an Expert Services practice. Normally manages and leads through a management team consisting of Practice and Technical Managers and Directors. Responsible for operational results of Expert Services group, quality of delivery, and assuring reference-ability for that group. Plans, organizes, directs and controls the work activities and staff of an Expert Services practice. Supports Sales efforts involving delivery from his/her Expert Services Line. Manages client relationships and is responsible for the quality of Expert services delivered by his/her service line. Manage team of expert resources by allocating resources, forecasting, hiring, reviewing quality reports, & ensure development/training for team.	12+ years of professional experience. 6-8 years Management experience in a Software Development organization preferred. Excellent presentation skills. Excellent written and oral communication.
27250	Senior Director, Expert Services	CONS	MKTGSVCS	M5	As a senior leader within the Expert Services organization, you are responsible for ensuring that a quality, integrated software solution is delivered in a timely manner, at budget, and to our client's satisfaction. This involves working closely with the client to understand and manage their expectations, as well as working closely with Oracle and third-party vendors to ensure delivery. Establish vision for Creative/Campaign Services that will align with product and industry trends.	Serves as a client facing executive management role and is responsible for managing a large (or multiple) Expert Service organizations. Accountable for fulfilling business goals, meeting budgets, maintaining strategic direction, and ensuring quality of delivery by consultants within their organization. Plans, organizes, directs and controls the work activities and staff of an Expert Services practice. Normally manages and leads through a management team consisting of Practice and Technical Managers and Directors. Responsible for operational results of Expert Services group, quality of delivery, and assuring reference-ability for that group. Plans, organizes, directs and controls the work activities and staff of an Expert Services practice. Supports Sales efforts involving delivery from his/her Expert Services Line. Manages client relationships and is responsible for the quality of Expert services delivered by his/her service line. Manage team of expert resources by allocating resources, forecasting, hiring, reviewing quality reports, & ensure development/training for team.	15+ years of professional experience. 8-10 years Management experience in a Software Development organization preferred. Excellent presentation skills. Excellent written and oral communication.
65820	Facilities Maintenance Mechanic 2	FACS	FACILIT	K2	Maintains and repairs Oracle's facilities, equipment, and grounds.	Maintains and repairs the facility's structure, equipment and grounds, including plumbing, electrical and HVAC. Performs skilled trades work, such as carpentry or painting in the construction, repair or alteration of structures such as walls, roofs or office fixtures. Works with manufacturing or process engineering in the installation or repair of building plumbing and wiring needed in the production process. Makes periodic or special inspections of the premise to determine repair work necessary. Works from blueprints, drawings or rough sketches	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures.
65830	Facilities Maintenance Mechanic 3	FACS	FACILIT	K3	Maintains and repairs Oracle's facilities, equipment, and grounds.	Maintains and repairs the facility's structure, equipment and grounds, including plumbing, electrical and HVAC. Performs skilled trades work, such as carpentry or painting in the construction, repair or alteration of structures such as walls, roofs or office fixtures. Works with manufacturing or process engineering in the installation or repair of building plumbing and wiring needed in the production process. Makes periodic or special inspections of the premise to determine repair work necessary. Works from blueprints, drawings or rough sketches	Job duties are varied and complex utilizing independent judgment. May have project lead role.
65840	Facilities Maintenance Mechanic 4	FACS	FACILIT	K4	Maintains and repairs Oracle's facilities, equipment, and grounds.	Maintains and repairs the facility's structure, equipment and grounds, including plumbing, electrical and HVAC. Performs skilled trades work, such as carpentry or painting in the construction, repair or alteration of structures such as walls, roofs or office fixtures. Works with manufacturing or process engineering in the installation or repair of building plumbing and wiring needed in the production process. Makes periodic or special inspections of the premise to determine repair work necessary. Works from blueprints, drawings or rough sketches	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization.
65410	Facilities Supervisor	FACS	REALEST	M1	Responsible for space planning, building, and office management services for economy of operation and maximum usage of facilities and equipment within an assigned geographic territory.	As a member of facility management you will oversee office services, facility management, and building related services for several locations and/or buildings. Manages the design, planning, construction, and maintenance of equipment, buildings, and other facilities. Plans, budgets, and schedules facility modifications, including estimates on equipment, labor, materials and other related costs. Oversees the coordination of building space allocation and layout; and facilities expansion. Provides quarterly space planning updates as well as reconciles monthly facility expenses. Participate in various committees/task forces and group goal planning as needed.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority. Excellent communication skills. Familiarity with email and MS Office applications is essential. Willing to function as after hours contact for facilities emergencies and be accessible via phone or pager. Prior facilities management or assistant property management experience, and BA/BS degree or equivalent.
65420	Facilities Manager	FACS	REALEST	M2	Responsible for space planning, building, and office management services for economy of operation and maximum usage of facilities and equipment within an assigned geographic territory.	As a member of facility management you will oversee office services, facility management, and building related services for several locations and/or buildings. Manages the design, planning, construction, and maintenance of equipment, buildings, and other facilities. Plans, budgets, and schedules facility modifications, including estimates on equipment, labor, materials and other related costs. Oversees the coordination of building space allocation and layout; and facilities expansion. Provides quarterly space planning updates as well as reconciles monthly facility expenses. Participate in various committees/task forces and group goal planning as needed.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Excellent verbal and written communication skills. Familiarity with email and Microsoft Office applications and purchase order systems is essential. Willing to function as after hours contact for facilities emergencies and be accessible via phone or pager. Travel is essential. Pager and cell phone necessary after hours. 5 years prior facilities management. BA/BS degree or equivalent. Additional professional credentials preferred such as RPA/FMA, CFM.
65430	Facilities Snr Manager	FACS	REALEST	M3	Responsible for space planning, building, and office management services for economy of operation and maximum usage of facilities and equipment within an assigned geographic territory.	As a member of facility management you will oversee office services, facility management, and building related services for several locations and/or buildings. Manages the design, planning, construction, and maintenance of equipment, buildings, and other facilities. Plans, budgets, and schedules facility modifications, including estimates on equipment, labor, materials and other related costs. Oversees the coordination of building space allocation and layout; and facilities expansion. Provides quarterly space planning updates as well as reconciles monthly facility expenses. Participate in various committees/task forces and group goal planning as needed.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Excellent verbal and written communication skills. Familiarity with email and Microsoft Office applications and purchase order systems is essential. Willing to function as after hours contact for facilities emergencies and be accessible via phone or pager. Travel is necessary. Pager and cell phone needed after hours. 8 years prior facilities management. BA/BS degree or equivalent. Additional professional credentials preferred such as RPA/FMA, CFM.
65440	Facilities Director	FACS	REALEST	M4	Responsible for space planning, building, and office management services for economy of operation and maximum usage of facilities and equipment within an assigned geographic territory.	As a member of facility management you will oversee office services, facility management, and building related services for several locations and/or buildings. Manages the design, planning, construction, and maintenance of equipment, buildings, and other facilities. Plans, budgets, and schedules facility modifications, including estimates on equipment, labor, materials and other related costs. Oversees the coordination of building space allocation and layout; and facilities expansion. Provides quarterly space planning updates as well as reconciles monthly facility expenses. Participate in various committees/task forces and group goal planning as needed.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Excellent verbal and written communication skills. Familiarity with email and Microsoft Office applications and purchase order systems is essential. Willing to function as after hours contact for facilities emergencies and be accessible via phone or pager. Travel is necessary. Pager and cell phone necessary after hours. 10 years prior facilities management. BA/BS degree or equivalent. Additional professional credentials preferred such as RPA/FMA, CFM.
65450	Facilities Snr Director	FACS	REALEST	M5	Responsible for space planning, building, and office management services for economy of operation and maximum usage of facilities and equipment within an assigned geographic territory.	As a member of facility management you will oversee office services, facility management, and building related services for several locations and/or buildings. Manages the design, planning, construction, and maintenance of equipment, buildings, and other facilities. Plans, budgets, and schedules facility modifications, including estimates on equipment, labor, materials and other related costs. Oversees the coordination of building space allocation and layout; and facilities expansion. Provides quarterly space planning updates as well as reconciles monthly facility expenses. Participate in various committees/task forces and group goal planning as needed.	Directs and assures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Excellent verbal and written communication skills. Familiarity with email and Microsoft Office applications and purchase order systems is essential. Willing to function as after hours contact for facilities emergencies and be accessible via phone or pager. Travel is necessary. Pager and cell phone necessary after hours. 12 years prior facilities management. BA/BS degree or equivalent. Additional professional credentials a plus such as RPA/FMA, CFM.
65460	Facilities VP	FACS	REALEST	M6	Responsible for space planning, building, and office management services for economy of operation and maximum usage of facilities and equipment within an assigned geographic territory.	As a member of facility management you will oversee office services, facility management, and building related services for several locations and/or buildings. Manages the design, planning, construction, and maintenance of equipment, buildings, and other facilities. Plans, budgets, and schedules facility modifications, including estimates on equipment, labor, materials and other related costs. Oversees the coordination of building space allocation and layout; and facilities expansion. Provides quarterly space planning updates as well as reconciles monthly facility expenses. Participate in various committees/task forces and group goal planning as needed.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Excellent verbal and written communication skills. Familiarity with email and Microsoft Office applications and purchase order systems is essential. Willing to function as after hours contact for facilities emergencies and be accessible via phone or pager. Travel is necessary. Pager and cell phone necessary after hours.

65610	Facilities Specialist 1	FACS	FACILIT	IC1	Provide building and office management services for economy of operation and maximum usage of facilities and equipment. Work with external vendors to develop and implement facilities plans. Review vendor contracts, create vendor performance, timely work order completion, and construction related activities. Participate in collaborative space planning efforts with internal resources and user groups. Prepare and monitor annual property budget and other related costs in facility planning. This position will interface with both senior management as well as individual contributors.	As a member of our Real Estate and Facilities team, you will assist the building or office manager in all aspects of daily operations. This may include managing Oracle's office space and equipment. Ensure adherence to company guidelines, processes and building and safety codes. Obtain, review and estimate design costs including equipment, installation, labor, materials, and preparation. Prepare annual budget. Conduct benchmarking.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Excellent communication and decision making skills. Familiarity with email and MS Office applications is essential. Willing to function as after- hours contact for facilities emergencies. May be required to be accessible via phone or pager. Degree, relevant certification or equivalent with 0 - 2 years prior facilities or property assistant experience preferred.
65620	Facilities Specialist 2	FACS	FACILIT	IC2	Provide building and office management services for economy of operation and maximum usage of facilities and equipment. Work with external vendors to develop and implement facilities plans. Review vendor contracts, create vendor performance, timely work order completion, and construction related activities. Participate in collaborative space planning efforts with internal resources and user groups. Prepare and monitor annual property budget and other related costs in facility planning. This position will interface with both senior management as well as individual contributors.	As a member of our Real Estate and Facilities team, you will assist the building or office manager in all aspects of daily operations. This may include managing Oracle's office space and equipment. Ensure adherence to company guidelines, processes and building and safety codes. Obtain, review and estimate design costs including equipment, installation, labor, materials, and preparation. Prepare annual budget. Conduct benchmarking.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures using problem solving skills. Excellent communication and decision making skills. Familiarity with email and MS Office applications is essential. Willing to function as after-hours contact for facilities emergencies. May be required to be accessible via phone or pager. Degree, relevant certification or equivalent with 2-5 years prior facilities or property assistant experience preferred.
65630	Facilities Specialist 3	FACS	FACILIT	IC3	Provide building and office management services for economy of operation and maximum usage of facilities and equipment. Work with external vendors to develop and implement facilities plans. Review vendor contracts, create vendor performance, timely work order completion, and construction related activities. Participate in collaborative space planning efforts with internal resources and user groups. Prepare and monitor annual property budget and other related costs in facility planning. This position will interface with both senior management as well as individual contributors.	As a member of our Real Estate and Facilities team, you will assist the building or office manager in all aspects of daily operations. This may include managing Oracle's office space and equipment. Ensure adherence to company guidelines, processes and building and safety codes. Obtain, review and estimate design costs including equipment, installation, labor, materials, and preparation. Prepare annual budget. Conduct benchmarking.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Applies professional, technical, and operational depth and experience to continuously improve service quality. Excellent communication and decision making skills. Familiarity with email and MS Office applications is essential. Willing to function as after- hours contact for facilities emergencies and be accessible via phone or pager. Degree, relevant certification or equivalent with 5 years prior facilities management or assistant property manager experience preferred.
65640	Facilities Specialist 4	FACS	FACILIT	IC4	Provide building and office management services for economy of operation and maximum usage of facilities and equipment. Work with external vendors to develop and implement facilities plans. Review vendor contracts, create vendor performance, timely work order completion, and construction related activities. Participate in collaborative space planning efforts with internal resources and user groups. Prepare and monitor annual property budget and other related costs in facility planning. This position will interface with both senior management as well as individual contributors.	As a member of our Real Estate and Facilities team, you will assist the building or office manager in all aspects of daily operations. This may include managing Oracle's office space and equipment. Ensure adherence to company guidelines, processes and building and safety codes. Obtain, review and estimate design costs including equipment, installation, labor, materials, and preparation. Prepare annual budget. Conduct benchmarking.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. May have project lead role. Applies professional, technical, and operational depth and experience to continuously improve service quality. Good communication skills and familiarity with email and MS Office applications is essential. After hours contact for facilities emergencies, accessible via phone or pager. Degree, relevant certification or equivalent with 8 years prior facilities management or assistant property manager experience preferred.
65650	Facilities Specialist 5	FACS	FACILIT	IC5	Provide building and office management services for economy of operation and maximum usage of facilities and equipment. Work with external vendors to develop and implement facilities plans. Review vendor contracts, create vendor performance, timely work order completion, and construction related activities. Participate in collaborative space planning efforts with internal resources and user groups. Prepare and monitor annual property budget and other related costs in facility planning. This position will interface with both senior management as well as individual contributors.	As a member of our Real Estate and Facilities team, you will assist the building or office manager in all aspects of daily operations. This may include managing Oracle's office space and equipment. Ensure adherence to company guidelines, processes and building and safety codes. Obtain, review and estimate design costs including equipment, installation, labor, materials, and preparation. Prepare annual budget. Conduct benchmarking.	Provide leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Recommends and justifies major changes to existing products/services/processes. Good communication skills and familiarity with email and MS Office applications is essential. After hours contact for facilities emergencies, accessible via phone or pager. Degree, relevant certification or equivalent with typically 12 years of related experience to include 10 years prior facilities management or assistant property manager experience preferred.
107110	Environmental Health & Safety Specialist 1	FACS	FACILIT	IC1	Develops, implements, and monitors company environmental safety programs and policies to ensure compliance with regulations.	Review programs/policies to ensure compliance with emerging or changing regulations. Consult with Facilities team to provide support and direction regarding Oracle's compliance. Conduct site audits. Responsible for tracking and reporting injury or illness to appropriate agencies and investigate to determine corrective actions. May provide EHS training to include development of training course.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Graduate with 0 - 2 year related work experience. Knowledge of regulations and fire codes. Safety certification desired. Presentation skills. Self starter. Detail oriented. Excel proficient.
107120	Environmental Health & Safety Specialist 2	FACS	FACILIT	IC2	Develops, implements, and monitors company environmental safety programs and policies to ensure compliance with regulations.	Review programs/policies to ensure compliance with emerging or changing regulations. Consult with Facilities team to provide support and direction regarding Oracle's compliance. Conduct site audits. Responsible for tracking and reporting injury or illness to appropriate agencies and investigate to determine corrective actions. May provide EHS training to include development of training course.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years related experience. Knowledge of regulations and fire codes. Safety certification desired. Presentation skills. Self starter. Detail oriented. Excel proficient.
107130	Environmental Health & Safety Specialist 3	FACS	FACILIT	IC3	Develops, implements, and monitors company environmental safety programs and policies to ensure compliance with regulations.	Review programs/policies to ensure compliance with emerging or changing regulations. Consult with Facilities team to provide support and direction regarding Oracle's compliance. Conduct site audits. Responsible for tracking and reporting injury or illness to appropriate agencies and investigate to determine corrective actions. May provide EHS training to include development of training course.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years related experience. Knowledge of regulations and fire codes. Safety certification desired. Presentation skills. Self starter. Detail oriented. Excel proficient.
107140	Environmental Health & Safety Specialist 4	FACS	FACILIT	IC4	Develops, implements, and monitors company environmental safety programs and policies to ensure compliance with regulations.	Review programs/policies to ensure compliance with emerging or changing regulations. Consult with Facilities team to provide support and direction regarding Oracle's compliance. Conduct site audits. Responsible for tracking and reporting injury or illness to appropriate agencies and investigate to determine corrective actions. May provide EHS training to include development of training course.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years related experience. Knowledge of regulations and fire codes. Safety certification desired. Presentation skills. Self starter. Detail oriented. Excel proficient.
107220	Environmental Health & Safety Manager	FACS	FACILIT	M2			0
107230	Environmental Health & Safety Snr Manager	FACS	FACILIT	M3			0
107240	Environmental Health & Safety Director	FACS	FACILIT	M4			0
107250	Environmental Health & Safety Snr Director	FACS	FACILIT	M5			0
107260	Environmental Health & Safety VP	FACS	FACILIT	M6			0
65110	Office Services Supervisor-Fac	FACS	FACILIT	M1	Responsible for managing all Oracle share locations. Performs lease administration; working closely with Real Estate Finance and outside legal counsel. Negotiates space, prepares funding approval, and facilitate personnel moves into executive suites or business centers.	As the supervisor of office services you will interface with other Oracle managers, staff, and external customers/vendors overseeing lease negotiation, lease terms, rent commencement, capture and processing of monthly expenses. Maintain lease documentation and coordinate multi-site moves. Responsible for space management, rent checks, variable payments, PO management, funding approvals, and overall site expenses. Function as team lead regarding property manager enhancement requests.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/vocational leadership as well as first line supervision, but does not have hire/fire authority. Excellent communication skills. Familiarity with email and MS Office applications is essential. Willing to function as after hours contact for facilities emergencies and be accessible via phone or pager. Prior facilities management or assistant property management experience, and BA/BS degree or equivalent.

65120	Office Service Manager-Fac	FACS	FACILIT	M2	Responsible for managing all Oracle share locations. Performs lease administration; working closely with Real Estate Finance and outside legal counsel. Negotiates space, prepares funding approval, and facilitate personnel moves into executive suites or business centers.	You will interface with other Oracle managers, staff, and external customers/vendors overseeing lease negotiation, lease terms, rent commencement, capture and processing of monthly expenses. Maintain lease documentation and coordinate multi-site moves. Responsible for space management, rent checks, variable payments, PO management, funding approvals, and overall site expenses. Function as team lead regarding property manager enhancement requests.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Excellent communication skills. Familiarity with email and MS Office applications is essential. Willing to function as after hours contact for facilities emergencies and be accessible via phone or pager. 8 years prior facilities management or assistant property management experience, and BA/BS degree or equivalent.
65130	Office Services Snr Manager-Fac	FACS	FACILIT	M3	Responsible for managing all Oracle share locations. Performs lease administration; working closely with Real Estate Finance and outside legal counsel. Negotiates space, prepares funding approval, and facilitate personnel moves into executive suites or business centers.	You will interface with other Oracle managers, staff, and external customers/vendors overseeing lease negotiation, lease terms, rent commencement, capture and processing of monthly expenses. Maintain lease documentation and coordinate multi-site moves. Responsible for space management, rent checks, variable payments, PO management, funding approvals, and overall site expenses. Function as team lead regarding property manager enhancement requests.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Solid written, verbal, and interpersonal skills.
45552	Office Services Director-Fac	FACS	FACILIT	M4	Responsible for managing all Oracle share locations. Performs lease administration; working closely with Real Estate Finance and outside legal counsel. Negotiates space, prepares funding approval, and facilitate personnel moves into executive suites or business centers.	You will interface with other Oracle managers, staff, and external customers/vendors overseeing lease negotiation, lease terms, rent commencement, capture and processing of monthly expenses. Maintain lease documentation and coordinate multi-site moves. Responsible for space management, rent checks, variable payments, PO management, funding approvals, and overall site expenses. Function as team lead regarding property manager enhancement requests.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Ability to travel. Successful professional track record.
85010	Office Services Support A1	FACS	FACILIT	IC0	Provide support for the Real Estate and Facilities organization.	Provide daily support to office employees. May coordinate appointments, information to and from callers, perform file maintenance, order office supplies and coordinate incoming and outgoing mail and deliveries. Operate automated office equipment.	Provides support in a variety of settings. Works within defined procedures and routines with limited autonomy. Problem solving includes basic research and verification only. Accountable for achieving objectives for self and contributing to the work of others. Excellent communication skills. 0 - 1 years of experience.
85020	Office Services Support A2	FACS	FACILIT	IC0	Provide support for the Real Estate and Facilities organization.	Provide daily support to office employees. May coordinate appointments, information to and from callers, perform file maintenance, order office supplies and coordinate incoming and outgoing mail and deliveries. Operate automated office equipment.	Provides support in a variety of settings. Works within defined procedures and routines with limited autonomy. Problem solving includes basic research and verification only. Accountable for achieving objectives for self and contributing to the work of others. Excellent communication skills. 1-2 years of experience.
85030	Office Services Support A3	FACS	FACILIT	IC0	Provide support for the Real Estate and Facilities organization.	Provide daily support to office employees. May coordinate appointments, information to and from callers, perform file maintenance, order office supplies and coordinate incoming and outgoing mail and deliveries. Operate automated office equipment.	Provides support in a variety of settings. Works within defined procedures and routines with limited autonomy. Problem solving includes basic research and verification only. Accountable for achieving objectives for self and contributing to the work of others. Excellent communication skills. 2-4 years of experience.
85040	Office Services Support A4	FACS	FACILIT	IC0	Provide support for the Real Estate and Facilities organization.	Provide daily support to office employees. May coordinate appointments, information to and from callers, perform file maintenance, order office supplies and coordinate incoming and outgoing mail and deliveries. Operate automated office equipment.	Provides support in a variety of settings. Works within defined procedures and routines with limited autonomy. Problem solving includes basic research and verification only. Accountable for achieving objectives for self and contributing to the work of others. Excellent communication skills. 4-6 years of experience.
65401	Real Estate Analyst 1-Fac	FACS	REALEST	IC1	Negotiates leases, rent reviews, property acquisitions and disposals. Designs, develops and project manages future facilities needs.	As a lease administrator you will be responsible for the day to day administration of Oracle's lease and sublease contracts. This involves the maintenance of lease data, payment of rent and operating expenses, and the implementation of new leases associated with M & A activities. Conducts audits of payments against lease provisions to ensure SOX compliance and expense control. Communicates with landlords and facility managers as needed.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and processes. Gaining competence in own area and acquiring a higher level understanding of role, processes and procedures. BS degree or equivalent experience relevant to functional area. 0-2 years of previous related experience desired.
65402	Real Estate Analyst 2-Fac	FACS	REALEST	IC2	Negotiates leases, rent reviews, property acquisitions and disposals. Designs, develops and project manages future facilities needs.	As a lease administrator you will be responsible for the day to day administration of Oracle's lease and sublease contracts. This involves the maintenance of lease data, payment of rent and operating expenses, and the implementation of new leases associated with M & A activities. Conducts audits of payments against lease provisions to ensure SOX compliance and expense control. Communicates with landlords and facility managers as needed.	Duties and tasks are standard with some variation; displays understanding of roles, processes and procedures. Performs moderately complex problem solving with assistance and guidance in understanding and applying company policies and processes. BS degree or equivalent experience relevant to functional area. Prefer 2 years of experience.
65403	Real Estate Analyst 3-Fac	FACS	REALEST	IC3	Negotiates leases, rent reviews, property acquisitions and disposals. Designs, develops and project manages future facilities needs.	As a lease administrator you will be responsible for the day to day administration of Oracle's lease and sublease contracts. This involves the maintenance of lease data, payment of rent and operating expenses, and the implementation of new leases associated with M & A activities. Conducts audits of payments against lease provisions to ensure SOX compliance and expense control. Communicates with landlords and facility managers as needed.	Duties and tasks are varied and complex; independent judgment needed. Fully competent in own area of expertise. May have project lead role and or supervise lower level personnel. BS degree or equivalent experience relevant to functional area. Prefer 5 years of related experience.
65404	Real Estate Analyst 4-Fac	FACS	REALEST	IC4	Negotiates leases, rent reviews, property acquisitions and disposals. Designs, develops and project manages future facilities needs.	As a lease administrator you will be responsible for the day to day administration of Oracle's lease and sublease contracts. This involves the maintenance of lease data, payment of rent and operating expenses, and the implementation of new leases associated with M & A activities. Conducts audits of payments against lease provisions to ensure SOX compliance and expense control. Communicates with landlords and facility managers as needed.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization.
65405	Real Estate Analyst 5-Fac	FACS	REALEST	IC5	Negotiates leases, rent reviews, property acquisitions and disposals. Designs, develops and project manages future facilities needs.	As a lease administrator you will be responsible for the day to day administration of Oracle's lease and sublease contracts. This involves the maintenance of lease data, payment of rent and operating expenses, and the implementation of new leases associated with M & A activities. Conducts audits of payments against lease provisions to ensure SOX compliance and expense control. Communicates with landlords and facility managers as needed.	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. Strong written and verbal communication skills . Ability to partner across functions. 10 plus years relevant work experience.
104110	Real Estate Supervisor	FACS	REALEST	M1	Provides direction to Real Estate Analyst employees according to established policies and management guidance.	Manages the company's real estate portfolio (e.g., offices, manufacturing facilities, data centers) to ensure sufficient occupant capacity while minimizing company expenses and liabilities. Ensures the real estate portfolio is aligned with company's overall strategy in all aspects of the selection, acquisition and disposition. Effectively oversees the execution of real estate transactions (leasing and/or purchase or sale) in the company's real estate portfolio using negotiation skills, appropriate vendors (e.g., brokers, legal support, lease administration, utility, other services), asset management and financial analysis techniques. Establishes and maintains standard methods and processes for capital budgeting and reporting, real estate transaction management and lease administration. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority.
105130	Executive Protection Agent 3	FACS	SECURITY	IC3	Performs all aspects of protective operations for select members of Oracle; domestically and outside the United States.	Under the direction of management safeguards principals from all forms of security and safety hazards. Provides security coverage for principals, guests, and others in a professional/courteous manner while in compliance with policies and procedures. May direct daily work of contractors who are providing similar protection services. Acts as liaison with outside agencies in the event of building problems, security issues, and fire or other emergencies. Manages and completes all assigned projects. Conducts surveys of future site visits to include planning logistics around sites and events. Detailed planning includes all aspects and issues relating to physical locality, movements in, out, and around site and event, and preparation for emergencies and other contingencies. Acts as primary driver, as well as, follow car driver for principals. Prepares routes in advance, as well as alternate routes. Operates vehicle in safe manner, identify any counter threats along routes, and render aid in the event of accident or other safety hazard. Maintains vehicles in good working order, fueled, and clean. Coordinates with internal staff and department heads in support of principals' activities. May liaison with external Executive Protection Teams who visit Oracle campus for customer meetings. Communicates appropriately with staff and principals. Available 24/7/365 in order to respond to all emergencies.	Job duties are varied and complex utilizing independent judgment. 5 years relevant work experience. Proficient with internet use, basic software packages, and use of various types of communication equipment. Ability to travel and work irregular hours. Ability to run or sprint. Ability to regularly lift and/or move up to 50 pounds and occasionally 100 pounds. Able to frequently climb or balance, and taste and smell. Able to regularly stand, walk, sit, use hands/manual dexterity, reach or stretch, stoop, kneel, crouch, or crawl; speak or hear. Regularly exposed to various outdoor weather conditions. Work near moving mechanical parts; work in high, precarious places; fumes or airborne particles; toxic or caustic chemicals; risk of electrical shock; work with explosives and vibrations. Vision abilities include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.
105140	Executive Protection Agent 4	FACS	SECURITY	IC4	Performs all aspects of protective operations for select members of Oracle; domestically and outside the United States.	Under the direction of management safeguards principals from all forms of security and safety hazards. Provides security coverage for principals, guests, and others in a professional/courteous manner while in compliance with policies and procedures. May direct daily work of contractors who are providing similar protection services. Acts as liaison with outside agencies in the event of building problems, security issues, and fire or other emergencies. Manages and completes all assigned projects. Conducts surveys of future site visits to include planning logistics around sites and events. Detailed planning includes all aspects and issues relating to physical locality, movements in, out, and around site and event, and preparation for emergencies and other contingencies. Acts as primary driver, as well as, follow car driver for principals. Prepares routes in advance, as well as alternate routes. Operates vehicle in safe manner, identify any counter threats along routes, and render aid in the event of accident or other safety hazard. Maintains vehicles in good working order, fueled, and clean. Coordinates with internal staff and department heads in support of principals' activities. May liaison with external Executive Protection Teams who visit Oracle campus for customer meetings. Communicates appropriately with staff and principals. Available 24/7/365 in order to respond to all emergencies.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years relevant work experience. Proficient with internet use, basic software packages, and use of various types of communication equipment. Ability to travel and work irregular hours. Ability to run or sprint. Ability to regularly lift and/or move up to 50 pounds and occasionally 100 pounds. Able to frequently climb or balance, and taste and smell. Able to regularly stand, walk, sit, use hands/manual dexterity, reach or stretch, stoop, kneel, crouch, or crawl; speak or hear. Regularly exposed to various outdoor weather conditions. Work near moving mechanical parts; work in high, precarious places; fumes or airborne particles; toxic or caustic chemicals; risk of electrical shock; work with explosives and vibrations. Vision abilities include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.

105150	Executive Protection Agent 5	FACS	SECURITY	IC5	Performs all aspects of protective operations for select members of Oracle; domestically and outside the United States.	Under the direction of management safeguards principals from all forms of security and safety hazards. Provides security coverage for principals, guests, and others in a professional/courteous manner while in compliance with policies and procedures. May direct daily work of contractors who are providing similar protection services. Acts as liaison with outside agencies in the event of building problems, security issues, and fire or other emergencies. Manages and completes all assigned projects. Conducts surveys of future site visits to include planning logistics around sites and events. Detailed planning includes all aspects and issues relating to physical locality, movements in, out, and around site and event, and preparation for emergencies and other contingencies. Acts as primary driver, as well as, follow car driver for principals. Prepares routes in advance, as well as alternate routes. Operates vehicle in safe manner, identify any counter threats along routes, and render aid in the event of accident or other safety hazard. Maintains vehicles in good working order, fueled, and clean. Coordinates with internal staff and department heads in support of principals' activities. May liaison with external Executive Protection Teams who visit Oracle campus for customer meetings. Communicates appropriately with staff and principals. Available 24/7/365 in order to respond to all emergencies.	Provide leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Recommends and justifies major changes to existing products/services/processes. Ten or more years of related experience needed. Proficient with internet use, basic software packages, and use of various types of communication equipment. Ability to travel and work irregular hours. Ability to run or sprint. Ability to regularly lift and/or move up to 50 pounds and occasionally 100 pounds. Able to frequently climb or balance, and taste and smell. Able to regularly stand, walk, sit, use hands/manual dexterity, reach or stretch, stoop, kneel, crouch, or crawl; speak or hear. Regularly exposed to various outdoor weather conditions. Work near moving mechanical parts; work in high, precarious places; fumes or airborne particles; toxic or caustic chemicals; risk of electrical shock; work with explosives and vibrators. Vision abilities include close vision, distance vision, peripheral vision, depth perception and ability to adjust focus.
65910	Government Security Specialist 1-Fac	FACS	SECURITY	IC1	Ensures Oracle compliance with all US Government security regulations and mandates.	Provides 24/7 responsiveness in support of Oracle's U.S. Government business. Process personnel security clearances and periodic reinvestigations. Monitor classified information systems and controlled areas. Serve as classification management specialists providing classification guidance to employees and subcontractors. Maintain Sensitive Compartment Information Facilities (SCIFs) and respond to after-hour alarms and emergency conditions at a SCIF location. Monitor all external activities and government legislation affecting the organization. Provide recommendations regarding "best practice" business security standards and solutions and guidance to maintain a secure environment for the protection of personnel, property, and information.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience.
65920	Government Security Specialist 2-Fac	FACS	SECURITY	IC2	Ensures Oracle compliance with all US Government security regulations and mandates.	Provides 24/7 responsiveness in support of Oracle's U.S. Government business. Process personnel security clearances and periodic reinvestigations. Monitor classified information systems and controlled areas. Serve as classification management specialists providing classification guidance to employees and subcontractors. Maintain Sensitive Compartment Information Facilities (SCIFs) and respond to after-hour alarms and emergency conditions at a SCIF location. Monitor all external activities and government legislation affecting the organization. Provide recommendations regarding "best practice" business security standards and solutions and guidance to maintain a secure environment for the protection of personnel, property, and information.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience and BA/BS degree preferred.
65930	Government Security Specialist 3-Fac	FACS	SECURITY	IC3	Ensures Oracle compliance with all US Government security regulations and mandates.	Provides 24/7 responsiveness in support of Oracle's U.S. Government business. Process personnel security clearances and periodic reinvestigations. Monitor classified information systems and controlled areas. Serve as classification management specialists providing classification guidance to employees and subcontractors. Maintain Sensitive Compartment Information Facilities (SCIFs) and respond to after-hour alarms and emergency conditions at a SCIF location. Monitor all external activities and government legislation affecting the organization. Provide recommendations regarding "best practice" business security standards and solutions and guidance to maintain a secure environment for the protection of personnel, property, and information.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years relevant work experience. BS/BA preferred.
65940	Government Security Specialist 4-Fac	FACS	SECURITY	IC4	Ensures Oracle compliance with all US Government security regulations and mandates.	Provides 24/7 responsiveness in support of Oracle's U.S. Government business. Process personnel security clearances and periodic reinvestigations. Monitor classified information systems and controlled areas. Serve as classification management specialists providing classification guidance to employees and subcontractors. Maintain Sensitive Compartment Information Facilities (SCIFs) and respond to after-hour alarms and emergency conditions at a SCIF location. Monitor all external activities and government legislation affecting the organization. Provide recommendations regarding "best practice" business security standards and solutions and guidance to maintain a secure environment for the protection of personnel, property, and information.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years relevant work experience. BS/BA preferred.
65710	Security Specialist 1-Fac	FACS	SECURITY	IC1	Provides security services on company premises.	Responsible for security in a specified facility or region. Conduct theft investigations. Provide security for sensitive exit interviews. Act as liaison between company and law enforcement agency. Implement corporate security policies and procedures. May be responsible for managing contract guard personnel.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures.
65720	Security Specialist 2-Fac	FACS	SECURITY	IC2	Provides security services on company premises.	Responsible for security in a specified facility or region. Conduct theft investigations. Provide security for sensitive exit interviews. Act as liaison between company and law enforcement agency. Implement corporate security policies and procedures. May be responsible for managing contract guard personnel	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures.
65730	Security Specialist 3-Fac	FACS	SECURITY	IC3	Provides security services on company premises.	Responsible for security in a specified facility or region. Conduct theft investigations. Provide security for sensitive exit interviews. Act as liaison between company and law enforcement agency. Implement corporate security policies and procedures. May be responsible for managing contract guard personnel	Job duties are varied and complex utilizing independent judgment. May have project lead role.
65740	Security Specialist 4-Fac	FACS	SECURITY	IC4	Provides security services on company premises.	Responsible for security in a specified facility or region. Conduct theft investigations. Provide security for sensitive exit interviews. Act as liaison between company and law enforcement agency. Implement corporate security policies and procedures. May be responsible for managing contract guard personnel	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization.
65750	Security Specialist 5-Fac	FACS	SECURITY	IC5	Provides security services on company premises.	Responsible for security in a specified facility or region. Conduct theft investigations. Provide security for sensitive exit interviews. Act as liaison between company and law enforcement agency. Implement corporate security policies and procedures. May be responsible for managing contract guard personnel.	Provide leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Recommends and justifies major changes to existing products/services/processes. BS degree or equivalent experience relevant to functional area.
67010	Security Supervisor-Fac	FACS	SECURITY	M1	Provides security services on company premises.	Assess and facilitate resolution of physical security and safety concerns for Oracle office/region. Manage contract guard force personnel, administrate guard force contract and budget. Serve as contact regarding security and safety issues for facility site personnel, Legal and HR departments. Implement corporate security policies and procedures. Develops, implements and maintains security procedures to meet corporate policies, codes and regulations.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority.
67020	Security Manager-Fac	FACS	SECURITY	M2	Provides security services on company premises.	Assess and facilitate resolution of physical security and safety concerns for Oracle office/region. Manage contract guard force personnel, administrate guard force contract and budget. Serve as contact regarding security and safety issues for facility site personnel, Legal and HR departments. Implement corporate security policies and procedures. Develops, implements and maintains security procedures to meet corporate policies, codes and regulations.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management.
67030	Security Sr Manager-Fac	FACS	SECURITY	M3	Provides security services on company premises.	Assess and facilitate resolution of physical security and safety concerns for Oracle office/region. Manage contract guard force personnel, administrate guard force contract and budget. Serve as contact regarding security and safety issues for facility site personnel, Legal and HR departments. Implement corporate security policies and procedures. Develops, implements and maintains security procedures to meet corporate policies, codes and regulations.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications.
67040	Security Director-Fac	FACS	SECURITY	M4	Provides security services on company premises.	Assess and facilitate resolution of physical security and safety concerns for Oracle office/region. Manage contract guard force personnel, administrate guard force contract and budget. Serve as contact regarding security and safety issues for facility site personnel, Legal and HR departments. Implement corporate security policies and procedures. Develops, implements and maintains security procedures to meet corporate policies, codes and regulations.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met.
67050	Security Sr Director - Fac	FACS	SECURITY	M5	Provides security services on company premises.	Assess and facilitate resolution of physical security and safety concerns for Oracle office/region. Manage contract guard force personnel, administrate guard force contract and budget. Serve as contact regarding security and safety issues for facility site personnel, Legal and HR departments. Implement corporate security policies and procedures. Develops, implements and maintains security procedures to meet corporate policies, codes and regulations.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge.
67060	Security VP - Fac	FACS	SECURITY	M6	Provides security services on company premises.	Assess and facilitate resolution of physical security and safety concerns for Oracle office/region. Manage contract guard force personnel, administrate guard force contract and budget. Serve as contact regarding security and safety issues for facility site personnel, Legal and HR departments. Implement corporate security policies and procedures. Develops, implements and maintains security procedures to meet corporate policies, codes and regulations.	Executive responsible for multiple functions, departments, and/or diverse geographic marketplaces. Works primarily through Directors and Senior Directors
50510	Accountant 1-Fin	FINANCE	ACCOUNT	IC1	Maintain general accounting systems, policies, and procedures to ensure that proper information is reported in accordance with Generally Accepted Accounting Principles.	As a member of the finance division, you will assist in accounting functions which may include general ledger, accounts payable, accounts receivable, fixed assets, and inter-company transactions. Maintain the general ledger to include the preparation of journal entries, analysis, reconciliation and reporting. Maintain and implement general accounting systems. Conduct account reconciliation periodically, ledger close activities, and provide accurate financial data to support management in decision making. Develop and prepare financial reports including profit and loss, income and balance sheet statements. Review and analyze inter-company transactions. Ensure all journal entries comply with internal and external audit specifications. Participate in the ongoing development and maintenance of internal procedures and processes. May participate in special projects.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Strong analytical, prioritization and communication skills in partnering with other internal groups and management. Familiarity with Excel spreadsheets is essential. Typically graduate or equivalent with 0 - 2 year experience. BA/BS degree in Accounting or equivalent. Some positions need you to be bilingual in English and Spanish or Portuguese.

50520	Accountant 2-Fin	FINANCE	ACCOUNT	IC2	Maintain general accounting systems, policies, and procedures to ensure that proper information is reported in accordance with Generally Accepted Accounting Principles.	As a member of the finance division, you will assist in accounting functions which may include general ledger, accounts payable, accounts receivable, fixed assets, and inter-company transactions. Maintain the general ledger to include the preparation of journal entries, analysis, reconciliation and reporting. Maintain and implement general accounting systems. Conduct account reconciliation periodically, ledger close activities, and provide accurate financial data to support management in decision making. Develop and prepare financial reports including profit and loss, income and balance sheet statements. Review and analyze inter-company transactions. Ensure all journal entries comply with internal and external audit specifications. Participate in the ongoing development and maintenance of internal procedures and processes. May participate in special projects.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Strong analytical, prioritization and communication skills in partnering with other internal groups and management. Familiarity with Excel spreadsheets is essential. Familiarity with Oracle Financials is essential. 2 years accounting experience and BA/BS degree in Accounting or equivalent. Some positions need you to be bilingual in English and Spanish or Portuguese.
50530	Accountant 3-Fin	FINANCE	ACCOUNT	IC3	Maintain general accounting systems, policies, and procedures to ensure that proper information is reported in accordance with Generally Accepted Accounting Principles.	As a member of the finance division, you will assist in accounting functions which may include general ledger, accounts payable, accounts receivable, fixed assets, and inter-company transactions. Maintain the general ledger to include the preparation of journal entries, analysis, reconciliation and reporting. Maintain and implement general accounting systems. Conduct account reconciliation periodically, ledger close activities, and provide accurate financial data to support management in decision making. Develop and prepare financial reports including profit and loss, income and balance sheet statements. Review and analyze inter-company transactions. Ensure all journal entries comply with internal and external audit specifications. Participate in the ongoing development and maintenance of internal procedures and processes. May participate in special projects.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Strong analytical, prioritization and communication skills in partnering with other internal groups and management. Familiarity with Excel spreadsheets is essential. Familiarity with Oracle Financials is essential. 5 years accounting experience and BA/BS degree in Accounting or equivalent. Some positions need you to be bilingual in English and Spanish or Portuguese.
50540	Accountant 4-Fin	FINANCE	ACCOUNT	IC4	Maintain general accounting systems, policies, and procedures to ensure that proper information is reported in accordance with Generally Accepted Accounting Principles.	As a member of the finance division, you will assist in accounting functions which may include general ledger, accounts payable, accounts receivable, fixed assets, and inter-company transactions. Maintain the general ledger to include the preparation of journal entries, analysis, reconciliation and reporting. Maintain and implement general accounting systems. Conduct account reconciliation periodically, ledger close activities, and provide accurate financial data to support management in decision making. Develop and prepare financial reports including profit and loss, income and balance sheet statements. Review and analyze inter-company transactions. Ensure all journal entries comply with internal and external audit specifications. Participate in the ongoing development and maintenance of internal procedures and processes. May participate in special projects.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Strong analytical, prioritization and communication skills in partnering with other internal groups and management. Familiarity with Excel spreadsheets is essential. Familiarity with Oracle Financials is essential. 8 years accounting experience and BA/BS degree in Accounting or equivalent. Some positions need you to be bilingual in English and Spanish or Portuguese.
50550	Accountant 5 - Fin	FINANCE	ACCOUNT	IC5	Maintain general accounting systems, policies, and procedures to ensure that proper information is reported in accordance with Generally Accepted Accounting Principles.	As a member of the finance division, you will assist in accounting functions which may include general ledger, accounts payable, accounts receivable, fixed assets, and inter-company transactions. Maintain the general ledger to include the preparation of journal entries, analysis, reconciliation and reporting. Maintain and implement general accounting systems. Conduct account reconciliation periodically, ledger close activities, and provide accurate financial data to support management in decision making. Develop and prepare financial reports including profit and loss, income and balance sheet statements. Review and analyze inter-company transactions. Ensure all journal entries comply with internal and external audit specifications. Participate in the ongoing development and maintenance of internal procedures and processes. May participate in special projects.	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. Strong analytical, prioritization and communication skills in partnering with other internal groups and management. Familiarity with Excel spreadsheets is essential. Familiarity with Oracle Financials is essential. 10 plus years accounting experience and BA/BS degree in Accounting or equivalent. Some positions need you to be bilingual in English and Spanish or Portuguese.
50210	Accounting Supervisor-Fin	FINANCE	ACCOUNT	M1	Manage the activities of the general accounting functions. Develop, implement, and maintain general accounting systems, policies, and procedures to ensure that proper information is reported in accordance with Generally Accepted Accounting Principles. Supervises an accounting support professional staff.	As a member of the finance division, you will manage accounting functions which may include general ledger, accounts payable, accounts receivable, fixed assets, and inter-company transactions. Ensure the accurate compilation, analysis, and reporting of accounting data. Act as a liaison between company, subsidiaries, government, and internal/external company auditors in providing necessary information and ensuring proper information is maintained for historical purposes. Ensure all deadlines are met. Acts as a liaison with key personnel in the IeBC, Division, and local country levels to ensure business needs are met. Document all local exceptions to global process.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority. Interacts daily with staff and/or functional peer groups in the presentation of factual information. Demonstrated ability to work independently and resolve problems. Strong communication and leadership skills. Knowledge of accounting policies, practices, and systems as well as familiarity with spreadsheets. Knowledge of Oracle global processes a plus. BA/BS degree in Accounting or Finance preferred.
50220	Accounting Manager-Fin	FINANCE	ACCOUNT	M2	Manage the activities of the general accounting functions. Develop, implement, and maintain general accounting systems, policies, and procedures to ensure that proper information is reported in accordance with Generally Accepted Accounting Principles. Manages a professional staff.	As a member of the finance division, you will manage accounting functions which may include general ledger, accounts payable, accounts receivable, fixed assets, and inter-company transactions. Ensure the accurate compilation, analysis, and reporting of accounting data. Act as a liaison between company, subsidiaries, government, and internal/external company auditors in providing necessary information and ensuring proper information is maintained for historical purposes. Ensure all deadlines are met. Acts as a liaison with key personnel in the IeBC, Division, and local country levels to ensure business needs are met. Document all local exceptions to global process.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, and a thorough understanding of accounting practices and systems. General understanding of web based technology and Oracle applications preferred. Knowledge of Oracle global processes a plus. BA/BS degree in Accounting or Finance preferred.
50230	Accounting Snr Manager-Fin	FINANCE	ACCOUNT	M3	Manage the activities of the general accounting functions. Develop, implement, and maintain general accounting systems, policies, and procedures to ensure that proper information is reported in accordance with Generally Accepted Accounting Principles. Manages a professional staff.	As a member of the finance division, you will manage accounting functions which may include general ledger, accounts payable, accounts receivable, fixed assets, and inter-company transactions. Ensure the accurate compilation, analysis, and reporting of accounting data. Act as a liaison between company, subsidiaries, government, and internal/external company auditors in providing necessary information and ensuring proper information is maintained for historical purposes. Ensure all deadlines are met. Acts as a liaison with key personnel in the IeBC, Division, and local country levels to ensure business needs are met. Document all local exceptions to global process.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, and a thorough understanding of accounting practices and systems. General understanding of web based technology and Oracle applications preferred. Knowledge of Oracle global processes a plus. BA/BS degree in Accounting or Finance preferred.
50240	Accounting Director-Fin	FINANCE	ACCOUNT	M4	Manage the activities of the general accounting functions. Develop, implement, and maintain general accounting systems, policies, and procedures to ensure that proper information is reported in accordance with Generally Accepted Accounting Principles. Manages a professional staff.	As a member of the finance division, you will manage accounting functions which may include general ledger, accounts payable, accounts receivable, fixed assets, and inter-company transactions. Ensure the accurate compilation, analysis, and reporting of accounting data. Act as a liaison between company, subsidiaries, government, and internal/external company auditors in providing necessary information and ensuring proper information is maintained for historical purposes. Ensure all deadlines are met. Acts as a liaison with key personnel in the IeBC, Division, and local country levels to ensure business needs are met. Document all local exceptions to global process.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, and a thorough understanding of accounting practices and systems. Knowledge of web based technology and Oracle applications preferred. Knowledge of Oracle global processes a plus. BA/BS degree in Accounting or Finance preferred.
50250	Accounting Snr Director-Fin	FINANCE	ACCOUNT	M5	Manage the activities of the general accounting functions. Develop, implement, and maintain general accounting systems, policies, and procedures to ensure that proper information is reported in accordance with Generally Accepted Accounting Principles. Manages a professional staff.	As a member of the finance division, you will manage accounting functions which may include general ledger, accounts payable, accounts receivable, fixed assets, and inter-company transactions. Ensure the accurate compilation, analysis, and reporting of accounting data. Act as a liaison between company, subsidiaries, government, and internal/external company auditors in providing necessary information and ensuring proper information is maintained for historical purposes. Ensure all deadlines are met. Acts as a liaison with key personnel in the IeBC, Division, and local country levels to ensure business needs are met. Document all local exceptions to global process.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, and a thorough understanding of accounting practices and systems. Knowledge of web based technology and Oracle applications preferred. Knowledge of Oracle global processes a plus. BA/BS degree in Accounting or Finance preferred.
50260	Accounting VP-Fin	FINANCE	ACCOUNT	M6	Oversees and directs the activities of the general accounting functions. Establishes and maintains budgetary controls and procedures for business unit. Develop, implement, and maintain general accounting systems, policies, and procedures to ensure that proper information is reported in accordance with Generally Accepted Accounting Principles. Manages a professional staff.	As a member of the finance division, you will direct and manage accounting functions which may include general ledger, accounts payable, accounts receivable, fixed assets, and inter-company transactions. Ensure the accurate compilation, analysis, and reporting of accounting data. Act as a liaison between company, subsidiaries, government, and internal/external company auditors in providing necessary information and ensuring proper information is maintained for historical purposes. Prepare financial reports for Senior VP.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, and a thorough understanding of accounting practices and systems. Knowledge of web based technology and Oracle applications preferred. Knowledge of Oracle global processes a plus. BA/BS degree in Accounting or Finance preferred.
62010	Accounting Support A1-Fin	FINANCE	ACCOUNT	IC0	Provides administrative support for the accounting function including the areas of general ledger, accounts payable, accounts receivable, fixed assets, and inter-company transactions.	Job duties may include: typing, filing, verifying records, data entry, generation invoices and purchase orders, opening mail, simple data entry, basic journal entries, balancing A/R or A/P records, process expense reports and other administrative tasks Researches and respond to internal or external inquiries; working closely with local subsidiaries finance staff. May audit expenses and payment requests against corporate policies. Assigned special projects as needed.	Works on assignments that are routine in nature where limited judgment is utilized. Normally receives detailed instructions on all work. Work involves minimal problem resolution following detailed instructions. Basic reading, writing, arithmetic skills. Familiarity with spreadsheet applications. 0 - 1 years of experience.
62020	Accounting Support A2-Fin	FINANCE	ACCOUNT	IC0	Provides administrative support for the accounting function including the areas of general ledger, accounts payable, accounts receivable, fixed assets, and inter-company transactions.	Job duties may include: typing, filing, verifying records, data entry, generation invoices and purchase orders, opening mail, simple data entry, basic journal entries, balancing A/R or A/P records, process expense reports and other administrative tasks Researches and respond to internal or external inquiries; working closely with local subsidiaries finance staff. May audit expenses and payment requests against corporate policies. Assigned special projects as needed.	Works on assignments that are semi-routine in nature where ability to recognize deviation from standard practice is needed. Normally receives detailed instructions for new assignments. Reading, writing and arithmetic skills needed. Familiarity with spreadsheet applications. 1 - 2 years of related experience.
62030	Accounting Support A3-Fin	FINANCE	ACCOUNT	IC0	Provides administrative support for the accounting function including the areas of general ledger, accounts payable, accounts receivable, fixed assets, and inter-company transactions.	Job duties may include: typing, filing, verifying records, data entry, generation invoices and purchase orders, opening mail, simple data entry, basic journal entries, balancing A/R or A/P records, process expense reports and other administrative tasks Researches and respond to internal or external inquiries; working closely with local subsidiaries finance staff. May audit expenses and payment requests against corporate policies. Work closely with management on projects, account reconciliation, process/procedure changes and new country implementations. Assigned special projects as needed.	Works on assignments that are routine in nature where limited judgment is needed. Normally receives general instructions for new assignments. Works under general supervision and applies standard policies and procedures. Basic reading, writing, arithmetic skills. Knowledge of accounting policies, practices and systems as well as familiarity with spreadsheets. Ability to work in a team oriented deadline driven environment. 2 - 4 years of related experience.

82040	Accounting Support A4-Fin	FINANCE	ACCOUNT	IC0	Provides administrative support for the accounting function including the areas of general ledger, accounts payable, accounts receivable, fixed assets, and inter-company transactions.	Job duties may include: typing, filing, verifying records, data entry, generation invoices and purchase orders, opening mail, simple data entry, basic journal entries, balancing AR or AP records, process expense reports and other administrative tasks Researches and respond to internal or external inquiries; working closely with local subsidiaries finance staff, May audit expenses and payment requests against corporate policies. Work closely with management on projects, account reconciliation, process/procedure changes and new country implementations. Assigned special projects as needed.	Works on assignments that are routine in nature where limited judgment is needed. May determine methods and procedures on new assignments, May provide guidance to other support members. Applies technical aspects of the job to complete tasks. Knowledge of accounting policies, practices and systems as well as familiarity with spreadsheets. Ability to work in a team oriented deadline driven environment. 4 - 6 years of related experience.
50601	Accounts Payable Accountant 1-Fin	FINANCE	ACCPAY	IC1	Maintain general accounting systems, policies, and procedures to ensure that proper information is reported in accordance with Generally Accepted Accounting Principles.	Assists in accounting functions which may include general ledger, accounts payable, fixed assets, and inter-company transactions. Maintain the general ledger to include the preparation of journal entries, analysis, reconciliation and reporting. Maintain and implement general accounting systems. Conduct account reconciliation periodically, ledger close activities, and provide accurate financial data to support management in decision making. Develop and prepare financial reports including profit and loss, income and balance sheet statements. Review and analyze inter-company transactions. Ensure all journal entries comply with internal and external audit specifications. Participate in the ongoing development and maintenance of internal procedures and processes. May participate in special projects.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Strong analytical, prioritization and communication skills in partnering with other internal groups and management. Familiarity with Excel spreadsheets is essential. Typically graduate or equivalent with 0 - 2 year experience. BA/BS degree in Accounting or equivalent.
50602	Accounts Payable Accountant 2-Fin	FINANCE	ACCPAY	IC2	Maintain general accounting systems, policies, and procedures to ensure that proper information is reported in accordance with Generally Accepted Accounting Principles.	Assists in accounting functions which may include general ledger, accounts payable, fixed assets, and inter-company transactions. Maintain the general ledger to include the preparation of journal entries, analysis, reconciliation and reporting. Maintain and implement general accounting systems. Conduct account reconciliation periodically, ledger close activities, and provide accurate financial data to support management in decision making. Develop and prepare financial reports including profit and loss, income and balance sheet statements. Review and analyze inter-company transactions. Ensure all journal entries comply with internal and external audit specifications. Participate in the ongoing development and maintenance of internal procedures and processes.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Strong analytical, prioritization and communication skills in partnering with other internal groups and management. Familiarity with Excel spreadsheets is essential. Familiarity with Oracle Financials is essential. 3-5 years accounting experience and BA/BS degree in Accounting or equivalent.
50603	Accounts Payable Accountant 3-Fin	FINANCE	ACCPAY	IC3	Maintain general accounting systems, policies, and procedures to ensure that proper information is reported in accordance with Generally Accepted Accounting Principles.	Provide support in accounting functions which may include general ledger, accounts payable, accounts receivable, fixed assets, and inter-company transactions. Maintain the general ledger to include the preparation of journal entries, analysis, reconciliation and reporting. Maintain and implement general accounting systems. Conduct account reconciliation periodically, ledger close activities, and provide accurate financial data to support management in decision making. Develop and prepare financial reports including profit and loss, income and balance sheet statements. Review and analyze inter-company transactions. Ensure all journal entries comply with internal and external audit specifications. Participate in the ongoing development and maintenance of internal procedures and processes. May participate in special projects.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Strong analytical, prioritization and communication skills in partnering with other internal groups and management. Familiarity with Excel spreadsheets is essential. Familiarity with Oracle Financials is essential. 6+ years accounting experience and BA/BS degree in Accounting or equivalent.
50604	Accounts Payable Accountant 4-Fin	FINANCE	ACCPAY	IC4	Maintain general accounting systems, policies, and procedures to ensure that proper information is reported in accordance with Generally Accepted Accounting Principles.	Provide support in accounting functions which may include general ledger, accounts payable, fixed assets, and inter-company transactions. Maintain the general ledger to include the preparation of journal entries, analysis, reconciliation and reporting. Maintain and implement general accounting systems. Conduct account reconciliation periodically, ledger close activities, and provide accurate financial data to support management in decision making. Develop and prepare financial reports including profit and loss, income and balance sheet statements. Review and analyze inter-company transactions. Ensure all journal entries comply with internal and external audit specifications. Participate in the ongoing development and maintenance of internal procedures and processes. May participate in special projects.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Strong analytical, prioritization and communication skills in partnering with other internal groups and management. Familiarity with Excel spreadsheets is essential. Familiarity with Oracle Financials is essential. 8+ years accounting experience and BA/BS degree in Accounting or equivalent.
50611	Accounts Payable Supervisor	FINANCE	ACCPAY	M1	Maintain general accounting systems, policies, and procedures in A/P to ensure that proper information is reported in accordance with Generally Accepted Accounting Principles.	As a member of the finance division, you will supervise the accounts payable support team to ensure the accurate compilation, analysis, and reporting of accounting data. Coordinates and providing necessary information and ensuring proper information is maintained for historical purposes for internal and external auditors. Ensure all deadlines are met. Document all local exceptions to global process.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority. Interacts daily with staff and/or functional peer groups in the presentation of factual information. Demonstrated ability to work independently and resolve problems. Strong communication and leadership skills. Knowledge of accounting policies, practices, and systems as well as familiarity with spreadsheets. Knowledge of Oracle global processes a plus. BA/BS degree in Accounting or Finance preferred, with at least 4yrs of experience.
50612	Accounts Payable Manager	FINANCE	ACCPAY	M2	Assist the activities of the general accounting functions esp in A/P. Develop, implement, and maintain general accounting systems, policies, and procedures to ensure that proper information is reported in accordance with Generally Accepted Accounting Principles. Manages junior professional staffs.	As a member of the finance division, you will be responsible for key oversight of sub teams to ensure the successful and timely coordination, planning and forecasting, and reporting in general ledger, accounts payable, fixed assets, and inter-company transactions. Ensure the accurate compilation, analysis, and reporting of accounting data. Act as a liaison between company, subsidiaries, government, and internal/external company auditors in providing necessary information and ensuring proper information is maintained for historical purposes. Ensure all deadlines are met. Acts as a liaison with key personnel in the IeBC, Division, and local country levels to ensure business needs are met. Document all local exceptions to global process.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, and a thorough understanding of accounting practices and systems. General understanding of web based technology and Oracle applications preferred. Knowledge of Oracle global processes a plus. BA/BS degree in Accounting or Finance preferred, with at least 8 yrs of experience.
50613	Accounts Payable Snr Manager	FINANCE	ACCPAY	M3	Manage the activities of the general accounting functions, esp. in A/P. Develop, implement, and maintain general accounting systems, policies, and procedures to ensure that proper information is reported in accordance with Generally Accepted Accounting Principles. Manages professional staffs.	As a member of the finance division, you will be responsible for key oversight of sub teams to ensure the successful and timely coordination, planning and forecasting, and reporting in general ledger, accounts payable, fixed assets, and inter-company transactions. Ensure the accurate compilation, analysis, and reporting of accounting data. Act as a liaison between company, subsidiaries, government, and internal/external company auditors in providing necessary information and ensuring proper information is maintained for historical purposes. Ensure all deadlines are met. Acts as a liaison with key personnel in the IeBC, Division, and local country levels to ensure business needs are met. Document all local exceptions to global process.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, and a thorough understanding of accounting practices and systems. General understanding of web based technology and Oracle applications preferred. Knowledge of Oracle global processes a plus. BA/BS degree in Accounting or Finance preferred, with at least 8 yrs+ of experience.
50614	Accounts Payable Director	FINANCE	ACCPAY	M4	Manage the activities of the general accounting functions esp in A/P. Develop, implement, and maintain general accounting systems, policies, and procedures to ensure that proper information is reported in accordance with Generally Accepted Accounting Principles. Manages a team of professional staffs.	As a member of the finance division, you will lead accounting functions which may include general ledger, accounts payable, accounts receivable, fixed assets, and inter-company transactions. Ensure the accurate compilation, analysis, and reporting of accounting data. Act as a liaison between company, subsidiaries, government, and internal/external company auditors in providing necessary information and ensuring proper information is maintained for historical purposes. Ensure all deadlines are met. Acts as a liaison with key personnel in the IeBC, Division, and local country levels to ensure business needs are met. Document all local exceptions to global process.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, and a thorough understanding of accounting practices and systems. Knowledge of web based technology and Oracle applications preferred. Knowledge of Oracle global processes a plus. BA/BS degree in Accounting or Finance preferred, with at least 10 yrs of experience.
50615	Accounts Payable Snr Director	FINANCE	ACCPAY	M5	Manage the activities of the general accounting functions, esp in A/P. Develop, implement, and maintain general accounting systems, policies, and procedures to ensure that proper information is reported in accordance with Generally Accepted Accounting Principles. Manages a team of professional staffs.	As a member of the finance division, you will lead accounting functions which may include general ledger, accounts payable, receivable, fixed assets, and inter-company transactions. Ensure the accurate compilation, analysis, and reporting of accounting data. Act as a liaison between company, subsidiaries, government, and internal/external company auditors in providing necessary information and ensuring proper information is maintained for historical purposes. Ensure all deadlines are met. Acts as a liaison with key personnel in the IeBC, Division, and local country levels to ensure business needs are met. Document all local exceptions to global process.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, and a thorough understanding of accounting practices and systems. Knowledge of web based technology and Oracle applications preferred. Knowledge of Oracle global processes a plus. BA/BS degree in Accounting or Finance preferred, with at least 12 years+ of experience.
50597	Accounts Payable Support A1-Fin	FINANCE	ACCPAY	IC0	Provides administrative support in accounts payable related areas.	Job duties may include: typing, filing, verifying records, data entry, generation invoices and purchase orders, opening mail, simple data entry, basic journal entries, balancing A/P records, process expense reports and other administrative tasks.	Works on assignments that are routine in nature where limited judgment is utilized. Normally receives detailed instructions on all work. Work involves minimal problem resolution following detailed instructions. Basic reading, writing, arithmetic skills. Familiarity with spreadsheet applications. 0 - 1 years of experience.
50598	Accounts Payable Support A2-Fin	FINANCE	ACCPAY	IC0	Provides administrative support in accounts payable related areas.	Job duties may include: typing, filing, verifying records, data entry, generation invoices and purchase orders, opening mail, simple data entry, basic journal entries, balancing A/P records, process expense reports and other administrative tasks Researches and respond to internal or external inquiries; working closely with local subsidiaries finance staff. May audit expenses and payment requests against corporate policies.	Works on assignments that are routine in nature where limited judgment is utilized. Normally receives detailed instructions on all work. Work involves minimal problem resolution following detailed instructions. Basic reading, writing, arithmetic skills. Familiarity with spreadsheet applications. 2-4 years of experience.
50599	Accounts Payable Support A3-Fin	FINANCE	ACCPAY	IC0	Provides administrative support in accounts payable related areas.	Checks and verifies account payable records, prepares invoices and vouchers, types, files, posts ledger and general journal entries, and/or balances accounts payable records. Uses office automated systems to input data, generate reports, conduct specialized research projects and respond to inquiries. May reconcile difficult accounts. May maintain a complete and systematic set of transactions in a specific phase of accounting.	Works on assignments that are routine in nature where some judgment is utilized. Normally receives detailed instructions on all work. Work involves minimal problem resolution following detailed instructions. Basic reading, writing, arithmetic skills. Familiarity with spreadsheet applications. 4-6 years of experience.
50600	Accounts Payable Support A4-Fin	FINANCE	ACCPAY	IC0	Provides administrative support in accounts payable related areas.	Checks and verifies account payable records, prepares invoices and vouchers, types, files, posts ledger and general journal entries, and/or balances accounts payable records. Uses office automated systems to input data, generate reports, conduct specialized research projects and respond to inquiries. May reconcile difficult accounts. May maintain a complete and systematic set of transactions in a specific phase of accounting.	Works on assignments that are routine in nature where some judgment is utilized. Normally receives detailed instructions on all work. Work involves problem resolution following detailed instructions. Basic reading, writing, arithmetic skills. Familiarity with spreadsheet applications. 6 years+ of experience.

51010	Budget/Finance Supervisor	FINANCE	BUDPLAN	M1	Serves as a financial advisor and business partner in managing the activities of the financial analyst staff. Ensures that global business processes and practices are followed in providing accurate financial analysis in support of Oracle's business to facilitate decision making and future business strategies. Supervises a professional staff.	As a member of Oracle's finance organization, you will perform a work coordination role of the finance team and assist with key cross functional business practices such as management of the budget and forecasting processes. Your will assist in the preparation, administration, and direct the control of the budget. Assist in the review and approval of recommendations for financial planning and control. Assist in monitoring divisions and subsidiaries adherence to budgets. Develop, implement, and integrate financial practices across multiple organizations and locations. Develop, recommend, and implement financial policies, practices, and process changes.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of accounting practices. Strong understanding of transactional impacts. Oracle Financials and Excel knowledge is essential. BA/BS degree preferred.
51020	Budget/Finance Manager	FINANCE	BUDPLAN	M2	Serves as a financial advisor and business partner in managing the activities of the financial analyst staff. Ensures that global business processes and practices are followed in providing accurate financial analysis in support of Oracle's business to facilitate decision making and future business strategies. Manages a professional staff.	As a member of Oracle's finance organization, you will manage the finance team and drive key cross functional business practices such as management of the budget and forecasting processes. Your will prepare, administer, and direct the control of the budget. Review and approve recommendations for financial planning and control. Monitor divisions and subsidiaries adherence to budgets. Develop, implement, and integrate financial practices across multiple organizations and locations. Develop, recommend, and implement financial policies, practices, and process changes.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Strong analytical and problem solving skills, ability to manage processes, and identify cross-functional issues. Demonstrated leadership skills. 5 years relevant experience and BA/BS degree in Accounting or Finance preferred. CPA/MBA desired.
51030	Budget/Finance Snr Mgr	FINANCE	BUDPLAN	M3	Serves as a financial advisor and business partner in managing the activities of the financial analyst staff. Ensures that global business processes and practices are followed in providing accurate financial analysis in support of Oracle's business to facilitate decision making and future business strategies. Manages a professional staff.	As a member of Oracle's finance organization, you will manage the finance team and drive key cross functional business practices such as management of the budget and forecasting processes. Your will prepare, administer, and direct the control of the budget. Review and approve recommendations for financial planning and control. Monitor divisions and subsidiaries adherence to budgets. Develop, implement, and integrate financial practices across multiple organizations and locations. Develop, recommend, and implement financial policies, practices, and process changes.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Strong analytical and problem solving skills, ability to manage processes, and identify cross-functional issues. Demonstrated leadership skills. 8 years relevant experience and BA/BS degree in Accounting or Finance preferred. CPA/MBA desired.
51040	Budget/Finance Director	FINANCE	BUDPLAN	M4	Serves as a financial advisor and business partner in managing the activities of the financial analyst staff. Ensures that global business processes and practices are followed in providing accurate financial analysis in support of Oracle's business to facilitate decision making and future business strategies. Manages a professional staff.	As a member of Oracle's finance organization, you will manage the finance team and drive key cross functional business practices such as management of the budget and forecasting processes. Your will prepare, administer, and direct the control of the budget. Review and approve recommendations for financial planning and control. Monitor divisions and subsidiaries adherence to budgets. Develop, implement, and integrate financial practices across multiple organizations and locations. Develop, recommend, and implement financial policies, practices, and process changes.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Strong analytical and problem solving skills. Serves as process owner; ability to identify cross-functional issues. Demonstrated leadership skills. 10 years relevant experience and BA/BS degree in Accounting or Finance preferred. CPA/MBA desired.
51050	Budget/Finance Snr Director	FINANCE	BUDPLAN	M5	Serves as a financial advisor and business partner in managing the activities of the financial analyst staff. Ensures that global business processes and practices are followed in providing accurate financial analysis in support of Oracle's business to facilitate decision making and future business strategies. Manages a professional staff.	As a member of Oracle's finance organization, you will manage the finance team and drive key cross functional business practices such as management of the budget and forecasting processes. Your will prepare, administer, and direct the control of the budget. Review and approve recommendations for financial planning and control. Monitor divisions and subsidiaries adherence to budgets. Develop, implement, and integrate financial practices across multiple organizations and locations. Develop, recommend, and implement financial policies, practices, and process changes.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Strong analytical and problem solving skills. Serves as process owner; ability to identify cross-functional issues. Demonstrated leadership skills. 12 years relevant experience and BA/BS degree in Accounting or Finance preferred. CPA/MBA desired.
99999	Budget/Finance VP	FINANCE	BUDPLAN	M6	Serves as a financial advisor and business partner in managing the activities of the financial analyst staff. Ensures that global business processes and practices are followed in providing accurate financial analysis in support of Oracle's business to facilitate decision making and future business strategies. Manages a professional staff.	As a member of Oracle's finance organization, you will manage the finance team and drive key cross functional business practices such as management of the budget and forecasting processes. Your will prepare, administer, and direct the control of the budget. Review and approve recommendations for financial planning and control. Monitor divisions and subsidiaries adherence to budgets. Develop, implement, and integrate financial practices across multiple organizations and locations. Develop, recommend, and implement financial policies, practices, and process changes.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Strong analytical and problem solving skills. Demonstrated leadership skills. BA/BS degree in Accounting or Finance preferred. CPA/MBA desired.
57170	Financing SVP-Fin	FINANCE	BUDPLAN	M7			0
67610	Buyer 1-Fin	FINANCE	PURCHASE	IC1	Responsible for obtaining materials, components, equipment, and services while ensuring the best quality at the best value.	As a member of Oracle's International Electronic eBusiness Center, you will be an interface between our regional subsidiaries, suppliers, and/or Corporate Finance team. Place, expedite, and status orders daily in accordance with Oracle's Global Purchasing/Finance policy. Monitor the cost, schedule, and scope of assigned standard and nonstandard contracts. Manage supplier invoice holds. Analyze global spending trends and recommend cost saving opportunities. Identify, propose and initiate implementation of process efficiencies/improvements.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Excellent written and oral communication, customer service, computer and negotiation skills, and ability to multitask. Typically graduate or equivalent with 0 - 2 year experience.
67620	Buyer 2-Fin	FINANCE	PURCHASE	IC2	Responsible for obtaining materials, components, equipment, and services while ensuring the best quality at the best value.	As a member of Oracle's International Electronic eBusiness Center, you will be an interface between our regional subsidiaries, suppliers, and/or Corporate Finance team. Place, expedite, and status orders daily in accordance with Oracle's Global Purchasing/Finance policy. Monitor the cost, schedule, and scope of assigned standard and nonstandard contracts. Manage supplier invoice holds. Analyze global spending trends and recommend cost saving opportunities. Identify, propose and initiate implementation of process efficiencies/improvements. May assist in training of new buyers and end users.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Commodity knowledge, excellent written and oral communication, customer service, computer and negotiation skills, and ability to multitask. 2 year experience and BS/BA degree or equivalent.
67630	Buyer 3-Fin	FINANCE	PURCHASE	IC3	Responsible for obtaining materials, components, equipment, and services while ensuring the best quality at the best value.	As a member of Oracle's International Electronic eBusiness Center, you will consolidate, negotiate and manage a regional supply base. Interface between our regional subsidiaries, suppliers, and/or Corporate Finance team. Place, expedite, and status orders daily in accordance with Oracle's Global Purchasing/Finance policy. Monitor the cost, schedule, and scope of assigned standard and nonstandard contracts. Manage supplier invoice holds. Analyze global spending trends and recommend cost saving opportunities. Identify, propose and initiate implementation of process efficiencies/improvements. May provide feedback to Product Development on product usability. May assist in training of new buyers and end users.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Extensive commodity knowledge, excellent written and oral communication, customer service, computer and negotiation skills, and ability to multitask. 5 year experience and BS/BA degree or equivalent.
67640	Buyer 4-Fin	FINANCE	PURCHASE	IC4	Responsible for obtaining materials, components, equipment, and services while ensuring the best quality at the best value.	As a member of Oracle's International Electronic eBusiness Center, you will consolidate, negotiate and manage a regional supply base. Interface between our regional subsidiaries, suppliers, and/or Corporate Finance team. Place, expedite, and status orders daily in accordance with Oracle's Global Purchasing/Finance policy. Monitor the cost, schedule, and scope of assigned standard and nonstandard contracts. Manage supplier invoice holds. Analyze global spending trends and recommend cost saving opportunities. Identify, propose and initiate implementation of process efficiencies/improvements. May provide feedback to Product Development on product usability. May assist in training of new buyers and end users.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Extensive commodity knowledge, excellent written and oral communication, customer service, computer and negotiation skills, and ability to multitask. 8 year experience and BS/BA degree or equivalent.
67650	Buyer 5-Fin	FINANCE	PURCHASE	IC5	Responsible for obtaining materials, components, equipment, and services while ensuring the best quality at the best value.	As a member of Oracle's International Electronic eBusiness Center, you will consolidate, negotiate and manage a regional supply base. Interface between our regional subsidiaries, suppliers, and/or Corporate Finance team. Place, expedite, and status orders daily in accordance with Oracle's Global Purchasing/Finance policy. Monitor the cost, schedule, and scope of assigned standard and nonstandard contracts. Manage supplier invoice holds. Analyze global spending trends and recommend cost saving opportunities. Identify, propose and initiate implementation of process efficiencies/improvements. May provide feedback to Product Development on product usability. May assist in training of new buyers and end users.	Acknowledged authority within the Corporation. Acts as a leader of large scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. Extensive commodity knowledge, excellent written and oral communication skills in partnering with other internal groups and management. Superior customer service, computer and negotiation skills, and the ability to multitask. 10 plus years experience and BS/BA degree or equivalent.
96080	CFO	FINANCE	ACCOUNT	M8			0
83010	Contract Support A1-Fin	FINANCE	CONTRACTS	IC0	Provides administrative support for the contracts management function.	As a member of Contract Management you will act as the administrative point of contact for both internal and external customers. Performs data entry for license, education, support renewals, internal, and oracle store orders. Ensures accurate and timely entry of orders using various Oracle order fulfilment applications. Reviews all aspects of contract order documentation for accuracy, completeness, and compliance with Oracle's Business Practices and policies. Researches and resolves outstanding issues related to business transactions; i.e.; credit memos, rebills, etc. Maintains a thorough understanding of assigned resellers and their contractual and account related issues. Identifies and informs management system errors or bugs.	Works on assignments that are routine in nature with limited judgment. Normally receives detailed instructions on all work. Work depends upon problem resolution, following detailed instructions. Familiarity with spreadsheet application. 0 - 1 years of experience.
83020	Contract Support A2-Fin	FINANCE	CONTRACTS	IC0	Provides administrative support for the contracts management function.	As a member of Contract Management you will act as the administrative point of contact for both internal and external customers. Performs data entry for license, education, support renewals, internal, and oracle store orders. Ensures accurate and timely entry of orders using various Oracle order fulfilment applications. Reviews all aspects of contract order documentation for accuracy, completeness, and compliance with Oracle's Business Practices and policies. Researches and resolves outstanding issues related to business transactions; i.e.; credit memos, rebills, etc. Maintains a thorough understanding of assigned resellers and their contractual and account related issues. Identifies and informs management system errors or bugs.	Works on assignments that are semi-routine in nature where ability to recognize deviation from standard practice is needed. Normally receives detailed instructions for new assignments. Reading, writing and arithmetic skills needed. Familiarity with spreadsheet applications is preferred. 1 - 2 years of related experience.
83030	Contract Support A3-Fin	FINANCE	CONTRACTS	IC0	Provides administrative support for the contracts management function.	As a member of Contract Management you will act as the administrative point of contact for both internal and external customers. Performs data entry for license, education, support renewals, internal, and oracle store orders. Ensures accurate and timely entry of orders using various Oracle order fulfilment applications. Reviews all aspects of contract order documentation for accuracy, completeness, and compliance with Oracle's Business Practices and policies. Researches and resolves outstanding issues related to business transactions; i.e.; credit memos, rebills, etc. Maintains a thorough understanding of assigned resellers and their contractual and account related issues. Identifies and informs management system errors or bugs.	Works on assignments that are routine in nature where limited judgment is needed. Normally receives general instructions for new assignments. Works under general supervision and applies standard policies and procedures. Basic reading, writing, arithmetic skills. Knowledge of accounting policies, practices and systems as well as familiarity with spreadsheets. Ability to work in a team oriented deadline driven environment. 2 - 4 years of related experience.

83040	Contract Support A4-Fin	FINANCE	CONTRACTS	IC0	Provides administrative support for the contracts management function.	As a member of Contract Management you will act as the administrative point of contact for both internal and external customers. Performs data entry for license, education, support renewals, internal, and oracle store orders. Ensures accurate and timely entry of orders using various Oracle order fulfillment applications. Reviews all aspects of contract order documentation for accuracy, completeness, and compliance with Oracle's Business Practices and policies. Researches and resolves outstanding issues related to business transactions; i.e.: credit memos, rebills, etc. Maintains a thorough understanding of assigned resellers and their contractual and account related issues. Identifies and informs management system errors or bugs.	Works on assignments that are routine in nature where limited judgment is needed. May determine methods and procedures on new assignments. May provide guidance to other support members. Applies technical aspects of the job to complete tasks. Knowledge of accounting policies, practices and systems as well as familiarity with spreadsheets. Ability to work in a team oriented deadline driven environment. 4 - 6 years of related experience.
70510	Contracts Administrator 1-Fin	FINANCE	CONTRACTS	IC1	Processes and invoices customer orders in accordance with agreed contracts. Monitors contract and business terms to mitigate Oracle's risk.	As a member of Contract Management you will assist customers, both internal and external, with license contract interpretation, negotiations and administration of licensing agreements including extensions, new business, invoicing, credit holds, receivable issues and consolidations. Draft and negotiate standard contracts. Act as a liaison between consultants, Credit, Licenses, Tax, Business Practices, Revenue accounting, and customers to resolve contractual and consulting business issues. Validate all aspects of contract packages for accuracy and compliance with Oracle's Business Practices and Consulting Business Approvals/Process while maintaining customer satisfaction and responsiveness. Submit contract order packages to Revenue accounting for order processing and project funding. Anticipate problems and initiate actions to ensure customer orders are processed efficiently. Prepare contract status reports.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Excellent written and verbal communication skills. Outstanding organizational skills and attention to detail. Ability to work meet deadlines. Proficient in Email, MS Word and Excel. Excellent customer service skills. Typically graduate or equivalent with 0 - 2 year experience in contracts, purchasing, or equivalent. BA/BS degree, Paralegal Certification or equivalent years of experience.
70520	Contracts Administrator 2-Fin	FINANCE	CONTRACTS	IC2	Processes and invoices customer orders in accordance with agreed contracts. Monitors contract and business terms to mitigate Oracle's risk.	As a member of Contract Management you will assist customers, both internal and external, with license contract interpretation, negotiations and administration of licensing agreements including extensions, new business, invoicing, credit holds, receivable issues and consolidations. Draft and negotiate standard and non-standard contracts. Act as a liaison between consultants, Credit, License, Tax, Business Practices, Revenue accounting, and customers to resolve contractual and consulting business issues. Validate all aspects of contract packages for accuracy and compliance with Oracle's Business Practices and Consulting Business Approvals/Process while maintaining customer satisfaction and responsiveness. Submit contract order packages to Revenue accounting for order processing and project funding. Anticipate problems and initiate actions to ensure customer orders are processed efficiently. Prepare contract status reports.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Excellent written, verbal, interpersonal, and analytical communication skills. Organized and detail oriented. Experience drafting standard contractual documents. Ability to work effectively under time critical deadlines. Proficient in Email, MS Word and Excel. Knowledge of Oracle policies and procedures desired. 2 year experience in contracts, purchasing, or equivalent. BA/BS degree, Paralegal Certification or equivalent years of experience.
70530	Contracts Administrator 3-Fin	FINANCE	CONTRACTS	IC3	Processes and invoices customer orders in accordance with agreed contracts. Monitors contract and business terms to mitigate Oracle's risk.	As a member of Contract Management you will assist customers, both internal and external, with license contract interpretation, negotiations and administration of licensing agreements including extensions, new business, invoicing, credit holds, receivable issues and consolidations. Draft and negotiate standard and non-standard contracts. Act as a liaison between consultants, Credit, License, Tax, Business Practices, Revenue accounting, and customers to resolve contractual and consulting business issues. Validate all aspects of contract packages for accuracy and compliance with Oracle's Business Practices and Consulting Business Approvals/Process while maintaining customer satisfaction and responsiveness. Submit contract order packages to Revenue accounting for order processing and project funding. Anticipate problems and initiate actions to ensure customer orders are processed efficiently. Prepare contract status reports.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Excellent written, verbal, interpersonal, and analytical communication skills. Organized, detail oriented, and time management skills. Experience drafting and negotiating complex commercial, federal, state, and/or local government contracts. Ability to work effectively under time critical deadlines. Working knowledge of FAR/DFARS. Proficient in Email, MS Word and Excel. Knowledge of Oracle policies and procedures desired. 5 year experience in contracts, purchasing, or equivalent. BA/BS degree, Paralegal Certification or equivalent years of experience. Prior experience in high tech industry preferred.
70540	Contracts Administrator 4-Fin	FINANCE	CONTRACTS	IC4	Processes and invoices customer orders in accordance with agreed contracts. Monitors contract and business terms to mitigate Oracle's risk.	As a member of Contract Management you will assist customers, both internal and external, with license contract interpretation, negotiations and administration of licensing agreements including extensions, new business, invoicing, credit holds, receivable issues and consolidations. Draft and negotiate standard and non-standard contracts. Act as a liaison between consultants, Credit, License, Tax, Business Practices, Revenue accounting, and customers to resolve contractual and consulting business issues. Validate all aspects of contract packages for accuracy and compliance with Oracle's Business Practices and Consulting Business Approvals/Process while maintaining customer satisfaction and responsiveness. Submit contract order packages to Revenue accounting for order processing and project funding. Anticipate problems and initiate actions to ensure customer orders are processed efficiently. Prepare contract status reports.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Excellent written, verbal, interpersonal, and analytical communication skills. Organized, detail oriented, and time management skills. Experience drafting and negotiating complex commercial, federal, state, and/or local government contracts. Ability to work effectively under time critical deadlines. Working knowledge of FAR/DFARS. Proficient in Email, MS Word and Excel. Knowledge of Oracle policies and procedures desired. 8 year experience in drafting and negotiating fixed price and time and materials commercial, federal, state, and/or local government contracts. BA/BS degree in Business; MA or Law degree or equivalent. Prior experience in high tech industry, consulting, or professional services industry preferred.
70550	Contracts Administrator 5-Fin	FINANCE	CONTRACTS	IC5	Responsible for the overall direction, coordination, implementation, execution, control and completion of the contracts process for complex and strategic transactions.	Provides expert advice to sales to ensure the successful structure of complex non-standard business deals. Coordinates the deal process between multiple internal functional stakeholders. Assist sales in the identification of language approval issues, relevant approver and alternative approaches. Provides support to sales on customer negotiations of business terms. Ensures consistency with Oracle strategy, commitment and goals.	Excellent proficiency in written and spoken English. Must be fluent in local languages if applicable. Strong organizational skills with ability to multi-task and prioritize. Strong communication and conflict resolution skills in high demanding sales environment. Strong analytical skills to find solutions to complex business issues. Ability to work in constantly changing environment. Excellent knowledge of revenue recognition, business practices and contracting policies. University degree with legal and/or business background. Twelve plus years experience.
70410	Contracts Supervisor-Fin	FINANCE	CONTRACTS	M1	Manages activities of contract administration team to ensure that contracts are prepared, negotiated and accepted in accordance with Corporate policies. Monitors contract and business terms to mitigate Oracle's risk. Directs the activities of the purchasing support staff to meet company objectives. Manages the Contract Support staff.	Directs the activities of the contracts support staff responsible for providing administrative support. Responsible for the preparation, negotiation, acceptance, and management of commercial contracts; including licensing agreements. Reviews and approves all contractual documents, drafted by Field Contracts staff, for protection of Oracle's contractual posture, satisfaction of customer specifications, and adherence to company policy. Work with Legal throughout the negotiating and drafting process; to ensure all necessary approvals are received. Conduct periodic audits of Field Contract staffs executed engagement contracts for compliance with company policy and ensure adequate quality and technical proficiency.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority. Interacts daily with staff and/or functional peer groups in the presentation of factual information. Experience in drafting and negotiating complex commercial, federal, state and/or local government contracts. Strong written, verbal, and interpersonal skills. Knowledge of Oracle Contract Management process. BA/BS Paralegal Certification or equivalent years of professional experience.
70420	Contracts Manager-Fin	FINANCE	CONTRACTS	M2	Manages activities of contract administration team to ensure that contracts are prepared, negotiated and accepted in accordance with Corporate policies. Monitors contract and business terms to mitigate Oracle's risk. Manages a professional staff.	Responsible for the preparation, negotiation, acceptance, and management of commercial contracts; including licensing agreements. Reviews and approves all contractual documents, drafted by Field Contracts staff, for protection of Oracle's contractual posture, satisfaction of customer specifications, and adherence to company policy. Work with Legal throughout the negotiating and drafting process; to ensure all necessary approvals are received. Conduct periodic audits of Field Contract staffs executed engagement contracts for compliance with company policy and ensure adequate quality and technical proficiency.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership and people management skills. Experience in drafting and negotiating complex commercial, federal, state and/or local government contracts. Strong written, verbal, and interpersonal skills. Knowledge of Oracle Contract Management process. BA/BS Paralegal Certification or equivalent years of professional experience.
70430	Contracts Snr Manager-Fin	FINANCE	CONTRACTS	M3	Manages activities of contract administration team to ensure that contracts are prepared, negotiated and accepted in accordance with Corporate policies. Monitors contract and business terms to mitigate Oracle's risk. Manages a professional staff.	Responsible for the preparation, negotiation, acceptance, and management of commercial contracts; including licensing agreements. Reviews and approves all contractual documents, drafted by Field Contracts staff, for protection of Oracle's contractual posture, satisfaction of customer specifications, and adherence to company policy. Work with Legal throughout the negotiating and drafting process; to ensure all necessary approvals are received. Conduct periodic audits of Field Contract staffs executed engagement contracts for compliance with company policy and ensure adequate quality and technical proficiency.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate business needs. Demonstrated leadership and people management skills. Strong written, verbal, and interpersonal skills. Experience in drafting and negotiating complex commercial, federal, state and/or local government contracts. Strong written, verbal, and interpersonal skills. Knowledge of Oracle Contract Management process. BA/BS Paralegal Certification or equivalent years of professional experience.
70440	Contracts Director-Fin	FINANCE	CONTRACTS	M4	Manages activities of contract administration team to ensure that contracts are prepared, negotiated and accepted in accordance with Corporate policies. Monitors contract and business terms to mitigate Oracle's risk. Manages a professional staff.	Responsible for the preparation, negotiation, acceptance, and management of commercial contracts; including licensing agreements. Reviews and approves all contractual documents, drafted by Field Contracts staff, for protection of Oracle's contractual posture, satisfaction of customer specifications, and adherence to company policy. Work with Legal throughout the negotiating and drafting process; to ensure all necessary approvals are received. Conduct periodic audits of Field Contract staffs executed engagement contracts for compliance with company policy and ensure adequate quality and technical proficiency.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations is important. Demonstrated leadership and people management skills preferred. Strong written, verbal, and interpersonal skills. Experience in drafting and negotiating complex commercial, federal, state and/or local government contracts. Knowledge of Oracle Contract Management process. BA/BS or equivalent years of professional experience preferred.
70450	Contracts Snr Director-Fin	FINANCE	CONTRACTS	M6	Manages activities of contract administration team to ensure that contracts are prepared, negotiated and accepted in accordance with Corporate policies. Monitors contract and business terms to mitigate Oracle's risk. Manages a professional staff.	Responsible for the preparation, negotiation, acceptance, and management of commercial contracts; including licensing agreements. Reviews and approves all contractual documents, drafted by Field Contracts staff, for protection of Oracle's contractual posture, satisfaction of customer specifications, and adherence to company policy. Work with Legal throughout the negotiating and drafting process; to ensure all necessary approvals are received. Conduct periodic audits of Field Contract staffs executed engagement contracts for compliance with company policy and ensure adequate quality and technical proficiency.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge important. Demonstrated leadership and people management skills preferred. Experience in drafting and negotiating complex commercial, federal, state and/or local government contracts. Knowledge of Oracle Contract Management process. BA/BS or equivalent years of professional experience preferred.
70460	Contracts VP-Fin	FINANCE	CONTRACTS	M5	Oversees and manages activities of contracts management team to ensure that contracts are prepared, negotiated and accepted in accordance with Corporate policies. Monitors contract and business terms to mitigate Oracle's risk. Manages a professional staff.	Responsible for the preparation, negotiation, acceptance, and management of commercial contracts; including licensing agreements. Oversees and directs departmental activities for protection of Oracle's contractual posture, satisfaction of customer specifications, and adherence to company policy. Oversees periodic audits of Field Contract staffs executed engagement contracts for compliance with company policy and ensure adequate quality and technical proficiency. Identify, propose, and initiate implementation of business process improvements.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Strong written and verbal communication skills. Bachelors or Masters degree in business related field.

50020	Controller Manager-Fin	FINANCE	ACCOUNT	M2	Coordinates, administers, and controls financial operations.	Coordinates, administers, and controls financial operations. Provides tax, insurance and other reports needed by governmental regulations. Reviews, analyzes, and interprets financial and budgetary reports. Directs all aspects of accounting operations and the preparation of annual financial forecasts. Oversees the development of financial accounting systems needed to maintain reporting specifications. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership and people management skills. Strong communication skills and analytical skills with thorough understanding of accounting. BS degree or equivalent experience relevant to functional area.
50030	Controller Snr Manager-Fin	FINANCE	ACCOUNT	M3	Coordinates, administers, and controls financial operations.	Coordinates, administers, and controls financial operations. Provides tax, insurance and other reports needed by governmental regulations. Reviews, analyzes, and interprets financial and budgetary reports. Directs all aspects of accounting operations and the preparation of annual financial forecasts. Oversees the development of financial accounting systems needed to maintain reporting specifications. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of accounting. BS or MS degree or equivalent experience relevant to functional area.
50040	Controller Director-Fin	FINANCE	ACCOUNT	M4	Coordinates, administers, and controls financial operations.	Coordinates, administers, and controls financial operations. Provides tax, insurance and other reports needed by governmental regulations. Reviews, analyzes, and interprets financial and budgetary reports. Directs all aspects of accounting operations and the preparation of annual financial forecasts. Oversees the development of financial accounting systems needed to maintain reporting specifications. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of accounting. BS or MS degree or equivalent experience relevant to functional area.
50050	Controller Snr Director-Fin	FINANCE	ACCOUNT	M5	Coordinates, administers, and controls financial operations.	Coordinates, administers, and controls financial operations. Provides tax, insurance and other reports needed by governmental regulations. Reviews, analyzes, and interprets financial and budgetary reports. Directs all aspects of accounting operations and the preparation of annual financial forecasts. Oversees the development of financial accounting systems needed to maintain reporting specifications. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management: negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of accounting. BS or MS degree or equivalent experience relevant to functional area.
50060	Controller VP-Fin	FINANCE	ACCOUNT	M6	Coordinates, administers, and controls financial operations.	Coordinates, administers, and controls financial operations. Provides tax, insurance and other reports needed by governmental regulations. Reviews, analyzes, and interprets financial and budgetary reports. Directs all aspects of accounting operations and the preparation of annual financial forecasts. Oversees the development of financial accounting systems needed to maintain reporting specifications. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Strong analytical and problem solving skills. Demonstrated leadership skills. BA/BS degree in Accounting or Finance preferred. CPA/MBA desired.
50070	Controller SVP-Fin	FINANCE	ACCOUNT	M7	As member of Oracle Finance Organization, has primary responsibilities for oversight and management of the organization's accounting function. The position is responsible for maintaining all accounting records general, property, cost, etc), designing and implementing budgetary and other systems for internal control, and preparing financial reports for management and shareholders.	Oracle Controller is responsible of direct the establishment of corporate accounting principles, practices and procedures for the maintaining of the fiscal records and preparation of financial records. Develops and maintains planning and budgeting systems. Analyzes and interprets trends and operating results in terms of costs, budgets policies and profit opportunities. Presents findings and makes recommendations to Oracle's executives. Corporate strategy and vision concerning company finance direction and focus. Final sign-off of major contractual agreements, documents, and other financial related to the controller function. Highest level of approval of functional senior management hires. Establishes budgets, policies, at the highest level with the CEO and/or broad review.	Previous work experience in a broad range of areas usually related to the function they head. Except in rare cases has experience managing multiple layers of management with sizeable employee populations. Complexity involves the management of multiple high impact initiatives toward broad corporate goals. Extensive international experience derived from senior management roles overseas.
55010	Credit & Collections Support A1-Fin	FINANCE	CREDITCOL	IC0	Provides administrative support for the credit and collections function including the areas of credit approval and credit collection.	Job duties may include: typing, filing, verifying records, data entry, opening mail, simple data entry, and other administrative tasks Work with Oracle customers and employees to resolve invoicing and related issues in order to accelerate cash collections and meet departmental goals. Researches customer accounts to provide historical data and/or general information. Compile backup documentation to support overpayments and/or discrepancies. Assist analysts in performing credit evaluations on Oracle customers, working with legal to resolve credit issues. Assigned special projects as needed.	Works on assignments that are routine in nature where limited judgment is needed. Normally receives detailed instructions on all work. Work involves minimal problem resolution following detailed instructions. Customer service and computer skills. Written and verbal communication skills. 0 - 1 years of experience.
55020	Credit & Collections Support A2-Fin	FINANCE	CREDITCOL	IC0	Provides administrative support for the credit and collections function including the areas of credit approval and credit collection.	Job duties may include: typing, filing, verifying records, data entry, opening mail, simple data entry, and other administrative tasks Work with Oracle customers and employees to resolve invoicing and related issues in order to accelerate cash collections and meet departmental goals. Researches customer accounts to provide historical data and/or general information. Compile backup documentation to support overpayments and/or discrepancies. Assist analysts in performing credit evaluations on Oracle customers, working with legal to resolve credit issues. Assigned special projects as needed.	Works on assignments that are semi-routine in nature where ability to recognize deviation from standard practice is needed. Normally receives detailed instructions for new assignments. Customer service and computer skills. Written and verbal communication skills. Prior collections experience desired. 1 - 2 years of related experience.
55030	Credit & Collections Support A3-Fin	FINANCE	CREDITCOL	IC0	Provides administrative support for the credit and collections function including the areas of credit approval and credit collection.	Job duties may include: typing, filing, verifying records, data entry, opening mail, simple data entry, and other administrative tasks Work with Oracle customers and employees to resolve invoicing and related issues in order to accelerate cash collections and meet departmental goals. Researches customer accounts to provide historical data and/or general information. Compile backup documentation to support overpayments and/or discrepancies. Assist analysts in performing credit evaluations on Oracle customers, working with legal to resolve credit issues. Assigned special projects as needed.	Works on assignments that are routine in nature where limited judgment is needed. Normally receives general instructions for new assignments. Works under general supervision and applies standard policies and procedures. Customer service and computer skills. Strong written and verbal communication skills. Prior financial analysis experience a plus. 2 - 4 years of related experience.
55040	Credit & Collections Support A4-Fin	FINANCE	CREDITCOL	IC0	Provides administrative support for the credit and collections function including the areas of credit approval and credit collection.	Job duties may include: typing, filing, verifying records, data entry, opening mail, simple data entry, and other administrative tasks Work with Oracle customers and employees to resolve invoicing and related issues in order to accelerate cash collections and meet departmental goals. Researches customer accounts to provide historical data and/or general information. Compile backup documentation to support overpayments and/or discrepancies. Assist analysts in performing credit evaluations on Oracle customers, working with legal to resolve credit issues. Assigned special projects as needed.	Works on assignments that are routine in nature where limited judgment is needed. May determine methods and procedures on new assignments. May provide guidance to other support members. Applies technical aspects of the job to complete tasks. Customer service and computer skills. Strong written, verbal, and interpersonal skills. Prior financial analysis experience a plus. 4 - 6 years of related experience.
53110	Credit & Collections Analyst 1-Fin	FINANCE	CREDITCOL	IC1	Timely cash collection of customer accounts, assessing credit worthiness, minimizing bad debts and ensuring contract compliance and/or recommending legal action.	You will assist in the collection, management, and resolution of outstanding invoices from past due accounts. Collect overpayments from current and former employees. Work with departmental managers to eliminate root cause of overpayment. Interfaces with sales support, accounts receivable, and directly with the customer to determine the ability to pay, communicate contractual specifications, and enforce remedies in reconciling accounts. Manage portfolio of accounts including delinquency, write-offs, credit memos, and additional interest. Conducts pre-sale credit risk evaluation, prepares recommendations, and makes credit approval decisions on new accounts. Recognizes deteriorating credit situations recommending and implementing solutions. Prepares collection reports.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Excellent written, verbal, interpersonal, and analytical communication skills. Excellent written and verbal communication skills. Strong attention to detail. Ability to handle sensitive matters. Typically graduate or equivalent with 0 - 2 year experience in contracts, finance, leasing, or equivalent. BA/BS degree in Accounting or Finance preferred.
53120	Credit & Collections Analyst 2-Fin	FINANCE	CREDITCOL	IC2	Timely cash collection of customer accounts, assessing credit worthiness, minimizing bad debts and ensuring contract compliance and/or recommending legal action.	You will assist in the collection, management, and resolution of outstanding invoices from past due accounts. Collect overpayments from current and former employees. Work with departmental managers to eliminate root cause of overpayment. Interfaces with sales support, accounts receivable, and directly with the customer to determine the ability to pay, communicate contractual specifications, and enforce remedies in reconciling accounts. Manage portfolio of accounts including delinquency, write-offs, credit memos, and additional interest. Conducts pre-sale credit risk evaluation, prepares recommendations, and makes credit approval decisions on new accounts. Recognizes deteriorating credit situations recommending and implementing solutions. Prepares collection reports.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Strong attention to detail. Excellent written, verbal, interpersonal, and analytical communication skills. 2 year experience in contracts, finance, leasing, or equivalent. BA/BS degree in Accounting or Finance preferred.
53130	Credit & Collections Analyst 3-Fin	FINANCE	CREDITCOL	IC3	Timely cash collection of customer accounts, assessing credit worthiness, minimizing bad debts and ensuring contract compliance and/or recommending legal action.	You will assist in the collection, management, and resolution of outstanding invoices from past due accounts. Collect overpayments from current and former employees. Work with departmental managers to eliminate root cause of overpayment. Interfaces with sales support, accounts receivable, and directly with the customer to determine the ability to pay, communicate contractual specifications, and enforce remedies in reconciling accounts. Manage portfolio of accounts including delinquency, write-offs, credit memos, and additional interest. Conducts pre-sale credit risk evaluation, prepares recommendations, and makes credit approval decisions on new accounts. Recognizes deteriorating credit situations recommending and implementing solutions. Prepares collection reports.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Excellent written, verbal, interpersonal, and analytical communication skills. Negotiation skills. 5 years experience in contracts, finance, leasing, or equivalent. BA/BS degree in Accounting or Finance preferred.
53140	Credit & Collections Analyst 4-Fin	FINANCE	CREDITCOL	IC4	Timely cash collection of customer accounts, assessing credit worthiness, minimizing bad debts and ensuring contract compliance and/or recommending legal action.	You will assist in the collection, management, and resolution of outstanding invoices from past due accounts. Collect overpayments from current and former employees. Work with departmental managers to eliminate root cause of overpayment. Interfaces with sales support, accounts receivable, and directly with the customer to determine the ability to pay, communicate contract details, and enforce remedies in reconciling accounts. Manage portfolio of accounts including delinquency, write-offs, credit memos, and additional interest. Conducts pre-sale credit risk evaluation, prepares recommendations, and makes credit approval decisions on new accounts. Recognizes deteriorating credit situations recommending and implementing solutions. Prepares collection reports.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Excellent written, verbal, interpersonal, and analytical communication skills. Negotiation skills. 8 years experience in contracts, finance, leasing, or equivalent. BA/BS degree in Accounting or Finance preferred.
54010	Credit & Collections Supervisor-Fin	FINANCE	CREDITCOL	M1	Manages credit and collections activities to include the timely cash collection of customer accounts, assessing credit worthiness, minimizing bad debts and ensuring contract compliance and/or recommending legal action. Directs the activities of the credit & collections support staff to meet company objectives. Supervises a professional staff.	Responsible for managing the activities of credit approval and credit collection. Develops, implements, and maintains systems, procedures, and policies to enhance the credit and collections process. Recommends credit limits, handles special credit arrangements, and problem collection accounts. Coordinates with internal departments on credit policies. Oversees analysis of accounts receivable, aging of accounts to determine overdue accounts, and collections procedures. Creates and/or analyzes monthly reports.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority. Interacts daily with staff and/or functional peer groups in the presentation of factual information. Demonstrated ability to motivate others. Strong written, verbal, and interpersonal skills. Experience working with customers and sales staff. Attention to detail. Knowledge of Oracle Financials desired. BA/BS in Finance or Accounting.

54020	Credit & Collections Manager-Fin	FINANCE	CREDITCOL	M2	Manages credit and collections activities to include the timely cash collection of customer accounts, assessing credit worthiness, minimizing bad debts and ensuring contract compliance and/or recommending legal action. Manages a professional staff.	Responsible for managing the activities of credit approval and credit collection. Develops, implements, and maintains systems, procedures, and policies to enhance the credit and collections process. Recommends credit limits, handles special credit arrangements, and problem collection accounts. Coordinates with internal departments on credit policies. Oversees analysis of accounts receivable, aging of accounts to determine overdue accounts, and collections procedures. Creates and/or analyzes monthly reports.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership and people management skills. Experience in working with customers and sales staffs. Financial Analysis experience. Strong written, verbal, and interpersonal skills. Knowledge of Oracle Financials desired. BA/BS in Accounting or Finance or equivalent years of professional experience.
54030	Credit & Collections Snr Manager-Fin	FINANCE	CREDITCOL	M3	Manages credit and collections activities to include the timely cash collection of customer accounts, assessing credit worthiness, minimizing bad debts and ensuring contract compliance and/or recommending legal action. Manages a professional staff.	Responsible for managing the activities of credit approval and credit collection. Develops, implements, and maintains systems, procedures, and policies to enhance the credit and collections process. Recommends credit limits, handles special credit arrangements, and problem collection accounts. Coordinates with internal departments on credit policies. Oversees analysis of accounts receivable, aging of accounts to determine overdue accounts, and collections procedures. Creates and/or analyzes monthly reports.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Demonstrated leadership and people management skills. Strong written, verbal, and interpersonal skills. Financial analysis experience. Knowledge of Oracle Financials desired. BA/BS in Accounting or Finance or equivalent years of professional experience.
54040	Credit & Collections Director-Fin	FINANCE	CREDITCOL	M4	Manages credit and collections activities to include the timely cash collection of customer accounts, assessing credit worthiness, minimizing bad debts and ensuring contract compliance and/or recommending legal action. Manages a professional staff.	Responsible for managing the activities of credit approval and credit collection. Develops, implements, and maintains systems, procedures, and policies to enhance the credit and collections process. Recommends credit limits, handles special credit arrangements, and problem collection accounts. Coordinates with internal departments on credit policies. Oversees analysis of accounts receivable, aging of accounts to determine overdue accounts, and collections procedures. Creates and/or analyzes monthly reports.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Demonstrated leadership, people management, and financial analysis experience. Strong written, verbal, and interpersonal skills. Experience working with Oracle Financials. BA/BS in Accounting or Finance or equivalent years of professional experience.
54050	Credit & Collections Snr Director-Fin	FINANCE	CREDITCOL	M5	Manages credit and collections activities to include the timely cash collection of customer accounts, assessing credit worthiness, minimizing bad debts and ensuring contract compliance and/or recommending legal action. Manages a professional staff.	Responsible for managing the activities of credit approval and credit collection. Develops, implements, and maintains systems, procedures, and policies to enhance the credit and collections process. Recommends credit limits, handles special credit arrangements, and problem collection accounts. Coordinates with internal departments on credit policies. Oversees analysis of accounts receivable, aging of accounts to determine overdue accounts, and collections procedures. Creates and/or analyzes monthly reports.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Demonstrated leadership, people management, and financial analysis experience. Strong written, verbal, and interpersonal skills. Experience working with Oracle Financials. BA/BS in Accounting or Finance or equivalent years of professional experience.
54060	Credit & Collections VP-Fin	FINANCE	CREDITCOL	M6	Oversees and manages activities of credit approval and credit collection to include the timely cash collection of customer accounts, assessing credit worthiness, minimizing bad debts and ensuring contract compliance and/or recommending legal action. Manages a professional staff.	Responsible for overseeing and directing the activities of credit approval and credit collection. Develops, implements, and maintains systems, procedures, and policies to enhance the credit and collections process. Manages credit limits, approves special credit arrangements, and problem collection accounts. Ensures internal departments are following credit and collection policies. Oversees analysis of accounts receivable, aging of accounts to determine overdue accounts, and collections procedures. Creates and/or analyzes monthly reports.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Strong written and verbal communication skills. Bachelors or Masters degree in business related field. MBA preferred.
56811	Credit and Syndications Analyst 1-Fin	FINANCE	FINANCE	IC1	Provides support to Financing (Sales) in managing arrangements with customers and 3rd party funding bodies.	Review, evaluate and provide written analysis of transactions with end-users to arrive at accurate risk ratings in accordance with OFD credit policies and SOX specifications. Utilize leading credit analysis tools to ensure the analysis and recommendations are accurate. Provide approvals within delegated credit authority, and transaction structuring/pricing support to Oracle Financing Sales. Conduct due diligence calls with the CFO of privately held companies including venture-funded companies to obtain all necessary information. Work with funding sources to ensure liquidity once transaction has closed, for Oracle products and services.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Excellent written and verbal communication skills. Excellent quantitative and analytical skills. Ability to prioritize conflicting deadlines for deliverables and customer issues. Highly responsive while controlling risks. Intermediate level of software skills (Word, Excel, and PowerPoint). Ability to provide appropriate structures and negotiate terms. BS/BA or MBA degree in Finance or Accounting. 0 - 2 year experience in leasing/financing with a bank, leasing company or captive finance company.
56812	Credit and Syndications Analyst 2-Fin	FINANCE	FINANCE	IC2	Provides support to Financing (Sales) in managing arrangements with customers and 3rd party funding bodies.	Review, evaluate and provide written analysis of transactions with end-users to arrive at accurate risk ratings in accordance with OFD credit policies and SOX specifications. Utilize leading credit analysis tools to ensure the analysis and recommendations are accurate. Provide approvals within delegated credit authority, and transaction structuring/pricing support to Oracle Financing Sales. Conduct due diligence calls with the CFO of privately held companies including venture-funded companies to obtain all necessary information. Work with funding sources to ensure liquidity once transaction has closed, for Oracle products and services.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Excellent written and verbal communication skills. Excellent quantitative and analytical skills. Ability to prioritize conflicting deadlines for deliverables and customer issues. Highly responsive while controlling risks. Intermediate level of software skills (Word, Excel, and PowerPoint). Ability to provide appropriate structures and negotiate terms. BS/BA or MBA degree in Finance or Accounting. 2 plus years experience in leasing/financing with a bank, leasing company or captive finance company.
56813	Credit and Syndications Analyst 3-Fin	FINANCE	FINANCE	IC3	Provides support to Financing (Sales) in managing arrangements with customers and 3rd party funding bodies.	Review, evaluate and provide written analysis of transactions with end-users to arrive at accurate risk ratings in accordance with OFD credit policies and SOX specifications. Utilize leading credit analysis tools to ensure the analysis and recommendations are accurate. Provide approvals within delegated credit authority, and transaction structuring/pricing support to Oracle Financing Sales. Conduct due diligence calls with the CFO of privately held companies including venture-funded companies to obtain all necessary information. Work with funding sources to ensure liquidity once transaction has closed, for Oracle products and services.	Job duties are varied and complex, needing independent judgment. May have project lead role. Excellent written and verbal communication skills. Excellent quantitative and analytical skills. Ability to prioritize conflicting deadlines for deliverables and customer issues. Highly responsive while controlling risks. Intermediate level of software skills (Word, Excel, and PowerPoint). Ability to provide appropriate structures and negotiate terms. BS/BA or MBA degree in Finance or Accounting. 5 plus years experience in leasing/financing with a bank, leasing company or captive finance company.
56814	Credit and Syndications Analyst 4-Fin	FINANCE	FINANCE	IC4	Provides support to Financing (Sales) in managing arrangements with customers and 3rd party funding bodies.	Review, evaluate and provide written analysis of transactions with end-users to arrive at accurate risk ratings in accordance with OFD credit policies and SOX specifications. Utilize leading credit analysis tools to ensure the analysis and recommendations are accurate. Provide approvals within delegated credit authority, and transaction structuring/pricing support to Oracle Financing Sales. Conduct due diligence calls with the CFO of privately held companies including venture-funded companies to obtain all necessary information. Work with funding sources to ensure liquidity once transaction has closed, for Oracle products and services.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Excellent written and verbal communication skills. Excellent quantitative and analytical skills. Ability to prioritize conflicting deadlines for deliverables and customer issues. Highly responsive while controlling risks. Intermediate level of software skills (Word, Excel, and PowerPoint). Ability to provide appropriate structures and negotiate terms. BS/BA or MBA degree in Finance or Accounting. 8 plus years experience in leasing/financing with a bank, leasing company or captive finance company.
56815	Credit and Syndications Analyst 5-Fin	FINANCE	FINANCE	IC5	Provides support to Financing (Sales) in managing arrangements with customers and 3rd party funding bodies.	Review, evaluate and provide written analysis of transactions with end-users to arrive at accurate risk ratings in accordance with OFD credit policies and SOX specifications. Utilize leading credit analysis tools to ensure the analysis and recommendations are accurate. Provide approvals within delegated credit authority, and transaction structuring/pricing support to Oracle Financing Sales. Conduct due diligence calls with the CFO of privately held companies including venture-funded companies to obtain all necessary information. Work with funding sources to ensure liquidity once transaction has closed, for Oracle products and services.	Acknowledged authority within the Corporation. Provides leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Excellent written and verbal communication skills. Excellent quantitative and analytical skills. Ability to prioritize conflicting deadlines for deliverables and customer issues. Highly responsive while controlling risks. Intermediate level of software skills (Word, Excel, and PowerPoint). Ability to provide appropriate structures and negotiate terms. BS/BA or MBA degree in Finance or Accounting. 10 plus years experience in leasing/financing with a bank, leasing company or captive finance company.
56810	Credit and Syndications Supervisor-Fin	FINANCE	FINANCE	M1	Provides support to Financing (Sales) in managing arrangements with customers and 3rd party funding bodies.	This position will work closely with Sales and funding sources to implement funding activity. Position will take responsibility for day to day operating relationships, and policies for managing transactions flow and improve Credit and Syndication process. Manage deal flow from submission and credit review, through pricing and final approval. Work creatively to structure and get approval for unusual transactions or credits. Assist in expanding credit bandwidth and reducing cost of funds through development of Investment Pools and Portfolios.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority.
56820	Credit and Syndications Manager-Fin	FINANCE	FINANCE	M2	Provides support to Financing (Sales) in managing arrangements with customers and 3rd party funding bodies.	Responsible for credit and syndications analyst function for group's underwriting and analysis of transactions to ensure quality, accurate credit risk ratings, and proper deal structure. Anticipates bank and finance company acceptance specifications for individual credits, risk ratings, deal structures, and transactions. Provides oversight for outsourced credit decisions by financing partners. Negotiates new programs and agreements. Assesses quarterly value add by each financial institution. Works with financial partners on reporting, servicing, and portfolio management issues. Manages and/or monitors existing and new funded reserve programs. Includes transaction processing, setting and maintaining accounting reserves and draws. Monitors the servicing, enforcement, and reporting of the contracts assigned to financial institutions. Conducts due diligence calls with senior management of private companies to assess credit quality and avoid negative impact on selling process. Communicates with Oracle senior management to obtain necessary resources and support. Partners with contracts organization to ensure that credit and funding aspects of transactions are in accordance with established business processes and procedures in a timely manner. Approves document exceptions. Provides pricing input for bank rates for programs and ad hoc requests based on funding costs and market pricing information. Plays key role in technology projects - eBusiness, data warehouse, and reporting.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Strong analytical and problem solving skills, ability to manage processes, and identify cross-functional issues. Demonstrated leadership skills. 5 years relevant experience in vendor finance/leasing, preferably in a bank environment. Undergraduate degree in finance or business, advance degree preferred. Financial institution credit training a plus.

55830	Credit and Syndications Snr Manager-Fin	FINANCE	FINANCE	M3	Provides support to Financing (Sales) in managing arrangements with customers and 3rd party funding bodies.	Responsible for credit and syndications analyst function for group's underwriting and analysis of transactions to ensure quality, accurate credit risk ratings, and proper deal structure. Anticipates bank and finance company acceptance specifications for individual credits, risk ratings, deal structures, and transactions. Provides oversight for outsourced credit decisions by financing partners. Negotiates new programs and agreements. Assesses quarterly value add by each financial institution. Works with financial partners on reporting, servicing, and portfolio management issues. Manages and/or monitors existing and new funded reserve programs. Includes transaction processing, setting and maintaining accounting reserves and draws. Monitors the servicing, enforcement, and reporting of the contracts assigned to financial institutions. Conducts due diligence calls with senior management of private companies to assess credit quality and avoid negative impact on selling process. Communicates with Oracle senior management to obtain necessary resources and support. Partners with contracts organization to ensure that credit and funding aspects of transactions are in accordance with established business processes and procedures in a timely manner. Approves document exceptions. Provides pricing input for bank rates for programs and ad hoc requests based on funding costs and market pricing information. Plays key role in technology projects - eBusiness, data warehouse, and reporting.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet business needs. Strong analytical and problem solving skills, ability to manage processes, and identify cross-functional issues. Demonstrated leadership skills, 8 years relevant experience in vendor finance/leasing, preferably in a bank environment. Undergraduate degree in finance or business, advance degree preferred. Financial institution credit training a plus.
55840	Credit and Syndications Director-Fin	FINANCE	FINANCE	M4	Provides support to Financing (Sales) in managing arrangements with customers and 3rd party funding bodies.	Responsible for credit and syndications analyst function for group's underwriting and analysis of transactions to ensure quality, accurate credit risk ratings, and proper deal structure. Anticipates bank and finance company acceptance specifications for individual credits, risk ratings, deal structures, and transactions. Provides oversight for outsourced credit decisions by financing partners. Negotiates new programs and agreements. Assesses quarterly value add by each financial institution. Works with financial partners on reporting, servicing, and portfolio management issues. Manages and/or monitors existing and new funded reserve programs. Includes transaction processing, setting and maintaining accounting reserves and draws. Monitors the servicing, enforcement, and reporting of the contracts assigned to financial institutions. Conducts due diligence calls with senior management of private companies to assess credit quality and avoid negative impact on selling process. Communicates with Oracle senior management to obtain necessary resources and support. Partners with contracts organization to ensure that credit and funding aspects of transactions are in accordance with established business processes and procedures in a timely manner. Approves document exceptions. Provides pricing input for bank rates for programs and ad hoc requests based on funding costs and market pricing information. Plays key role in technology projects - eBusiness, data warehouse, and reporting.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations important. Strong analytical and problem solving skills, ability to manage processes, and identify cross-functional issues. Demonstrated leadership skills. Strong experience in credit analysis, documentation, and pricing areas. Project management skills. Ability to multitask independently and as a team player. Ability to interface with financial institutions and internal Oracle groups. Strong written and verbal communication skills. Prefer 10 years relevant experience in vendor finance/leasing, preferably in a bank environment. Undergraduate degree in finance or business, advance degree preferred. Financial institution credit training preferred.
55850	Credit and Syndications Snr Director-Fin	FINANCE	FINANCE	M5	Provides support to Financing (Sales) in managing arrangements with customers and 3rd party funding bodies.	Responsible for credit and syndications analyst function for group's underwriting and analysis of transactions to ensure quality, accurate credit risk ratings, and proper deal structure. Anticipates bank and finance company acceptance specifications for individual credits, risk ratings, deal structures, and transactions. Provides oversight for outsourced credit decisions by financing partners. Negotiates new programs and agreements. Assesses quarterly value add by each financial institution. Works with financial partners on reporting, servicing, and portfolio management issues. Manages and/or monitors existing and new funded reserve programs. Includes transaction processing, setting and maintaining accounting reserves and draws. Monitors the servicing, enforcement, and reporting of the contracts assigned to financial institutions. Conducts due diligence calls with senior management of private companies to assess credit quality and avoid negative impact on selling process. Communicates with Oracle senior management to obtain necessary resources and support. Partners with contracts organization to ensure that credit and funding aspects of transactions are in accordance with established business processes and procedures in a timely manner. Approves document exceptions. Provides pricing input for bank rates for programs and ad hoc requests based on funding costs and market pricing information. Plays key role in technology projects - eBusiness, data warehouse, and reporting.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge important. Demonstrated leadership skills. Strong experience in credit analysis, documentation, and pricing areas. Project management skills. Ability to multitask independently and as a team player. Ability to interface with financial institutions and internal Oracle groups. Strong written and verbal communication skills. 12 years relevant experience in vendor finance/leasing, preferably in a bank environment. Undergraduate degree in finance or business, advance degree preferred. Financial institution credit training preferred.
56860	Credit and Syndications VP-Fin	FINANCE	FINANCE	M6	Provides support to Financing (Sales) in managing arrangements with customers and 3rd party funding bodies.	Responsible for credit and syndications analyst function for group's underwriting and analysis of transactions to ensure quality, accurate credit risk ratings, and proper deal structure. Anticipates bank and finance company acceptance specifications for individual credits, risk ratings, deal structures, and transactions. Provides oversight for outsourced credit decisions by financing partners. Negotiates new programs and agreements. Assesses quarterly value add by each financial institution. Works with financial partners on reporting, servicing, and portfolio management issues. Manages and/or monitors existing and new funded reserve programs. Includes transaction processing, setting and maintaining accounting reserves and draws. Monitors the servicing, enforcement, and reporting of the contracts assigned to financial institutions. Conducts due diligence calls with senior management of private companies to assess credit quality and avoid negative impact on selling process. Communicates with Oracle senior management to obtain necessary resources and support. Partners with contracts organization to ensure that credit and funding aspects of transactions are in accordance with established business processes and procedures in a timely manner. Approves document exceptions. Provides pricing input for bank rates for programs and ad hoc requests based on funding costs and market pricing information. Plays key role in technology projects - eBusiness, data warehouse, and reporting.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Strong analytical and problem solving skills. Demonstrated leadership skills. Relevant experience in vendor finance/leasing, preferably in a bank environment. Undergraduate degree in finance or business, advance degree preferred. Financial institution credit training a plus.
51510	Financial Analyst 1	FINANCE	BUDPLAN	IC1	Financial support to business areas through financial analysis, budgeting, planning & forecasting; to facilitate decision making and future business strategies.	As a member of Oracle's finance organization, you will be responsible for providing all aspects of financial support for planning and control. Assist in consolidation and reporting of financial results; preparation of annual budget. Gather, model, analyze, prepare, and summarize information for financial plans, operating forecasts, trended future specifications, etc.; on a weekly, monthly, or quarterly basis. Prepares recommendations based on analyzes. May perform revenue and expense analysis, headcount and headcount driven expense analysis at cost center level, tracking of product and product line revenue, reconciliation of accounts receivable, variance analysis and ad-hoc analysis as needed. You may participate in cross functional programs and projects.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Knowledge of Excel spreadsheets. Typically graduate or equivalent with 0 - 2 year experience.
51520	Financial Analyst 2	FINANCE	BUDPLAN	IC2	Financial support to business areas through financial analysis, budgeting, planning & forecasting; to facilitate decision making and future business strategies.	As a member of Oracle's finance organization, you will be responsible for providing all aspects of financial support for planning and control. Assist in consolidation and reporting of financial results; preparation of annual budget. Gather, model, analyze, prepare, and summarize information for financial plans, operating forecasts, trended future specifications, etc.; on a weekly, monthly, or quarterly basis. Prepares recommendations based on analyzes. May perform revenue and expense analysis, headcount and headcount driven expense analysis at cost center level, tracking of product and product line revenue, reconciliation of accounts receivable, variance analysis and ad-hoc analysis as needed. You may participate in cross functional programs and projects.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Strong attention to detail, organizational skills, and analytical skills. Ability to prepare Excel spreadsheets of high complexity. 2 years relevant experience and BA/BS degree in Finance or Accounting preferred. CPA/MBA desired.
51530	Financial Analyst 3	FINANCE	BUDPLAN	IC3	Financial support to business areas through financial analysis, budgeting, planning & forecasting; to facilitate decision making and future business strategies.	As a member of Oracle's finance organization, you will be responsible for providing all aspects of financial support for planning and control. Assist in consolidation and reporting of financial results; preparation of annual budget. Gather, model, analyze, prepare, and summarize information for financial plans, operating forecasts, trended future specifications, etc.; on a weekly, monthly, or quarterly basis. Prepares recommendations based on analyzes. May perform revenue and expense analysis, headcount and headcount driven expense analysis at cost center level, tracking of product and product line revenue, reconciliation of accounts receivable, variance analysis and ad-hoc analysis as needed. You may participate in cross functional programs and projects.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Strong spreadsheet skill and proficiency in Oracle Financials. Strong written and oral communication skill. Ability to work under tight deadlines. Self starter able to prioritize given responsibilities. 5 years relevant work experience. BS/BA in Accounting/Finance preferred. CPA/MBA desired.
51540	Financial Analyst 4	FINANCE	BUDPLAN	IC4	Financial support to business areas through financial analysis, budgeting, planning & forecasting; to facilitate decision making and future business strategies.	As a member of Oracle's finance organization, you will be responsible for providing all aspects of financial support for planning and control. Assist in consolidation and reporting of financial results; preparation of annual budget. Gather, model, analyze, prepare, and summarize information for financial plans, operating forecasts, trended future specifications, etc.; on a weekly, monthly, or quarterly basis. Prepares recommendations based on analyzes. May perform revenue and expense analysis, headcount and headcount driven expense analysis at cost center level, tracking of product and product line revenue, reconciliation of accounts receivable, variance analysis and ad-hoc analysis as needed. You may participate in cross functional programs and projects.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Strong Microsoft Office skills and proficiency in Oracle Financials. Strong analysis and research skills. Ability to partner across functions. 8 years relevant work experience. BS/BA in Accounting/Finance preferred. CPA/MBA desired.
51550	Financial Analyst 5	FINANCE	BUDPLAN	IC5	Financial support to business areas through financial analysis, budgeting, planning & forecasting; to facilitate decision making and future business strategies.	As a member of Oracle's finance organization, you will be responsible for providing all aspects of financial support for planning and control. Assist in consolidation and reporting of financial results; preparation of annual budget. Gather, model, analyze, prepare, and summarize information for financial plans, operating forecasts, trended future specifications, etc.; on a weekly, monthly, or quarterly basis. Prepares recommendations based on analyzes. May perform revenue and expense analysis, headcount and headcount driven expense analysis at cost center level, tracking of product and product line revenue, reconciliation of accounts receivable, variance analysis and ad-hoc analysis as needed. You may participate in cross functional programs and projects.	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. Strong Microsoft Office skills and proficiency in Oracle Financials. Strong analysis and research skills. Ability to partner across functions. 10 plus years relevant work experience. BS/BA in Accounting/Finance preferred. CPA/MBA desired.
72010	Incentive Planning / Payroll Support A1-Fin	FINANCE	PAYCOMM	IC0	Responsible for the preparation and/or review of compensation payments in accordance with compensation plans.	As a member of Finance you will assist in researching and responding to Payroll and Commission related inquiries from employees and managers. Assist payroll analysts with assigned duties to include data entry, clerical duties, research, processing new hires and terminations, adjustments, generation of checks, deductions, computing and processing time sheet data, rate changes, commission payments/adjustments, etc. Post entries to journals and ledgers. Assist in preparation of reports.	Works on assignments that are routine in nature where limited judgment is needed. Normally receives detailed instructions on all work. Knowledge of Excel and Word. Strong attention to detail, customer service, data entry and research skills necessary. Strong communication skills. 10 key by touch. Knowledge of Oracle systems a plus. BA/BS degree.

72020	Incentive Planning / Payroll Support A2-Fin	FINANCE	PAYCOMM	IC0	Responsible for the preparation and/or review of compensation payments in accordance with compensation plans.	As a member of Finance you will assist in researching and responding to Payroll and Commission related inquiries from employees and managers. Assist payroll analysts with assigned duties to include data entry, clerical duties, research, processing new hires and terminations, adjustments, generation of checks, deductions, computing and processing time sheet data, rate changes, commission payments/adjustments, etc. Post entries to journals and ledgers. Assist in preparation of reports.	Works on assignments that are semi-routine in nature where ability to recognize deviation from standard practice is needed. Normally receives detailed instructions for new assignments. Proficient in Excel and Word. Strong attention to detail, customer service, data entry and research skills. Strong communication skills. 10 key by touch. Knowledge of Oracle systems a plus. BA/BS degree.
72030	Incentive Planning / Payroll Support A3-Fin	FINANCE	PAYCOMM	IC0	Responsible for the preparation and/or review of compensation payments in accordance with compensation plans.	As a member of Finance you will assist in researching and responding to Payroll and Commission related inquiries from employees and managers. Assist payroll analysts with assigned duties to include data entry, clerical duties, research, processing new hires and terminations, adjustments, generation of checks, deductions, computing and processing time sheet data, rate changes, commission payments/adjustments, etc. Post entries to journals and ledgers. Assist in preparation of reports.	Works on assignments that are routine in nature where limited judgment is needed. Normally receives general instructions for new assignments. Work relies on general supervision and applies standard policies and procedures. Proficient in Excel and Word. Strong attention to detail, customer service, data entry and research skills. Strong communication skills. 10 key by touch. Knowledge of Oracle systems a plus. BA/BS degree.
72040	Incentive Planning / Payroll Support A4-Fin	FINANCE	PAYCOMM	IC0	Responsible for the preparation and/or review of compensation payments in accordance with compensation plans.	As a member of Finance you will assist in researching and responding to Payroll and Commission related inquiries from employees and managers. Assist payroll analysts with assigned duties to include data entry, clerical duties, research, processing new hires and terminations, adjustments, generation of checks, deductions, computing and processing time sheet data, rate changes, commission payments/adjustments, etc. Post entries to journals and ledgers. Assist in preparation of reports.	Works on assignments that are routine in nature where limited judgment is needed. May determine methods and procedures on new assignments. May provide guidance to other support members. Applies technical aspects of the job to complete tasks. Proficient in Excel and Word. Strong attention to detail, customer service, data entry and research skills. Strong communication skills. 10 key by touch. Knowledge of Oracle systems a plus. BA/BS degree.
90141	Incentive Planning Analyst 1-Fin	FINANCE	PAYCOMM	IC1	Design, deliver, and support global sales model with focus on productivity improvement of planning process and application.	Partner with lines of business in the design of compensation models in the support of strategic business initiatives. Update Terms and Conditions of compensation plans. Ensure global salesforce planning system is setup for online distribution of plans. Approve sales incentive programs; ie: SPIFFs. Provide reports to finance on effectiveness of sales model and SPIFFs. Roll-out sales force plans globally to enable Oracle salesforce to accept compensation plans online. Create sales matrix which communicates payment structure to sales organization. Create on-target earnings matrix. Train Sales and Finance on global sales model and compensation models. Field questions from organization on models. Train Finance on Salesforce planning.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience.
90142	Incentive Planning Analyst 2-Fin	FINANCE	PAYCOMM	IC2	Design, deliver, and support global sales model with focus on productivity improvement of planning process and application.	Partner with lines of business in the design of compensation models in the support of strategic business initiatives. Update Terms and Conditions of compensation plans. Ensure global salesforce planning system is setup for online distribution of plans. Approve sales incentive programs; ie: SPIFFs. Provide reports to finance on effectiveness of sales model and SPIFFs. Roll-out sales force plans globally to enable Oracle salesforce to accept compensation plans online. Create sales matrix which communicates payment structure to sales organization. Create on-target earnings matrix. Train Sales and Finance on global sales model and compensation models. Field questions from organization on models. Train Finance on Salesforce planning.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Strong attention to detail, organizational skills, and analytical skills. Ability to prepare Excel spreadsheets. 2 years relevant experience and BA/BS degree
90143	Incentive Planning Analyst 3-Fin	FINANCE	PAYCOMM	IC3	Design, deliver, and support global sales model with focus on productivity improvement of planning process and application.	Partner with lines of business in the design of compensation models in the support of strategic business initiatives. Update Terms and Conditions of compensation plans. Ensure global salesforce planning system is setup for online distribution of plans. Approve sales incentive programs; ie: SPIFFs. Provide reports to finance on effectiveness of sales model and SPIFFs. Roll-out sales force plans globally to enable Oracle salesforce to accept compensation plans online. Create sales matrix which communicates payment structure to sales organization. Create on-target earnings matrix. Train Sales and Finance on global sales model and compensation models. Field questions from organization on models. Train Finance on Salesforce planning.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Strong spreadsheet skills. Excellent written and oral communication skill. Ability to work under tight deadlines. Self starter able to prioritize given responsibilities. 5 years relevant work experience. BS/BA degree.
90144	Incentive Planning Analyst 4-Fin	FINANCE	PAYCOMM	IC4	Design, deliver, and support global sales model with focus on productivity improvement of planning process and application.	Partner with lines of business in the design of compensation models in the support of strategic business initiatives. Update Terms and Conditions of compensation plans. Ensure global salesforce planning system is setup for online distribution of plans. Approve sales incentive programs; ie: SPIFFs. Provide reports to finance on effectiveness of sales model and SPIFFs. Roll-out sales force plans globally to enable Oracle salesforce to accept compensation plans online. Create sales matrix which communicates payment structure to sales organization. Create on-target earnings matrix. Train Sales and Finance on global sales model and compensation models. Field questions from organization on models. Train Finance on Salesforce planning.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Strong analysis skills. Ability to partner across functions. 8 years relevant work experience. BS/BA degree.
90152	Incentive Planning Analyst 5-Fin	FINANCE	PAYCOMM	IC5	Design, deliver, and support global sales model with focus on productivity improvement of planning process and application.	Partner with lines of business in the design of compensation models in the support of strategic business initiatives. Update Terms and Conditions of compensation plans. Ensure global salesforce planning system is setup for online distribution of plans. Approve sales incentive programs; ie: SPIFFs. Provide reports to finance on effectiveness of sales model and SPIFFs. Roll-out sales force plans globally to enable Oracle salesforce to accept compensation plans online. Create sales matrix which communicates payment structure to sales organization. Create on-target earnings matrix. Train Sales and Finance on global sales model and compensation models. Field questions from organization on models. Train Finance on Salesforce planning.	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. Strong analysis skills. Ability to partner across functions and with all levels of management. 10 plus years relevant work experience. BS/BA degree.
90145	Incentive Planning Supervisor-Fin	FINANCE	PAYCOMM	M1	Design, deliver, and support global sales model with focus on productivity improvement of planning process and application.	Design Global Sales Model for presentation to Executive Management. Partner with lines of business in the design of compensation models in the support of strategic business initiatives. Develop incentive programs in support of Oracle's sales goals and strategies. Facilitate the improvement of plan issuance including technology improvements. Establish on-target-earnings matrices and guidelines for variable administration.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hiring authority. Strong written and verbal communication skills. 2 years related experience. BA/BS/MBA degree.
90146	Incentive Planning Manager-Fin	FINANCE	PAYCOMM	M2	Design, deliver, and support global sales model with focus on productivity improvement of planning process and application.	Design Global Sales Model for presentation to Executive Management. Partner with lines of business in the design of compensation models in the support of strategic business initiatives. Develop incentive programs in support of Oracle's sales goals and strategies. Facilitate the improvement of plan issuance including technology improvements. Establish on-target-earnings matrices and guidelines for variable administration.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Strong analytical and problem solving skills, ability to manage processes, and identify cross-functional issues. Demonstrated leadership skills. 5 years relevant experience and BA/BS degree.
90147	Incentive Planning Snr Manager-Fin	FINANCE	PAYCOMM	M3	Design, deliver, and support global sales model with focus on productivity improvement of planning process and application.	Design Global Sales Model for presentation to Executive Management. Partner with lines of business in the design of compensation models in the support of strategic business initiatives. Develop incentive programs in support of Oracle's sales goals and strategies. Facilitate the improvement of plan issuance including technology improvements. Establish on-target-earnings matrices and guidelines for variable administration.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Strong analytical and problem solving skills, ability to manage processes, and identify cross-functional issues. Demonstrated leadership skills. 8 years relevant experience and BA/BS degree.
90148	Incentive Planning Director-Fin	FINANCE	PAYCOMM	M4	Design, deliver, and support global sales model with focus on productivity improvement of planning process and application.	Design Global Sales Model for presentation to Executive Management. Partner with lines of business in the design of compensation models in the support of strategic business initiatives. Develop incentive programs in support of Oracle's sales goals and strategies. Facilitate the improvement of plan issuance including technology improvements. Establish on-target-earnings matrices and guidelines for variable administration.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Strong analytical and problem solving skills. Serves as process owner; ability to identify cross-functional issues. Demonstrated leadership skills. 10 years relevant experience and BA/BS degree.
90149	Incentive Planning Snr Director-Fin	FINANCE	PAYCOMM	M5	Design, deliver, and support global sales model with focus on productivity improvement of planning process and application.	Design Global Sales Model for presentation to Executive Management. Partner with lines of business in the design of compensation models in the support of strategic business initiatives. Develop incentive programs in support of Oracle's sales goals and strategies. Facilitate the improvement of plan issuance including technology improvements. Establish on-target-earnings matrices and guidelines for variable administration.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Strong analytical and problem solving skills. Serves as process owner; ability to identify cross-functional issues. Demonstrated leadership skills. 12 years relevant experience and BA/BS degree.
90151	Incentive Planning VP-Fin	FINANCE	PAYCOMM	M6	Design, deliver, and support global sales model with focus on productivity improvement of planning process and application.	Design Global Sales Model for presentation to Executive Management. Partner with lines of business in the design of compensation models in the support of strategic business initiatives. Develop incentive programs in support of Oracle's sales goals and strategies. Facilitate the improvement of plan issuance including technology improvements. Establish on-target-earnings matrices and guidelines for variable administration.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Strong analytical and problem solving skills. Demonstrated leadership skills. BA/BS degree.
57510	Internal Auditor 1-Fin	FINANCE	AUDIT	IC1	Assists in performing independent internal audits and forensic investigations of Oracle's global operations. Reviews focus on evaluating adequacy, effectiveness and compliance with risk management and governance processes, policies and procedures and key internal controls.	General Internal audit responsibilities include: - Assist in performing periodic enterprise and business process risk assessments to help ensure key business risks are properly identified and mitigated by management. - Participate as a team member in performing independent assessments of Oracle's global business processes to ensure that they meet management's business objectives while mitigating significant risks. Focus is on, but not limited to, overall risk management and governance, general business processes/policies/controls, technology infrastructure and deployment, legal and regulatory compliance, and fraud risks. Responsibilities include: 1. Draft and ensure completion of audit scope, programs, questionnaires, reports and memorandums for assigned audits. 2. Assist in assessment of the adequacy and compliance with Oracle policies and business practices (financial/operational/IT/compliance focused). 3. Assist in reviewing operational structure for maximum efficiency and effectiveness. Utilize benchmarking analysis and other KPIs to evaluate Oracle business processes and controls. 4. Assist in coordinating the timely development of management action plans to mitigate identified risks and to facilitate improvement opportunities. 5. Assist in performing quarterly assessments of management action plan completion to ensure proper risk mitigation. - Other responsibilities include: participating in department infrastructure and improvement activities, training sessions and special projects, as needed. For forensic audit responsibilities, see Additional Details section below for applicability.	* 1+ years of Audit/Consulting experience and BA/BS degree * CISA, CISSP, CFE, CPA, CA, CIA certifications * Strong communication skills are essential * Additional language skills are a plus * Experience working with computer-aided auditing, continuous monitoring and data analytic tools (ACL, IDEA, Excel, Word and PowerPoint) * Experience with software/hardware accounting and business processes highly desirable * Travel Requirement: 10-30%

57520	Internal Auditor 2-Fin	FINANCE	AUDIT	IC2	Provides independent internal audit and forensic investigation support, covering Oracle's global operations. Reviews focus on evaluating adequacy, effectiveness and compliance with risk management and governance processes, policies and procedures and key internal controls.	General internal audit responsibilities include: - Assist in performing periodic enterprise and business process risk assessments to help ensure key business risks are properly identified and mitigated by management. - Participate as a team member in performing independent assessments of Oracle's global business processes to ensure that they meet management's business objectives while mitigating significant risks. Focus is on, but not limited to, overall risk management and governance, general business processes/policies/controls, technology infrastructure and deployment, legal and regulatory compliance, and fraud risks. Responsibilities include: 1. Draft and ensure completion of audit scope, programs, questionnaires, reports and memorandums for assigned audits. 2. Assist in assessment of the adequacy and compliance with Oracle policies and business practices (financial/operational/IT/compliance-focused). 3. Assist in reviewing operational structure for maximum efficiency and effectiveness. Utilize benchmarking analysis and other KPIs to evaluate Oracle business processes and controls. 4. Assist in coordinating the timely development of management action plans to mitigate identified risks and to facilitate improvement opportunities. 5. Assist in performing quarterly assessments of management action plan completion to ensure proper risk mitigation. - Other responsibilities include: participating in department infrastructure and improvement activities, training sessions and special projects, as needed. For forensic audit responsibilities, see Additional Details section below for applicability.	* 2+ years of Audit/Consulting experience and BA/BS degree * CISA, CISSP, CFE, CPA, CA, CIA certifications * Strong communication skills are essential * Additional language skills are a plus * Experience working with computer-aided auditing, continuous monitoring and data analytic tools (ACL, IDEA, Excel, Word and PowerPoint) * Experience with software/hardware accounting and business processes highly desirable * Travel Requirement: 10-30%
57530	Internal Auditor 3-Fin	FINANCE	AUDIT	IC3	Provides independent internal audit and forensic investigation support, covering Oracle's global operations. Reviews focus on evaluating adequacy, effectiveness and compliance with risk management and governance processes, policies and procedures and key internal controls.	General internal audit responsibilities include: - Assist in performing periodic enterprise and business process risk assessments to help ensure key business risks are properly identified and mitigated by management. - Participate as a team member in performing independent assessments of Oracle's global business processes to ensure that they meet management's business objectives while mitigating significant risks. Focus is on, but not limited to, overall risk management and governance, general business processes/policies/controls, technology infrastructure and deployment, legal and regulatory compliance, and fraud risks. Responsibilities include: 1. Draft and ensure completion of audit scope, programs, questionnaires, reports and memorandums for assigned audits. 2. Assist in assessment of the adequacy and compliance with Oracle policies and business practices (financial/operational/IT/compliance-focused). 3. Assist in reviewing operational structure for maximum efficiency and effectiveness. Utilize benchmarking analysis and other KPIs to evaluate Oracle business processes and controls. 4. Assist in coordinating the timely development of management action plans to mitigate identified risks and to facilitate improvement opportunities. 5. Assist in performing quarterly assessments of management action plan completion to ensure proper risk mitigation. - Other responsibilities include: participating in department infrastructure and improvement activities, training sessions and special projects, as needed. For forensic audit responsibilities, see Additional Details section below for applicability.	* 4+ years of Audit/Consulting experience and BA/BS degree * CISA, CISSP, CFE, CPA, CA, CIA certifications * Strong communication skills are essential * Additional language skills are a plus * Experience working with computer-aided auditing, continuous monitoring and data analytic tools (ACL, IDEA, Excel, Word and PowerPoint) * Experience with software/hardware accounting and business processes highly desirable * Travel Requirement: 10-30%
57540	Internal Auditor 4-Fin	FINANCE	AUDIT	IC4	Provides independent internal audit and forensic investigation support, covering Oracle's global operations. Reviews focus on evaluating adequacy, effectiveness and compliance with risk management and governance processes, policies and procedures and key internal controls.	General internal audit responsibilities include: - Assist in performing periodic enterprise and business process risk assessments to help ensure key business risks are properly identified and mitigated by management. - Participate as a team member in performing independent assessments of Oracle's global business processes to ensure that they meet management's business objectives while mitigating significant risks. Focus is on, but not limited to, overall risk management and governance, general business processes/policies/controls, technology infrastructure and deployment, legal and regulatory compliance, and fraud risks. Responsibilities include: 1. Draft and ensure completion of audit scope, programs, questionnaires, reports and memorandums for assigned audits. 2. Assist in assessment of the adequacy and compliance with Oracle policies and business practices (financial/operational/IT/compliance-focused). 3. Assist in reviewing operational structure for maximum efficiency and effectiveness. Utilize benchmarking analysis and other KPIs to evaluate Oracle business processes and controls. 4. Assist in coordinating the timely development of management action plans to mitigate identified risks and to facilitate improvement opportunities. 5. Assist in performing quarterly assessments of management action plan completion to ensure proper risk mitigation. 6. Assist in supervising staff during various phases of the audit. - Other responsibilities include: participating in department infrastructure and improvement activities, training sessions and special projects as needed. For forensic audit responsibilities, see Additional Details section below for applicability.	* 5+ years of Audit/Consulting experience and BA/BS degree * CISA, CISSP, CFE, CPA, CA, CIA certifications * Key skills and abilities include project management, meeting facilitation, influencing, process development, detailed analysis & trend monitoring, and problem solving * Ability to manage multiple assignments * Strong communication skills are essential * Additional language skills are a plus * Experience working with computer-aided auditing, continuous monitoring and data analytic tools (ACL, IDEA, Excel, Word and PowerPoint) * Experience with software/hardware accounting and business processes highly desirable * Travel Requirement: 10-30%
57550	Internal Auditor 5-Fin	FINANCE	AUDIT	IC5	Provides independent internal audit and forensic investigation support, covering Oracle's global operations. Reviews focus on evaluating adequacy, effectiveness and compliance with risk management and governance processes, policies and procedures and key internal controls.	General internal audit responsibilities include: - Assist in performing periodic enterprise and business process risk assessments to help ensure key business risks are properly identified and mitigated by management. - Perform independent assessments of Oracle's global business processes to ensure that they meet management's business objectives while mitigating significant risks. Focus is on, but not limited to, overall risk management and governance, general business processes/policies/controls, technology infrastructure and deployment, legal and regulatory compliance, and fraud risks. Responsibilities include: 1. Draft and ensure completion of audit scope, programs, questionnaires, reports and memorandums for assigned audits. 2. Assess the adequacy and compliance with Oracle policies and business practices (financial/operational/IT/compliance-focused). 3. Review operational structure for maximum efficiency and effectiveness. Utilize benchmarking analysis and other KPIs to evaluate Oracle business processes and controls. 4. Coordinate the timely development of management action plans to mitigate identified risks and to facilitate improvement opportunities. 5. Perform quarterly assessments of management action plan completion to ensure proper risk mitigation. 6. Provide oversight of staff and day-to-day project management. - Other responsibilities include: managing department infrastructure and improvement activities, training sessions and special projects, as needed. For forensic audit responsibilities, see Additional Details section below for applicability.	* 8+ years of Audit/Consulting experience and BA/BS degree * CISA, CISSP, CFE, CPA, CA, CIA certifications * Key skills and abilities include project management, meeting facilitation, influencing, process development, detailed analysis & trend monitoring, and problem solving * Ability to manage multiple projects simultaneously * Strong communication skills are essential * Additional language skills are a plus * Experience working with computer-aided auditing, continuous monitoring and data analytic tools (ACL, IDEA, Excel, Word and PowerPoint) * Experience with software/hardware accounting and business processes highly desirable * Travel Requirement: 10-30%
57020	Internal Audit Manager-Fin	FINANCE	AUDIT	IM2	Provides independent internal audit and forensic investigation support, covering Oracle's global operations. Reviews focus on evaluating adequacy, effectiveness and compliance with risk management and governance processes, policies and procedures and key internal controls.	General internal audit responsibilities include: - Assist in performing periodic enterprise and business process risk assessments to help ensure key business risks are properly identified and mitigated by management. - Perform independent assessments of Oracle's global business processes to ensure that they meet management's business objectives while mitigating significant risks. Focus is on, but not limited to, overall risk management and governance, general business processes/policies/controls, technology infrastructure and deployment, legal and regulatory compliance, and fraud risks. Responsibilities include: 1. Draft and ensure completion of audit scope, programs, questionnaires, reports and memorandums for assigned audits. 2. Assess the adequacy and compliance with Oracle policies and business practices (financial/operational/IT/compliance-focused). 3. Review operational structure for maximum efficiency and effectiveness. Utilize benchmarking analysis and other KPIs to evaluate Oracle business processes and controls. 4. Coordinate the timely development of management action plans to mitigate identified risks and to facilitate improvement opportunities. 5. Perform quarterly assessments of management action plan completion to ensure proper risk mitigation. 6. Provide oversight of staff and day-to-day project management. - Other responsibilities include: managing department infrastructure and improvement activities, training sessions and special projects, as needed. For forensic audit responsibilities, see Additional Details section below for applicability.	* More than 10 years of Audit/Consulting experience and BA/BS degree * CISA, CISSP, CFE, CPA, CA, CIA certifications * Key skills and abilities include project management, meeting facilitation, influencing, process development, detailed analysis & trend monitoring, and problem solving * Ability to manage multiple projects simultaneously * Strong communication skills are essential * Additional language skills are a plus * Experience working with computer-aided auditing, continuous monitoring and data analytic tools (ACL, IDEA, Excel, Word and PowerPoint) * Experience with software/hardware accounting and business processes highly desirable * Travel Requirement: 10-30%
57030	Internal Audit Snr Manager-Fin	FINANCE	AUDIT	IM3	Provides independent internal audit and forensic investigation support, covering Oracle's global operations. Reviews focus on evaluating adequacy, effectiveness and compliance with risk management and governance processes, policies and procedures and key internal controls.	General internal audit responsibilities include: - Assist in performing periodic enterprise and business process risk assessments to help ensure key business risks are properly identified and mitigated by management. - Perform independent assessments of Oracle's global business processes to ensure that they meet management's business objectives while mitigating significant risks. Focus is on, but not limited to, overall risk management and governance, general business processes/policies/controls, technology infrastructure and deployment, legal and regulatory compliance, and fraud risks. Responsibilities include: 1. Draft and ensure completion of audit scope, programs, questionnaires, reports and memorandums for assigned audits. 2. Assess the adequacy and compliance with Oracle policies and business practices (financial/operational/IT/compliance-focused). 3. Review operational structure for maximum efficiency and effectiveness. Utilize benchmarking analysis and other KPIs to evaluate Oracle business processes and controls. 4. Coordinate the timely development of management action plans to mitigate identified risks and to facilitate improvement opportunities. 5. Perform quarterly assessments of management action plan completion to ensure proper risk mitigation. 6. Provide oversight of staff and day-to-day project management. - Mentor staff in achieving professional aspirations and on Oracle values and business processes. - Responsible for managing multiple projects concurrently. - Other responsibilities include: managing department infrastructure and improvement activities, training sessions and special projects, as needed. For forensic audit responsibilities, see Additional Details section below for applicability.	* More than 12 years of Audit/Consulting experience and BA/BS degree * CISA, CISSP, CFE, CPA, CA, CIA certifications * Key skills and abilities include project management, meeting facilitation, influencing, process development, detailed analysis & trend monitoring, and problem solving * Ability to manage multiple projects simultaneously * Strong communication skills are essential * Additional language skills are a plus * Experience working with computer-aided auditing, continuous monitoring and data analytic tools (ACL, IDEA, Excel, Word and PowerPoint) * Experience with software/hardware accounting and business processes highly desirable * Travel Requirement: 10-30%

57040	Internal Audit Director-Fin	FINANCE	AUDIT	M4	Provides independent internal audit and forensic investigation support, covering Oracle's global operations. Reviews focus on evaluating adequacy, effectiveness and compliance with risk management and governance processes, policies and procedures and key internal controls.	General internal audit responsibilities include: - Assist in performing periodic enterprise and business process risk assessments to help ensure key business risks are properly identified and mitigated by management. - Perform independent assessments of Oracle's global business processes to ensure that they meet management's business objectives while mitigating significant risks. Focus is on, but not limited to, overall risk management and governance, general business processes/policies/controls, technology infrastructure and deployment, legal and regulatory compliance, and fraud risks. Responsibilities include: 1. Draft and ensure completion of audit scope, programs, questionnaires, reports and memorandums for assigned audits. 2. Assess the adequacy and compliance with Oracle policies and business practices (financial/operational/IT/compliance-focused). 3. Review operational structure for maximum efficiency and effectiveness. Utilize benchmarking analysis and other KPIs to evaluate Oracle business processes and controls. 4. Coordinate the timely development of management action plans to mitigate identified risks and to facilitate improvement opportunities. 5. Perform quarterly assessments of management action plan completion to ensure proper risk mitigation. 6. Provide oversight of staff and day-to-day project management. - Mentor staff in achieving professional aspirations and on Oracle values and business processes. - Responsible for managing multiple projects concurrently. - Assists with developing team policies and goals. - Other responsibilities include: managing department infrastructure and improvement activities, training sessions and special projects, as needed. For forensic audit responsibilities, see Additional Details section below for applicability.	* More than 12 years of Audit/Consulting experience and BA/BS degree * Prior experience in managing large audit projectteams * CISA, CISSP, CFE, CPA, CA, CIA certifications * Key skills and abilities include project management, meeting facilitation, influencing, process development, detailed analysis & trend monitoring, and problem solving * Ability to manage multiple projects simultaneously * Strong communication skills are essential * Additional language skills are a plus * Experience working with computer-aided auditing, continuous monitoring and data analytic tools (ACL, IDEA, Excel, Word and PowerPoint) * Experience with software/hardware accounting and business processes highly desirable * Travel Requirement: 10-30%
57050	Internal Audit Sr Director-Fin	FINANCE	AUDIT	M5	Provides independent internal audit and forensic investigation support, covering Oracle's global operations. Reviews focus on evaluating adequacy, effectiveness and compliance with risk management and governance processes, policies and procedures and key internal controls.	General internal audit responsibilities include: - Assist in performing periodic enterprise and business process risk assessments to help ensure key business risks are properly identified and mitigated by management. - Perform independent assessments of Oracle's global business processes to ensure that they meet management's business objectives while mitigating significant risks. Focus is on, but not limited to, overall risk management and governance, general business processes/policies/controls, technology infrastructure and deployment, legal and regulatory compliance, and fraud risks. Responsibilities include: 1. Draft and ensure completion of audit scope, programs, questionnaires, reports and memorandums for assigned audits. 2. Assess the adequacy and compliance with Oracle policies and business practices (financial/operational/IT/compliance-focused). 3. Review operational structure for maximum efficiency and effectiveness. Utilize benchmarking analysis and other KPIs to evaluate Oracle business processes and controls. 4. Coordinate the timely development of management action plans to mitigate identified risks and to facilitate improvement opportunities. 5. Perform quarterly assessments of management action plan completion to ensure proper risk mitigation. 6. Provide oversight of staff and day-to-day project management. - Mentor staff in achieving professional aspirations and on Oracle values and business processes. - Responsible for managing multiple projects concurrently. - Develops and implements team policies and goals. - Regularly interacts with senior management across functional areas to ensure BA&A objectives are met. - Other responsibilities include: directing department infrastructure and improvement activities, training sessions and special projects, as needed. For forensic audit responsibilities, see Additional Details section below for applicability.	* More than 12 years of Audit/Consulting experience and BA/BS degree * Prior experience in managing large audit projectteams * CISA, CISSP, CFE, CPA, CA, CIA certifications * Key skills and abilities include project management, meeting facilitation, influencing, process development, detailed analysis & trend monitoring, and problem solving * Ability to manage multiple projects simultaneously * Strong communication skills are essential * Additional language skills are a plus * Experience working with computer-aided auditing, continuous monitoring and data analytic tools (ACL, IDEA, Excel, Word and PowerPoint) * Experience with software/hardware accounting and business processes highly desirable * Travel Requirement: 10-30%
57060	Internal Audit VP-Fin	FINANCE	AUDIT	M6	Provides independent internal audit and forensic investigation support, covering Oracle's global operations. Reviews focus on evaluating adequacy, effectiveness and compliance with risk management and governance processes, policies and procedures and key internal controls.	Directs the overall operations of the internal audit function; establishing priorities for audit coverage. Monitors and provides status reports to executive management and audit committee in accordance with accounting/auditing principles and local, state, and federal laws. Approves audit plans and supporting documentation. Develops and manages operational and financial audits of Oracle's international subsidiaries with strong emphasis on SOP 97-2 revenue recognition compliance. Develops formal reporting system to communicate results of audit activities to local management and subsidiaries. Monitors and evaluates internal audit process; implements improvements. Develops and manages annual budgets; and performs periodic cost and productivity analyses. Audits the financial and operating system processes for information integrity of transaction documents and reports discrepancies. Acts as liaison between company and external audit personnel. May perform audit work as assigned by executive management or Audit Committee.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Bachelor or Master's degree in Administrative, Business, Liberal Arts, or Social Sciences discipline, CPA or equivalent, CIA preferred. Ability to work effectively with others. Strong written and verbal communication skills. Knowledge of finance/auditbusiness analysis techniques. Knowledge of current changes and/or developments in federal, state, local laws.
58610	License Management Analyst 1-Fin	FINANCE	LICENCOMP	IC1	Delivers license management services and programs to customers and partners, in order to govern, manage and promote awareness of the proper use and distribution of Oracle solutions. Provides expertise, advisement and tools that aid in managing compliance with Oracle's contractual agreements, while providing value-added services to enhance satisfaction.	Performs qualification activities in assigned segment to identify accounts/areas where compliance needs to be assessed and ensured. Participates in license management engagements/programs with customers and partners, following defined standard processes, that aid in the proper management and distribution of Oracle products. Learns contractual agreements, licensing policies, measurement analysis and compliance processes in order to assess usage in common IT environments.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Ability to comprehend and interpret licensing issues. Strong analytical skills. Ability to communicate clearly. Typically graduate or equivalent with 0 - 2 years customer facing experience in IT/asset management consulting, audit or customer management and understanding of the software industry is preferred.
58620	License Management Analyst 2-Fin	FINANCE	LICENCOMP	IC2	Delivers license management services and programs to customers and partners, in order to govern, manage and promote awareness of the proper use and distribution of Oracle solutions. Provides expertise, advisement and tools that aid in managing compliance with Oracle's contractual agreements, while providing value-added services to enhance satisfaction.	Performs qualification activities in assigned segment to identify accounts/areas where compliance needs to be assessed and ensured. Executes license management engagements/programs with customers and partners, following defined standard processes, that aid in the proper management and distribution of Oracle products. Develops expertise in contractual agreements, licensing policies, technical verification, compliance processes and other relevant areas, using this to provide analysis and license management advisement. Plans and drives progress on project milestones.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Ability to comprehend and interpret licensing issues. Strong analytical skills. Ability to communicate clearly. Typically 2 years of related experience to include 2-3 years customer facing experience in IT/asset management consulting, audit or customer management and understanding of the software industry is preferred.
58630	License Management Analyst 3-Fin	FINANCE	LICENCOMP	IC3	Delivers license management services and programs to customers and partners, in order to govern, manage and promote awareness of the proper use and distribution of Oracle solutions. Provides expertise, advisement and tools that aid in managing compliance with Oracle's contractual agreements, while providing value-added services to enhance satisfaction.	Evaluates assigned segment to identify accounts/areas where compliance needs to be assessed and ensured. Executes license management engagements/programs with customers and partners, following defined standard processes, that aid in the proper management and distribution of Oracle products. Develops expertise in contractual agreements, licensing policies, technical verification, compliance processes and other relevant areas, using this to provide analysis and license management advisement. Works with sales, customers and partners to ensure compliance issues are resolved, while preserving business relationships. Drives the project planning, implementation, control and communication of assigned engagements/programs. Partners with other Oracle organizations in planning and conducting engagements/programs.	Duties and tasks are varied and complex, needing independent judgment. Successful management of multiple projects. Ability to analyze issues and formulate relevant business solutions. Exhibits cross-job collaboration and strong communication skills in successfully performing job responsibilities. University degree or equivalent combination of studies and experience. Typically 5 years of related experience to include 3-5 years customer facing experience in IT/asset management consulting, audit or customer management and understanding of the software industry is preferred.
58640	License Management Analyst 4-Fin	FINANCE	LICENCOMP	IC4	Delivers license management services and programs to customers and partners, in order to govern, manage and promote awareness of the proper use and distribution of Oracle solutions. Provides expertise, advisement and tools that aid in managing compliance with Oracle's contractual agreements, while providing value-added services to enhance satisfaction.	Performs business planning for assigned segment. Executes complex license management engagements/programs with customers and partners, following defined standard processes, that aid in the proper management and distribution of Oracle products. Uses expertise in contractual agreements, licensing policies, technical verification, compliance processes and other relevant areas to provide analysis and license management related advisement. Works with sales, customers and partners to ensure compliance issues are resolved, while preserving business relationships. Drives the project planning, implementation, control and communication of assigned engagements/programs. Partners with other Oracle organizations in planning and conducting engagements/programs. Shares expertise and experience in mentoring others. Contributes to cross-team projects aimed at leveraging best practices and increasing organizational effectiveness.	Leading contributor individually and as a team member, providing direction and mentoring to others. Advanced skills and knowledge in the management of multiple complex projects. Ability to analyze complex issues and formulate relevant business solutions. Exhibits cross-job collaboration and excellent communication skills in successfully performing job responsibilities. Experience in working with c-level personnel. University degree or equivalent combination of studies and experience. Typically 8 years of related experience to include 5-8 years customer facing experience in IT/asset management consulting, audit or customer management and understanding of the software industry is preferred.
58645	License Management Analyst 5-Fin	FINANCE	LICENCOMP	IC5	Delivers license management services and programs to customers and partners, in order to govern, manage and promote awareness of the proper use and distribution of Oracle solutions. Provides expertise, advisement and tools that aid in managing compliance with Oracle's contractual agreements, while providing value-added services to enhance satisfaction.	Determines business planning for assigned segment. Executes complex license management engagements/programs with customers and partners, following defined standard processes, that aid in the proper management and distribution of Oracle products. Is a recognized Guru within the LMS organization providing subject matter expertise in contractual agreements, licensing policies, technical verification, compliance processes and other relevant areas to provide analysis and license management related advisement. Works with sales, customers and partners to ensure compliance issues are resolved, while preserving business relationships. Drives the project planning, implementation, control and communication of assigned engagements/programs. Builds relationships, at executive level where needed, with other Oracle organizations in managing engagements/programs. Coaches others using advanced expertise to develop experience within the LMS organization. Leads transformational projects, recommends, justifies and drives innovative changes to existing services, processes and techniques.	Acknowledged authority within the LMS organization. Viewed by peers as a leader and top contributor and by line management as a key business partner. Ability to lead strategic projects operating outside of assigned area. Experience in working with c-level personnel. University degree or equivalent combination of studies and experience. Typically 12 years of related experience to include 10 plus years customer facing experience in IT/asset management consulting, audit or customer management and understanding of the software industry is preferred.

58650	License Management Supervisor-Fin	FINANCE	LICENCOMP	M1	Provides people management for the delivery of license management services and programs to customers and partners in managing their compliance with Oracle's contractual agreements, while ensuring productivity, revenue and value contribution to Oracle's business. Implements, directs, and monitors auditing policies, procedures, and standards.	Works on the business plan, setting objectives and KPI's defined by own management, to ensure Oracle's intellectual property is protected in the market through delivery of license management services and programs including license reviews, enterprise agreement management and license management advisories. Coordinates and supervises the activities of the team and sets priorities to ensure license management objectives are reached; participates in recruitment, performance management and talent management under supervision of own manager. Drives execution of team charter through efficient processes, quality and productivity, enabling collection of compliance revenue while ensuring customer and partner satisfaction. Takes ownership in resolving customer and partner escalations and drives resolution of compliance issues. Verifies team adoption of Oracle and audit related procedures/processes in ensuring quality of deliverables. Communicates progress of license management activities to management and relevant stakeholders.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision. Ability to deal with customers in complex business situations. University degree or equivalent combination of studies and experience. 1-2 years experience in IT/asset management consulting, audit or customer management, in the software industry is preferred.
58660	License Management Manager-Fin	FINANCE	LICENCOMP	M2	Provides people management for the delivery of license management services and programs to customers and partners in managing their compliance with Oracle's contractual agreements, while ensuring productivity, revenue and value contribution to Oracle's business. Implements, directs, and monitors auditing policies, procedures, and standards.	Creates the business plan, objectives and KPI's for the team aligned to strategy, to ensure Oracle's intellectual property is protected in the market through delivery of license management services and programs including license reviews, enterprise agreement management and license management advisories. Manages activities of the team and sets priorities to ensure license management objectives are met through recruitment, performance management and talent management. Drives execution of team charter through efficient processes, quality and productivity, enabling collection of compliance revenue and ensuring customer and partner satisfaction. Takes ownership in resolving customer and partner escalations and drives resolution of compliance issues. Verifies team adoption of Oracle and audit related procedures/processes in ensuring quality of deliverables. Communicates progress of license management activities to management and relevant stakeholders. Represents on behalf of the LMS organization, internally and externally, to promote adoption of license management best practices.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Ability to deal with customers in complex business situations. University degree or equivalent combination of studies and experience. 1-2 years experience in people management is preferred. IT/asset management consulting, audit or customer management background in the software industry.
58670	License Management Snr Manager-Fin	FINANCE	LICENCOMP	M3	Provides people management for the delivery of license management services and programs to customers and partners in managing their compliance with Oracle's contractual agreements, while ensuring productivity, revenue and value contribution to Oracle's business. Implements, directs, and monitors auditing policies, procedures, and standards.	Builds and executes strategy for the specific area of responsibility, defining the business plan, objectives and KPI's aligned to organization strategy, to ensure Oracle's intellectual property is protected in the market through delivery of license management services and programs including license reviews, enterprise agreement management and license management advisories. Drives license management results through leadership and talent management, including resource planning, recruitment, development and performance management. Drives execution of team charter through efficient processes, quality and productivity, enabling collection of compliance revenue and ensuring customer and partner satisfaction. Takes ownership in resolving customer and partner escalations enabling resolution of compliance issues and participates in customer and partner events that raise awareness and promote adoption of license management best practices. Ensures team adoption of Oracle and audit related procedures/processes in ensuring quality of deliverables. Communicates progress of license management activities to management and relevant stakeholders. Promotes collaboration by building partnerships with peer organizations, enabling adoption, improvement and optimization of the LMS organization services and programs.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet business needs. Ability to deal with customers in complex business situations. Demonstrated leadership skills. University degree or equivalent combination of studies and experience. 3-5 years experience in people management is preferred. IT/asset management consulting, audit or customer management background in the software industry.
58680	License Management Director-Fin	FINANCE	LICENCOMP	M4	Directs people in, and develops the strategy for, the delivery of license management services and programs to customers and partners in managing their compliance with Oracle's contractual agreements, while ensuring productivity, revenue and value contribution to Oracle's business. Implements, directs, and monitors auditing policies, procedures, and standards.	Builds, executes and communicates the vision and strategy for the specific area of responsibility, aligned to organization strategy. Creates short, medium and long-term business plans, objectives and KPI's, to ensure Oracle's intellectual property is protected in the market through delivery of license management services and programs including license reviews, enterprise agreement management and license management advisories. Drives license management results through leadership and talent management, including organization design, resource planning, recruitment, development and performance management. Drives execution of team charter through efficient processes, quality and productivity, enabling collection of compliance revenue and ensuring customer and partner satisfaction. Takes ownership of often complex issues, acting as the point of escalation for customer and partner situations, ensuring resolution of compliance issues. Identifies and/or drives innovation and change improvement initiatives aimed at increasing quality and productivity of auditing practices and standards. Communicates results of license management activities to management and relevant stakeholders. Promotes collaboration by building strategic partnerships with peer organizations at senior management levels, establishing support for the LMS organization, and driving adoption, improvement and optimization of LMS Services and Programs. Represents on behalf of the LMS organization to drive awareness of license management best practices and compliance topics in the market.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations is important. Demonstrated leadership skills. University degree or equivalent combination of studies and experience. 5-8 years experience in people management is preferred. IT/asset management consulting, audit or customer management background in the software industry.
58690	License Management Snr Director-Fin	FINANCE	LICENCOMP	M5	Directs people in, and leads the strategy for, the delivery of license management services and programs to customers and partners in managing their compliance with Oracle's contractual agreements, while ensuring productivity, revenue and value contribution to Oracle's business. Implements, directs, and monitors auditing policies, procedures, and standards.	Builds, executes and communicates the vision and strategy for own division, aligned to the LMS organization strategy. Creates short, medium and long-term business plans, objectives and KPI's, to ensure Oracle's intellectual property is protected in the market through delivery of license management services and programs including license reviews, enterprise agreement management and license management advisories. Provides senior leadership and direction in driving license management results through efficient processes, enabling collection of compliance revenue and ensuring customer and partner satisfaction. Performs talent management including organizational design, resource planning, recruitment and development. Manages annual budgets and performs regular cost analysis reviews. Executive level ownership of escalations, directing timely resolution of compliance and business management issues. Drives innovation and change improvement initiatives aimed at increasing quality and productivity of auditing practices and standards. Communicates results of license management activities to management and relevant stakeholders. Promotes collaboration by building strategic partnerships with peer organizations at executive levels, establishing support for the LMS organization, and driving adoption, improvement and optimization of LMS Services and Programs. Represents on behalf of the LMS organization to drive awareness of license management best practices and compliance topics in the market. Provides executive sponsorship to cross LOB projects and strategic initiatives.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge is important. Demonstrated leadership skills. University degree or equivalent combination of studies and experience. 8-10 years experience in people management is preferred. IT/asset management consulting, audit or customer management background in the software industry.
58691	License Management VP-Fin	FINANCE	LICENCOMP	M6	Directs the advisory function on internal auditing and systems accounts which serves as an independent review and appraisal of the fiscal and administrative operations of the company. Implements, directs, and monitors auditing policies, procedures, and standards. Manages an nonexempt/exempt professional staff.	Directs the overall operations of the license management function; establishing priorities for audit coverage. Oversees and monitors the reconciliation of software usage against license agreements and provides status reports to executive management. Approves license management plans and supporting documentation. Develops formal reporting system to communicate results of customer system review activities to local management and subsidiaries. Monitors and evaluates the audit process; implements improvements. Develops and manages annual budgets; and performs periodic cost and productivity analyses. May perform audit work as assigned by executive management.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Ability to work effectively with others. Strong written and verbal communication skills. Knowledge of financial/business analysis techniques. BA/BS degree or equivalent in Finance, Accounting or related field. Advanced degree desirable.
90136	Payroll Analyst 1-Fin	FINANCE	PAYCOMM	IC1	Responsible for assisting in the preparation, distribution, and accounting of employee payroll.	Serves as a liaison to employees and third party payroll vendors to ensure payroll processing accurately reflects company specific pay policies. Audits employee pay records and reconciles totals by departmental cost center, location, etc. Participates in payroll system upgrades and implementations. Works directly with employees to resolve outstanding payroll inquiries. Ensures FLSA status is correctly captured in the system per employee. Interprets pay policies, e.g. vacation, LOA, disability, workers compensation, governmental regulations, withholding exemptions, etc. and ensures amounts/deductions are calculated and applied to various accounts correctly. Ensures company compliance with federal and state payroll standards. In house payroll expert, staying current with changes in the law. May assist with audits such as internal, state, federal, etc. for correctly classifying and paying employees. May prepare tax reports and related documentation. Documents payroll processes and procedures. May train other payroll staff. May be back up to those who perform specialized tasks or activities.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Detail oriented. Ability to meet deadlines under pressure. Ability to multitask and prioritize. Strong analytical and organizational skills desired. Typically graduate or equivalent with 0 - 2 year experience.
90237	Payroll Analyst 2-Fin	FINANCE	PAYCOMM	IC2	Responsible for assisting in the preparation, distribution, and accounting of employee payroll.	Serves as a liaison to employees and third party payroll vendors to ensure payroll processing accurately reflects company specific pay policies. Audits employee pay records and reconciles totals by departmental cost center, location, etc. Participates in payroll system upgrades and implementations. Works directly with employees to resolve outstanding payroll inquiries. Ensures FLSA status is correctly captured in the system per employee. Interprets pay policies, e.g. vacation, LOA, disability, workers compensation, governmental regulations, withholding exemptions, etc. and ensures amounts/deductions are calculated and applied to various accounts correctly. Ensures company compliance with federal and state payroll standards. In house payroll expert, staying current with changes in the law. May assist with audits such as internal, state, federal, etc. for correctly classifying and paying employees. May prepare tax reports and related documentation. Documents payroll processes and procedures. May train other payroll staff. May be back up to those who perform specialized tasks or activities.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures.

90238	Payroll Analyst 3-Fin	FINANCE	PAYCOMM	IC3	Responsible for assisting in the preparation, distribution, and accounting of employee payroll.	Serves as a liaison to employees and third party payroll vendors to ensure payroll processing accurately reflects company specific pay policies. Audits employee pay records and reconciles totals by departmental cost center, location, etc. Participates in payroll system upgrades and implementations. Works directly with employees to resolve outstanding payroll inquiries. Ensures FLSA status is correctly captured in the system per employee. Interprets pay policies, e.g. vacation, LOA, disability, workers compensation, governmental regulations, withholding exemptions, etc. and ensures amounts/deductions are calculated and applied to various accounts correctly. Ensures company compliance with federal and state payroll standards. In house payroll expert, staying current with changes in the law. May assist with audits such as internal, state, federal, etc. for correctly classifying and paying employees. May prepare tax reports and related documentation. Documents payroll processes and procedures. May train other payroll staff. May be back up to those who perform specialized tasks or activities.	Job duties are varied and complex utilizing independent judgment. May have project lead role.
90239	Payroll Analyst 4-Fin	FINANCE	PAYCOMM	IC4	Responsible for assisting in the preparation, distribution, and accounting of employee payroll.	Serves as a liaison to employees and third party payroll vendors to ensure payroll processing accurately reflects company specific pay policies. Audits employee pay records and reconciles totals by departmental cost center, location, etc. Participates in payroll system upgrades and implementations. Works directly with employees to resolve outstanding payroll inquiries. Ensures FLSA status is correctly captured in the system per employee. Interprets pay policies, e.g. vacation, LOA, disability, workers compensation, governmental regulations, withholding exemptions, etc. and ensures amounts/deductions are calculated and applied to various accounts correctly. Ensures company compliance with federal and state payroll standards. In house payroll expert, staying current with changes in the law. May assist with audits such as internal, state, federal, etc. for correctly classifying and paying employees. May prepare tax reports and related documentation. Documents payroll processes and procedures. May train other payroll staff. May be back up to those who perform specialized tasks or activities.	Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Leading contributor individually and as a team member, providing direction and mentoring to others. BS degree or equivalent experience relevant to functional area.
52000	Payroll Supervisor-Fin	FINANCE	PAYCOMM	M1	Responsible for directing and assisting in the preparation, distribution, and accounting of employee payroll. Supervises the day-to-day workflow of direct reports.	Supervises in-house Payroll function to include the development, implementation, maintenance, management, and direction of payroll operations. Ensures compliance with all federal and state legislation and deadlines. Ensures that appropriate controls are in place and administered. Reviews, develops, and implements payroll processes and procedures to improve operational efficiency. Works with Apps IT and Product Development on product enhancements and reports. Ensures that all payroll processes are thoroughly tested before implementation. Provides specialized payroll and deduction information and assistance as needed. Liaison with internal and external audit on payroll issues. Resolves escalated internal payroll issues. Provides assistance and training to staff for development.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority. Interacts daily with staff and/or functional peer groups in the presentation of factual information. Demonstrated ability to motivate others. Strong written, verbal, and interpersonal skills. Attention to detail. Thorough knowledge of payroll laws and regulations. BA/BS in Finance or Accounting.
52010	Payroll Manager-Fin	FINANCE	PAYCOMM	M2	Responsible for directing and assisting in the preparation, distribution, and accounting of employee payroll. Manages a professional staff.	Manages in-house Payroll function to include the development, implementation, maintenance, management, processing, and direction of payroll operations. Ensures employees are paid timely and accurately. Complies with SOX payroll controls. Ensures compliance with all federal and state legislation and deadlines to include the payroll tax process. Supervise quarterly tax filing and annual returns. Manages relationship with ADP, and ensure tax liability funding and quarterly tax filing is reconciled before submission. Ensures payroll tax liabilities are reported to the appropriate tax authority and reconciled to the payroll system. Ensures that appropriate controls are in place and administered. Reviews, develops, and implements payroll processes and procedures to improve operational efficiency. Works with Apps IT and Product Development on product enhancements and reports. Ensures that all payroll processes are thoroughly tested before implementation. Provides specialized payroll and deduction information and assistance as needed. Liaison with internal and external audit on payroll issues. Resolves escalated internal payroll issues to include complex payroll tax transactions. Provides assistance and training to staff for development. Ensures outstanding transactions are reconciled in a timely manner.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Typically 5 years payroll tax experience in a multiple state environment. Experience in quarterly and annual payroll tax filings. Thorough knowledge of year end processing, amended returns, W2c's and quarterly adjustments. Demonstrated communication, organizational and analytical skills. Payroll certification preferred. Intermediate Excel skills. Previous experience with automated payroll systems. Oracle preferred.
52020	Payroll Snr Manager-Fin	FINANCE	PAYCOMM	M3	Responsible for directing and assisting in the preparation, distribution, and accounting of employee payroll. Manages a professional staff.	Manages in-house Payroll function to include the development, implementation, maintenance, management, processing, and direction of payroll operations. Ensures employees are paid timely and accurately. Assures compliance with payroll SOX controls, including recommended changes due to process changes. Ensures compliance with all federal and state legislation and deadlines to include the payroll tax process. Supervise quarterly tax filing and annual returns. Manages relationship with ADP, and ensure tax liability funding and quarterly tax filing is reconciled before submission. Ensures payroll tax liabilities are reported to the appropriate tax authority and reconciled to the payroll system. Ensures that appropriate controls are in place and administered. Reviews, develops, and implements payroll processes and procedures to improve operational efficiency. Works with Apps IT and Product Development on product enhancements and reports. Ensures that all payroll processes are thoroughly tested before implementation. Provides specialized payroll and deduction information and assistance as needed. Liaison with internal and external audit on payroll issues. Resolves escalated internal payroll issues to include complex payroll tax transactions. Provides assistance and training to staff for development. Develops procedures to ensure outstanding payroll transactions identified in GL reconciliation are resolved timely.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Typically 8-9 years payroll and payroll tax experience in a multiple state environment. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of payroll laws and regulations. BS or MS degree in Accounting/Finance or equivalent experience relevant to functional area.
52030	Payroll Director-Fin	FINANCE	PAYCOMM	M4	Responsible for directing and assisting in the preparation, distribution, and accounting of employee payroll. Manages a professional staff typically through other managers.	Manages in-house Payroll function to include the development, implementation, maintenance, management, and direction of payroll operations. Ensures compliance with all federal and state legislation and deadlines to include the payroll tax process. Supervise quarterly tax filing and annual returns. Manages relationship with ADP, and ensure tax liability funding and quarterly tax filing is reconciled before submission. Ensures payroll tax liabilities are reported to the appropriate tax authority and reconciled to the payroll system. Ensures that appropriate controls are in place and administered. Reviews, develops, and implements payroll processes and procedures to improve operational efficiency. Works with Apps IT and Product Development on product enhancements and reports. Ensures that all payroll processes are thoroughly tested before implementation. Provides specialized payroll and deduction information and assistance as needed. Liaison with internal and external audit on payroll issues. Resolves escalated internal payroll issues to include complex payroll tax transactions. Provides assistance and training to staff for development. Develops payroll procedures in support of implementations done by Legal, Benefits, HR or Stock that impact payroll transactions. Overall responsibility for accurately posting payroll transactions to the GL, reconciling and identifying outstanding items and resolving in a timely manner.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of payroll laws and regulations. 10 years experience in multi-state payroll processing environment.
52040	Payroll Snr Director-Fin	FINANCE	PAYCOMM	M5	Responsible for directing and assisting in the preparation, distribution, and accounting of employee payroll. Manages a professional staff typically through other managers.	Manages in-house Payroll function to include the development, implementation, maintenance, management, and direction of payroll operations. Ensures compliance with all federal and state legislation and deadlines to include the payroll tax process. Supervise quarterly tax filing and annual returns. Manages relationship with ADP, and ensure tax liability funding and quarterly tax filing is reconciled before submission. Ensures payroll tax liabilities are reported to the appropriate tax authority and reconciled to the payroll system. Ensures that appropriate controls are in place and administered. Reviews, develops, and implements payroll processes and procedures to improve operational efficiency. Works with Apps IT and Product Development on product enhancements and reports. Ensures that all payroll processes are thoroughly tested before implementation. Provides specialized payroll and deduction information and assistance as needed. Liaison with internal and external audit on payroll issues. Resolves escalated internal payroll issues to include complex payroll tax transactions. Provides assistance and training to staff for development. Sets payroll policies and procedures that support Legal, Benefits, Accounting, HR and Stock. Overall responsibility for accurately posting payroll transactions to the GL, reconciling and identifying outstanding items and resolving in a timely manner.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Demonstrated leadership and project management skills in a fast paced environment. Strong business and tax technical skills needed. Detail oriented. Strong analytical and problem solving skills. Serves as process owner; ability to identify cross-functional issues. 12 years relevant experience and BS/MS degree in Accounting or Finance preferred.
52050	Payroll VP-Fin	FINANCE	PAYCOMM	M6	Responsible for directing and assisting in the preparation, distribution, and accounting of employee payroll. Manages a professional staff typically through other managers.	Manages in-house Payroll function to include the development, implementation, maintenance, management, and direction of payroll operations. Ensures compliance with all federal and state legislation and deadlines to include the payroll tax process. Supervise quarterly tax filing and annual returns. Manages relationship with ADP, and ensure tax liability funding and quarterly tax filing is reconciled before submission. Ensures payroll tax liabilities are reported to the appropriate tax authority and reconciled to the payroll system. Ensures that appropriate controls are in place and administered. Reviews, develops, and implements payroll processes and procedures to improve operational efficiency. Works with Apps IT and Product Development on product enhancements and reports. Ensures that all payroll processes are thoroughly tested before implementation. Provides specialized payroll and deduction information and assistance as needed. Liaison with internal and external audit on payroll issues. Resolves escalated internal payroll issues to include complex payroll tax transactions. Provides assistance and training to staff for development. Sets payroll policies and procedures that support Legal, Benefits, Accounting, HR and Stock. Overall responsibility for accurately posting payroll transactions to the GL, reconciling and identifying outstanding items and resolving in a timely manner.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Demonstrated leadership and project management skills in a fast paced environment. Strong business and tax technical skills needed. Detail oriented. Strong analytical and problem solving skills. Serves as process owner; ability to identify cross-functional issues. Relevant experience and BS/MS degree in Accounting or Finance preferred.

84010	Purchasing Support A1-Fin	FINANCE	PURCHASE	IC0	Provides administrative and clerical support to purchasing management and buyers.	As a member of Oracle's International Electronic eBusiness Center, you will maintain files, logs, records of invoices, purchase orders, and other related documentation. Assist in expediting purchase orders and invoice resolution. Assist buyers in contacting vendors to obtain prices and schedule delivery dates. Create and monitor purchase requisitions for payment to vendors. Assist buyers and managers on special assignments; ie: order cancellations, acceptable substitutes, invoice discrepancies.	Works on assignments that are routine in nature where limited judgment is needed. Normally receives detailed instructions on all work. Work completion relies on problem resolution following detailed instructions. Customer service and computer skills. Written and verbal communication skills important. Familiarity with Word, Excel, and PowerPoint important. 0 - 1 years of experience.
84020	Purchasing Support A2-Fin	FINANCE	PURCHASE	IC0	Provides administrative and clerical support to purchasing management and buyers.	As a member of Oracle's International Electronic eBusiness Center, you will maintain files, logs, records of invoices, purchase orders, and other related documentation. Assist in expediting purchase orders and invoice resolution. Assist buyers in contacting vendors to obtain prices and schedule delivery dates. Create and monitor purchase requisitions for payment to vendors. Assist buyers and managers on special assignments; ie: order cancellations, acceptable substitutes, invoice discrepancies.	Works on assignments that are semi-routine in nature where ability to recognize deviation from standard practice is needed. Normally receives detailed instructions for new assignments. Customer service and computer skills. Written and verbal communication skills. Ability to multitask. Familiar with Word, Excel, and PowerPoint. Prior accounts payable experience desired. 1 - 2 years of related experience.
84030	Purchasing Support A3-Fin	FINANCE	PURCHASE	IC0	Provides administrative and clerical support to purchasing management and buyers.	As a member of Oracle's International Electronic eBusiness Center, you will maintain files, logs, records of invoices, purchase orders, and other related documentation. Assist in expediting purchase orders and invoice resolution. Assist buyers in contacting vendors to obtain prices and schedule delivery dates. Create and monitor purchase requisitions for payment to vendors. Assist buyers and managers on special assignments; ie: order cancellations, acceptable substitutes, invoice discrepancies.	Works on assignments that are routine in nature where limited judgment is needed. Normally receives general instructions for new assignments. Works under general supervision and applies standard policies and procedures. Strong customer service and computer skills. Strong written and verbal communication skills. Working knowledge of Oracle Project Accounting and Oracle Purchasing a plus. Proficient with Word, Excel, and PowerPoint. Prior accounts payable experience desired. 2 - 4 years of related experience.
84040	Purchasing Support A4-Fin	FINANCE	PURCHASE	IC0	Provides administrative and clerical support to purchasing management and buyers.	As a member of Oracle's International Electronic eBusiness Center, you will maintain files, logs, records of invoices, purchase orders, and other related documentation. Assist in expediting purchase orders and invoice resolution. Assist buyers in contacting vendors to obtain prices and schedule delivery dates. Create and monitor purchase requisitions for payment to vendors. Assist buyers and managers on special assignments; ie: order cancellations, acceptable substitutes, invoice discrepancies.	Works on assignments that are routine in nature where limited judgment is needed. May determine methods and procedures on new assignments. May provide guidance to other support members. Applies technical aspects of the job to complete tasks. Customer service and computer skills. Strong written, verbal, and interpersonal skills. Working knowledge of Oracle Project Accounting and Oracle Purchasing a plus. Proficient with Word, Excel, and PowerPoint. 4 - 6 years of related experience.
67110	Purchasing Supervisor-Fin	FINANCE	PURCHASE	M1	Responsible for overseeing activities related to the procurement of materials, parts, components, and equipment. Supervises a professional staff.	Directs the activities of the purchasing support staff to meet company objectives. As a member of Oracle's International Electronic eBusiness Center, you will review and approve purchases up to a specified dollar amount. Develops and implements policies and procedures for the operation of procurement activities. May negotiate major contracts involving large dollar amounts. Interacts with suppliers to resolve issues and maintain the Oracle/Supplier relationship. May analyze and summarize global commodity spending trends to identify cost saving opportunities. Monitors activities to ensure Oracle's Global Purchasing/Finance policy objectives are met. May review standard and nonstandard contracts.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority. Interacts daily with staff and/or functional peer groups in the presentation of factual information. Demonstrated knowledge of commodities and assigned Local Countries. Knowledge of Internet Procurement, Purchasing Core Applications, Purchasing Legal Guidelines, Corporate Financial Policies, and Monaco Documents.
67120	Purchasing Manager-Fin	FINANCE	PURCHASE	M2	Responsible for overseeing activities related to the procurement of materials, parts, components, and equipment. Manages a professional staff.	As a member of Oracle's International Electronic eBusiness Center, you will review and approve purchases up to a specified dollar amount. Directs the activities of buyers to meet company objectives. Develops and implements policies and procedures for the operation of procurement activities. May negotiate major contracts involving large dollar amounts. Interacts with suppliers to resolve issues and maintain the Oracle/Supplier relationship. May analyze and summarize global commodity spending trends to identify cost saving opportunities. Monitors activities to ensure Oracle's Global Purchasing/Finance policy objectives are met. May review standard and nonstandard contracts. Identify, propose and initiate implementation of process efficiencies/improvements.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated knowledge of commodities and assigned Local Countries. Knowledge of Internet Procurement, Purchasing Core Applications, Purchasing Legal Guidelines, Corporate Financial Policies, and Monaco Documents.
67130	Purchasing Snr Manager-Fin	FINANCE	PURCHASE	M3	Responsible for overseeing activities related to the procurement of materials, parts, components, and equipment. Manages a professional staff.	Directs the activities of buyers to meet company objectives. As a member of Oracle's International Electronic eBusiness Center, you will review and approve purchases up to a specified dollar amount. Develops and implements policies and procedures for the operation of procurement activities. May negotiate major contracts involving large dollar amounts. Interacts with suppliers to resolve issues and maintain the Oracle/Supplier relationship. May analyze and summarize global commodity spending trends to identify cost saving opportunities. Monitors activities to ensure Oracle's Global Purchasing/Finance policy objectives are met. May review standard and nonstandard contracts. Identify, propose and initiate implementation of process efficiencies/improvements.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Demonstrated knowledge of commodities and assigned Local Countries. Knowledge of Internet Procurement, Purchasing Core Applications, Purchasing Legal Guidelines, Corporate Financial Policies, and Monaco Documents.
67140	Purchasing Director-Fin	FINANCE	PURCHASE	M4	Responsible for overseeing activities related to the procurement of materials, parts, components, and equipment. Manages a professional staff.	Develops and implements policies and procedures for the operation of procurement activities. May review and approve purchases up to a specified dollar amount. May negotiate major contracts involving large dollar amounts. Interacts with suppliers to resolve issues and maintain the Oracle/Supplier relationship. May analyze and summarize global commodity spending trends to identify cost saving opportunities. Monitors activities to ensure Oracle's Global Purchasing/Finance policy objectives are met. May review standard and nonstandard contracts. Identify, propose and initiate implementation of process efficiencies/improvements.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Demonstrated knowledge of commodities and assigned Local Countries. Knowledge of Internet Procurement, Purchasing Core Applications, Purchasing Legal Guidelines, Corporate Financial Policies, and Monaco Documents.
67150	Purchasing Snr Director-Fin	FINANCE	PURCHASE	M5	Responsible for overseeing activities related to the procurement of materials, parts, components, and equipment. Manages a professional staff.	Develops and implements policies and procedures for the operation of procurement activities. May negotiate major contracts involving large dollar amounts. Interacts with suppliers to resolve issues and maintain the Oracle/Supplier relationship. May analyze and summarize global commodity spending trends to identify cost saving opportunities. Monitors activities to ensure Oracle's Global Purchasing/Finance policy objectives are met. May review standard and nonstandard contracts. Identify, propose and initiate implementation of process efficiencies/improvements.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Demonstrated knowledge of commodities and assigned Local Countries. Knowledge of Internet Procurement, Purchasing Core Applications, Purchasing Legal Guidelines, Corporate Financial Policies, and Monaco Documents.
67160	Purchasing VP-Fin	FINANCE	PURCHASE	M6	Responsible for overseeing purchasing activities as it is related to the procurement of materials, parts, components, and equipment. Ensures purchasing activities maintain inventories at planned levels. Manages a professional staff.	Develops and implements global policies and procedures for the operation of procurement activities. May negotiate major contracts involving large dollar amounts. Interacts with suppliers to resolve issues and maintain the Oracle/Supplier relationship. May analyze and summarize global commodity spending trends to identify cost saving opportunities. Monitors activities to ensure Oracle's Global Purchasing/Finance policy objectives are met. May review standard and nonstandard contracts. Identify, propose, and initiate implementation of process efficiencies/improvements.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Demonstrated knowledge of commodities and assigned Local Countries. Knowledge of Internet Procurement, Purchasing Core Applications, Purchasing Legal Guidelines, Corporate Financial Policies, and Monaco Documents.
100610	Sales Commission Analyst 1	FINANCE	PAYCOMM	IC1	Calculates commission/incentive award payments to sales personnel based on commission plan provisions.	Performs staff support activities needed for the development, implementation, communication and administration of sales commission or incentive programs, plans, policies and quotas. Reviews commission payment reports for accuracy and completeness. Able to verify and follow through, ensuring accuracy and timeliness of commission payments as outlined in the plan. Resolves reconciliation issues. Typically maintains or audits information needed to track revenue. May analyze sales performance results, prepare commission expense reports, presentations and recommendations for sales and/or finance management. Typically uses spreadsheets, ERP systems or dedicated computer programs to gather data for payment calculation or analysis. May contribute to the development or improvement of systems to effectively track or capture data. May perform cost analysis or modeling of alternative commission/incentive plan design or quota levels.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience.
100620	Sales Commission Analyst 2	FINANCE	PAYCOMM	IC2	Calculates commission/incentive award payments to sales personnel based on commission plan provisions.	Calculates commission/incentive award payments to sales personnel based on commission plan provisions. Performs staff support activities needed for the development, implementation, communication and administration of sales commission or incentive programs, plans, policies and quotas. Reviews commission payment reports for accuracy and completeness. Able to verify and follow through, ensuring accuracy and timeliness of commission payments as outlined in the plan. Resolves reconciliation issues. Typically maintains or audits information needed to track revenue. May analyze sales performance results, prepare commission expense reports, presentations and recommendations for sales and/or finance management. Typically uses spreadsheets, ERP systems or dedicated computer programs to gather data for payment calculation or analysis. May contribute to the development or improvement of systems to effectively track or capture data. May perform cost analysis or modeling of alternative commission/incentive plan design or quota levels.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience and BA/BS degree preferred.
100630	Sales Commission Analyst 3	FINANCE	PAYCOMM	IC3	Calculates commission/incentive award payments to sales personnel based on commission plan provisions.	Calculates commission/incentive award payments to sales personnel based on commission plan provisions. Performs staff support activities needed for the development, implementation, communication and administration of sales commission or incentive programs, plans, policies and quotas. Reviews commission payment reports for accuracy and completeness. Able to verify and follow through, ensuring accuracy and timeliness of commission payments as outlined in the plan. Resolves reconciliation issues. Typically maintains or audits information needed to track revenue. May analyze sales performance results, prepare commission expense reports, presentations and recommendations for sales and/or finance management. Typically uses spreadsheets, ERP systems or dedicated computer programs to gather data for payment calculation or analysis. May contribute to the development or improvement of systems to effectively track or capture data. May perform cost analysis or modeling of alternative commission/incentive plan design or quota levels.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years relevant work experience, BS/BA preferred.

100640	Sales Commission Analyst 4	FINANCE	PAYCOMM	IC4	Calculates commission/incentive award payments to sales personnel based on commission plan provisions.	Calculates commission/incentive award payments to sales personnel based on commission plan provisions. Performs staff support activities needed for the development, implementation, communication and administration of sales commission or incentive programs, plans, policies and quotas. Reviews commission payment reports for accuracy and completeness. Able to verify and follow through, ensuring accuracy and timeliness of commission payments as outlined in the plan. Resolves reconciliation issues. Typically maintains or audits information needed to track revenue. May analyze sales performance results, prepare commission expense reports, presentations and recommendations for sales and/or finance management. Typically uses spreadsheets, ERP systems or dedicated computer programs to gather data for payment calculation or analysis. May contribute to the development or improvement of systems to effectively track or capture data. May perform cost analysis or modeling of alternative commission/incentive plan design or quota levels.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years relevant work experience. BS/BA preferred.
102410	Supply Chain Analyst 1	FINANCE	PURCHASE	IC1	Plans, schedules and monitors the movement of materials through the production cycle to determine materials purchases.	Plans, schedules and monitors the movement of materials through the production cycle to determine needed materials purchases. Obtains materials using engineering and production schedules to maintain inventory at planned levels (i.e., just in time purchases, use of EOQ - economic order quantities). Resolves discrepancies. Ensures material standards are met and non-conformances or variances are approved and/or minimized. Develops specifications for new contract orders. Gathers quotations, examines bids and makes awards. Monitors cost, schedule and scope of assigned subcontracts to assure best quality at best value. Evaluates vendor reliability and develops new supply sources where vendors and suppliers are no longer competitive.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience.
102420	Supply Chain Analyst 2	FINANCE	PURCHASE	IC2	Plans, schedules and monitors the movement of materials through the production cycle to determine materials purchases.	Plans, schedules and monitors the movement of materials through the production cycle to determine needed materials purchases. Obtains materials using engineering and production schedules to maintain inventory at planned levels (i.e., just in time purchases, use of EOQ - economic order quantities). Resolves discrepancies. Ensures material standards are met and non-conformances or variances are approved and/or minimized. Develops specifications for new contract orders. Gathers quotations, examines bids and makes awards. Monitors cost, schedule and scope of assigned subcontracts to assure best quality at best value. Evaluates vendor reliability and develops new supply sources where vendors and suppliers are no longer competitive.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience and BA/BS degree preferred.
102430	Supply Chain Analyst 3	FINANCE	PURCHASE	IC3	Plans, schedules and monitors the movement of materials through the production cycle to determine materials purchases.	Plans, schedules and monitors the movement of materials through the production cycle to determine needed materials purchases. Obtains materials using engineering and production schedules to maintain inventory at planned levels (i.e., just in time purchases, use of EOQ - economic order quantities). Resolves discrepancies. Ensures material standards are met and non-conformances or variances are approved and/or minimized. Develops specifications for new contract orders. Gathers quotations, examines bids and makes awards. Monitors cost, schedule and scope of assigned subcontracts to assure best quality at best value. Evaluates vendor reliability and develops new supply sources where vendors and suppliers are no longer competitive.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years relevant work experience. BS/BA preferred.
102440	Supply Chain Analyst 4	FINANCE	PURCHASE	IC4	Plans, schedules and monitors the movement of materials through the production cycle to determine materials purchases.	Plans, schedules and monitors the movement of materials through the production cycle to determine needed materials purchases. Obtains materials using engineering and production schedules to maintain inventory at planned levels (i.e., just in time purchases, use of EOQ - economic order quantities). Resolves discrepancies. Ensures material standards are met and non-conformances or variances are approved and/or minimized. Develops specifications for new contract orders. Gathers quotations, examines bids and makes awards. Monitors cost, schedule and scope of assigned subcontracts to assure best quality at best value. Evaluates vendor reliability and develops new supply sources where vendors and suppliers are no longer competitive.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years relevant work experience. BS/BA preferred.
102520	Supply Chain Manager	FINANCE	PURCHASE	M2	Plans and implements activities related to the timely, cost-effective procurement, inventory control, planning and quality control of production materials.	Develops, implements, and maintains policies, procedures, and material control systems to reduce costs, streamline procedures, and implement solutions. Ensures the availability of materials in the supply chain, as scheduled, and the maintenance of inventory at acceptable levels. Responsible for sourcing and supplying raw materials, utilities and outside services, as well coordinating global procurement efforts. Coordinates with finance/accounting on matters involving inventory carrying costs. Reviews and plans needs for acceptable inventory. May assist with the establishment and maintenance of the production control system. May work with customers in auditing customer inventory levels and with internal and external vendors to comply with inventory policies. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership and people management skills BA/BS degree preferred.
102530	Supply Chain Snr Manager	FINANCE	PURCHASE	M3	Plans and implements activities related to the timely, cost-effective procurement, inventory control, planning and quality control of production materials.	Develops, implements, and maintains policies, procedures, and material control systems to reduce costs, streamline procedures, and implement solutions. Ensures the availability of materials in the supply chain, as scheduled, and the maintenance of inventory at acceptable levels. Responsible for sourcing and supplying raw materials, utilities and outside services, as well coordinating global procurement efforts. Coordinates with finance/accounting on matters involving inventory carrying costs. Reviews and plans needs for acceptable inventory. May assist with the establishment and maintenance of the production control system. May work with customers in auditing customer inventory levels and with internal and external vendors to comply with inventory policies. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Demonstrated leadership and people management skills. BA/BS degree preferred.
102540	Supply Chain Director	FINANCE	PURCHASE	M4	Plans and implements activities related to the timely, cost-effective procurement, inventory control, planning and quality control of production materials.	Develops, implements, and maintains policies, procedures, and material control systems to reduce costs, streamline procedures, and implement solutions. Ensures the availability of materials in the supply chain, as scheduled, and the maintenance of inventory at acceptable levels. Responsible for sourcing and supplying raw materials, utilities and outside services, as well coordinating global procurement efforts. Coordinates with finance/accounting on matters involving inventory carrying costs. Reviews and plans needs for acceptable inventory. May assist with the establishment and maintenance of the production control system. May work with customers in auditing customer inventory levels and with internal and external vendors to comply with inventory policies. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations is important. Strong written and verbal communication skills. Attention to detail and ability to multitask. Ability to travel as needed. Demonstrated leadership skills. BA/BS degree or equivalent. Advanced degree desirable.
102550	Supply Chain Snr Director	FINANCE	PURCHASE	M5	Plans and implements activities related to the timely, cost-effective procurement, inventory control, planning and quality control of production materials.	Develops, implements, and maintains policies, procedures, and material control systems to reduce costs, streamline procedures, and implement solutions. Ensures the availability of materials in the supply chain, as scheduled, and the maintenance of inventory at acceptable levels. Responsible for sourcing and supplying raw materials, utilities and outside services, as well coordinating global procurement efforts. Coordinates with finance/accounting on matters involving inventory carrying costs. Reviews and plans needs for acceptable inventory. May assist with the establishment and maintenance of the production control system. May work with customers in auditing customer inventory levels and with internal and external vendors to comply with inventory policies. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management; negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Demonstrated leadership and people management skills. BS or MS degree or equivalent experience relevant to functional area.
102560	Supply Chain VP	FINANCE	PURCHASE	M6	Plans and implements activities related to the timely, cost-effective procurement, inventory control, planning and quality control of production materials.	Develops, implements, and maintains policies, procedures, and material control systems to reduce costs, streamline procedures, and implement solutions. Ensures the availability of materials in the supply chain, as scheduled, and the maintenance of inventory at acceptable levels. Responsible for sourcing and supplying raw materials, utilities and outside services, as well coordinating global procurement efforts. Coordinates with finance/accounting on matters involving inventory carrying costs. Reviews and plans needs for acceptable inventory. May assist with the establishment and maintenance of the production control system. May work with customers in auditing customer inventory levels and with internal and external vendors to comply with inventory policies. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Strong written and verbal communication skills. Bachelors or Masters degree.
58510	Revenue Analyst 1-Fin	FINANCE	REVENUE	IC1	Ensures that revenue is recognized in accordance with Corporate and SEC standards. Provides direction to sales organization prior to contracts being concluded.	As a member of Revenue Accounting you will assist in the processing of revenue impacting adjustments and reconciling balance sheet account. Monitor revenue, reconcile receivables, and unearned accounts. Work with internal customers to resolve related revenue inquiries. Assist in facilitating the automation of current processes and procedures. You may participate in special projects.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Strong analytical, prioritization and communication skills in partnering with other internal groups and management. Familiarity with Excel spreadsheets is essential. Typically graduate or equivalent with 0 - 2 year experience. BA/BS degree in Accounting or equivalent. Some positions need you to be bilingual in English and Spanish or Portuguese.
58520	Revenue Analyst 2-Fin	FINANCE	REVENUE	IC2	Ensures that revenue is recognized in accordance with Corporate and SEC standards. Provides direction to sales organization prior to contracts being concluded.	As a member of Revenue Accounting you will assist in the processing of revenue impacting adjustments and reconciling balance sheet account. Monitor revenue, reconcile receivables, and unearned accounts. Work with internal customers to resolve related revenue inquiries. Assist in facilitating the automation of current processes and procedures. You may participate in special projects.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Strong analytical, prioritization and communication skills in partnering with other internal groups and management. Familiarity with Excel spreadsheets is essential. Familiarity with Oracle Financials is essential. 2 years accounting experience and BA/BS degree in Accounting or equivalent. Some positions need you to be bilingual in English and Spanish or Portuguese.
58530	Revenue Analyst 3-Fin	FINANCE	REVENUE	IC3	Ensures that revenue is recognized in accordance with Corporate and SEC standards. Provides direction to sales organization prior to contracts being concluded.	As a member of Revenue Accounting you will assist in the processing of revenue impacting adjustments and reconciling balance sheet account. Monitor revenue, reconcile receivables, and unearned accounts. Work with internal customers to resolve related revenue inquiries. Assist in facilitating the automation of current processes and procedures. You may participate in special projects.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Strong analytical, prioritization and communication skills in partnering with other internal groups and management. Familiarity with Excel spreadsheets is essential. Familiarity with Oracle Financials is essential. 5 years accounting experience and BA/BS degree in Accounting or equivalent. Some positions need you to be bilingual in English and Spanish or Portuguese.

58540	Revenue Analyst 4-Fin	FINANCE	REVENUE	IC4	Ensures that revenue is recognized in accordance with Corporate and SEC standards. Provides direction to sales organization prior to contracts being concluded.	As a member of Revenue Accounting you will assist in the processing of revenue impacting adjustments and reconciling balance sheet account. Monitor revenue, reconcile receivables, and unearned accounts. Work with internal customers to resolve related revenue inquiries. Assist in facilitating the automation of current processes and procedures. You may participate in special projects.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Prefer strong analytical, prioritization and communication skills in partnering with other internal groups and management. Familiarity with Excel spreadsheets is essential. Familiarity with Oracle Financials is essential. 8 years accounting experience and BA/BS degree in Accounting or equivalent. Some positions need you to be bilingual in English and Spanish or Portuguese.
58560	Revenue Analyst 5-Fin	FINANCE	REVENUE	IC5	Ensures that revenue is recognized in accordance with Corporate and SEC standards. Provides direction to sales organization prior to contracts being concluded.	As a member of Revenue Accounting you will assist in the processing of revenue impacting adjustments and reconciling balance sheet account. Monitor revenue, reconcile receivables, and unearned accounts. Work with internal customers to resolve related revenue inquiries. Assist in facilitating the automation of current processes and procedures. You may participate in special projects.	Acknowledged authority within the Corporation. Acts as a leader of large scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. Prefer strong analytical, prioritization and communication skills in partnering with other internal groups and management. Familiarity with Excel spreadsheets is essential. Familiarity with Oracle Financials is essential. 10 plus years accounting experience and BA/BS degree in Accounting or equivalent. Some positions need you to be bilingual in English and Spanish or Portuguese.
58620	Revenue Accounting Supervisor-Fin	FINANCE	REVENUE	M1	Manages activities of revenue team to ensure that revenue is recognized in accordance with Corporate policies and SEC standards. Manage and resolve internal customer inquiries Manages a professional staff.	Responsible for ensuring timely and accurate reporting of revenue activities for Oracle Corporation. Directs staff activities to ensure accurate processing of all revenue related activities in accordance with corporate policies and Service Legal Agreements. Includes reconciliation of receivables and unearned accounts and processing of revenue impacting adjustments. Develop, manage, and implement systems to improve departmental processes and procedures. Work closely with other organizations to ensure that system enhancements and business processes are implemented. Identify, propose and initiate implementation of system enhancements and business process improvements. Develop and maintain relationships with key players internally and in local countries. Acts as a liaison with key personnel of the revenue cycle in the IeBC, Division, and local country levels to ensure business needs are met. May train employees on system and process upgrades and/or changes	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of accounting practices. Strong understanding of transactional impacts. Oracle Financials and Excel knowledge is essential. AR/RA Experience. BA/BS degree preferred.
58930	Revenue Accounting Manager-Fin	FINANCE	REVENUE	M2	Manages activities of revenue team to ensure that revenue is recognized in accordance with Corporate policies and SEC standards. Manage and resolve internal customer inquiries Manages a professional staff.	Responsible for ensuring timely and accurate reporting of revenue activities for Oracle Corporation. Directs staff activities to ensure accurate processing of all revenue related activities in accordance with corporate policies and Service Legal Agreements. Includes reconciliation of receivables and unearned accounts and processing of revenue impacting adjustments. Develop, manage, and implement systems to improve departmental processes and procedures. Work closely with other organizations to ensure that system enhancements and business processes are implemented. Identify, propose and initiate implementation of system enhancements and business process improvements. Develop and maintain relationships with key players internally and in local countries. Acts as a liaison with key personnel of the revenue cycle in the IeBC, Division, and local country levels to ensure business needs are met. May train employees on system and process upgrades and/or changes	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of accounting practices. Strong understanding of transactional impacts. Oracle Financials and Excel knowledge is essential. AR/RA Experience. BA/BS degree in Accounting preferred.
58940	Revenue Accounting Sr Manager-Fin	FINANCE	REVENUE	M3	Manages activities of revenue team to ensure that revenue is recognized in accordance with Corporate policies and SEC standards. Manage and resolve internal customer inquiries Manages a professional staff.	Responsible for ensuring timely and accurate reporting of revenue activities for Oracle Corporation. Directs staff activities to ensure accurate processing of all revenue related activities in accordance with corporate policies and Service Legal Agreements. Includes reconciliation of receivables and unearned accounts and processing of revenue impacting adjustments. Develop, manage, and implement systems to improve departmental processes and procedures. Work closely with other organizations to ensure that system enhancements and business processes are implemented. Identify, propose and initiate implementation of system enhancements and business process improvements. Develop and maintain relationships with key players internally and in local countries. Acts as a liaison with key personnel of the revenue cycle in the IeBC, Division, and local country levels to ensure business needs are met. May train employees on system and process upgrades and/or changes.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet business needs. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of accounting practices. Strong understanding of transactional impacts. Oracle Financials and Excel knowledge is essential. AR/RA Experience. BA/BS degree in Accounting preferred.
58950	Revenue Accounting Director-Fin	FINANCE	REVENUE	M4	Manages activities of revenue team to ensure that revenue is recognized in accordance with Corporate policies and SEC standards. Manage and resolve internal customer inquiries Manages a professional staff.	Responsible for ensuring timely and accurate reporting of revenue activities for Oracle Corporation. Directs staff activities to ensure accurate processing of all revenue related activities in accordance with corporate policies and Service Legal Agreements. Includes reconciliation of receivables and unearned accounts and processing of revenue impacting adjustments. Develop, manage, and implement systems to improve departmental processes and procedures. Work closely with other organizations to ensure that system enhancements and business processes are implemented. Identify, propose and initiate implementation of system enhancements and business process improvements. Develop and maintain relationships with key players internally and in local countries. Acts as a liaison with key personnel of the revenue cycle in the IeBC, Division, and local country levels to ensure business needs are met. May train employees on system and process upgrades and/or changes.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations is important. Demonstrated leadership and people management skills preferred. Strong communication skills, analytical skills, thorough understanding of accounting practices. Oracle Financials and Excel knowledge is essential. AR/RA Experience. BA/BS degree in Accounting preferred.
58960	Revenue Accounting Snr Director-Fin	FINANCE	REVENUE	M5	Manages activities of revenue team to ensure that revenue is recognized in accordance with Corporate policies and SEC standards. Manage and resolve internal customer inquiries Manages a professional staff.	Responsible for ensuring timely and accurate reporting of revenue activities for Oracle Corporation. Directs staff activities to ensure accurate processing of all revenue related activities in accordance with corporate policies and Service Legal Agreements. Includes reconciliation of receivables and unearned accounts and processing of revenue impacting adjustments. Develop, manage, and implement systems to improve departmental processes and procedures. Work closely with other organizations to ensure that system enhancements and business processes are implemented. Identify, propose and initiate implementation of system enhancements and business process improvements. Develop and maintain relationships with key players internally and in local countries. Acts as a liaison with key personnel of the revenue cycle in the IeBC, Division, and local country levels to ensure business needs are met. May train employees on system and process upgrades and/or changes.	Directs and ensures the implementation of operational policies through subordinate managers Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge important. Demonstrated leadership and people management skills preferred. Strong communication skills, analytical skills, thorough understanding of accounting practices. Oracle Financials and Excel knowledge is essential. AR/RA Experience. BA/BS degree in Accounting preferred.
58970	Revenue Accounting VP-Fin	FINANCE	REVENUE	M6	Oversees and manages activities of revenue team to ensure that revenue is recognized in accordance with Corporate policies and SEC standards. Manage and resolve internal customer inquiries Manages a professional staff.	Responsible for ensuring timely and accurate reporting of revenue activities for Oracle Corporation. Oversees and directs departmental activities to ensure accurate processing of all revenue related activities in accordance with corporate policies and Service Legal Agreements. Includes reconciliation of receivables and unearned accounts and processing of revenue impacting adjustments. Monitors and evaluates implementation of system and process improvements. Identify, propose and initiate implementation of system enhancements and business process improvements. Maintains relationships with key players internally and in local countries. Acts as a liaison with key personnel of the revenue cycle in the IeBC, Division, and local country levels to ensure business needs are met.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Strong written and verbal communication skills. Knowledge of finance/business analysis techniques. Bachelors or Masters degree in business related field, CPA preferred.
50710	Tax Accountant 1-Fin	FINANCE	TAX	IC1	Compiles information for statutory reports as well as internal tax reporting. Ensure accurate and timely filing of tax returns.	Be an integral partner in Oracle's business decisions to enhance shareholder value by providing tax-related advice globally to all business units. Assist with governmental audits, internal audits and/or fiscal recharges. Ensure company complies with worldwide statutory tax reporting specifications. Focus areas include transfer pricing and intercompany transactions. Identify international assignment tax issues for employees working in another country. Develop strategies to minimize corporate tax through use of tax laws and regulations. May be involved with tax implications of mergers and acquisitions.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Maintain current knowledge of all tax laws affecting Oracle. Detail oriented, analytical, and able to manage multiple tasks in a fast paced environment. Strong written and verbal skills. BA/BS in accounting/finance or equivalent with 0 - 2 year experience.
50720	Tax Accountant 2-Fin	FINANCE	TAX	IC2	Compiles information for statutory reports as well as internal tax reporting. Ensure accurate and timely filing of tax returns.	Be an integral partner in Oracle's business decisions to enhance shareholder value by providing tax-related advice globally to all business units. Assist with governmental audits, internal audits and/or fiscal recharges. Ensure company complies with worldwide statutory tax reporting specifications. Focus areas include transfer pricing and intercompany transactions. Identify international assignment tax issues for employees working in another country. Develop strategies to minimize corporate tax through use of tax laws and regulations. May be involved with tax implications of mergers and acquisitions.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Maintain current knowledge of all tax laws affecting Oracle. Detail oriented, analytical, and able to manage multiple tasks in a fast paced environment. 2 years experience in public accounting firm and/or high technology industry. CPA and or MS/MBA tax preferred.
50730	Tax Accountant 3-Fin	FINANCE	TAX	IC3	Compiles information for statutory reports as well as internal tax reporting. Ensure accurate and timely filing of tax returns.	Be an integral partner in Oracle's business decisions to enhance shareholder value by providing tax-related advice globally to all business units. Assist with governmental audits, internal audits and/or fiscal recharges. Ensure company complies with worldwide statutory tax reporting specifications. Focus areas include transfer pricing and intercompany transactions. Identify international assignment tax issues for employees working in another country. Develop strategies to minimize corporate tax through use of tax laws and regulations. May be involved with tax implications of mergers and acquisitions.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Maintain current knowledge of all tax laws affecting Oracle. Detail oriented, analytical, and able to manage multiple tasks in a fast paced environment. 5 plus years experience in public accounting firm and/or high technology industry. CPA and or MS/MBA tax preferred.
50740	Tax Accountant 4-Fin	FINANCE	TAX	IC4	Compiles information for statutory reports as well as internal tax reporting. Ensure accurate and timely filing of tax returns.	Be an integral partner in Oracle's business decisions to enhance shareholder value by providing tax-related advice globally to all business units. Assist with governmental audits, internal audits and/or fiscal recharges. Ensure company complies with worldwide statutory tax reporting specifications. Focus areas include transfer pricing and intercompany transactions. Identify international assignment tax issues for employees working in another country. Develop strategies to minimize corporate tax through use of tax laws and regulations. May be involved with tax implications of mergers and acquisitions.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Maintain current knowledge of all tax laws affecting Oracle. Detail oriented, analytical, and able to manage multiple tasks in a fast paced environment. 8 plus years experience in public accounting firm and/or high technology industry. CPA and or MS/MBA tax preferred.

50750	Tax Accountant 5-Fin	FINANCE	TAX	IC5	Compiles information for statutory reports as well as internal tax reporting. Ensure accurate and timely filing of tax returns.	Be an integral partner in Oracle's business decisions to enhance shareholder value by providing tax-related advice globally to all business units. Assist with governmental audits, internal audits and/or fiscal recharges. Ensure company complies with worldwide statutory tax reporting specifications. Focus areas include transfer pricing and intercompany transactions. Identify international assignment tax issues for employees working in another country. Develop strategies to minimize corporate tax through use of tax laws and regulations. May be involved with tax implications of mergers and acquisitions.	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. Maintain current knowledge of all tax laws affecting Oracle. Detail oriented, analytical, and able to manage multiple tasks in a fast paced environment. 10 plus years experience in public accounting firm and/or high technology industry. CPA and or MS/MBA tax preferred.
53020	Tax Manager-Fin	FINANCE	TAX	M2	Manage and coordinate internal and external resources to implement company tax savings strategies. Ensure accurate and timely filing of tax returns. Manages a professional staff.	Be an integral partner in Oracle's business decisions to enhance shareholder value by providing tax-related advice globally to all business units. Develop and implement systems to compile information for various federal, state, local, and international reports. Represent the company on tax matters in government, professional, and industry associations. Performs or directs research; analysis and interpretation of federal, state, and local statutes. Manages and oversees international tax laws and regulations. May be involved with tax implications of mergers and acquisitions.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Maintain current knowledge of all tax laws affecting Oracle. Detail oriented, analytical, and able to manage multiple tasks in a fast paced environment. Experience with computer tax systems. Strong written and verbal communication skills. Demonstrated leadership and project management skills. Experience in public accounting firm and/or high technology industry. BA/BS in Accounting or Finance preferred. CPA and or MS/MBA tax preferred.
53030	Tax Snr Manager-Fin	FINANCE	TAX	M3	Manage and coordinate internal and external resources to implement company tax savings strategies. Ensure accurate and timely filing of tax returns. Manages a professional staff.	Be an integral partner in Oracle's business decisions to enhance shareholder value by providing tax-related advice globally to all business units. Develop and implement systems to compile information for various federal, state, local, and international reports. Represent the company on tax matters in government, professional, and industry associations. Performs or directs research; analysis and interpretation of federal, state, and local statutes. Manages and oversees international tax laws and regulations. May be involved with tax implications of mergers and acquisitions.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Maintain current knowledge of all tax laws affecting Oracle. Detail oriented, analytical, and able to manage multiple tasks in a fast paced environment. Experience with computer tax systems. Strong written and verbal communication skills. Demonstrated leadership and project management skills. Experience in public accounting firm and/or high technology industry. BA/BS in Accounting or Finance preferred. CPA and or MS/MBA tax preferred.
53040	Tax Director-Fin	FINANCE	TAX	M4	Manage and coordinate internal and external resources to implement company tax savings strategies. Ensure accurate and timely filing of tax returns. Manages a professional staff.	Be an integral partner in Oracle's business decisions to enhance shareholder value by providing tax-related advice globally to all business units. Develop and implement systems to compile information for various federal, state, local, and international reports. Represent the company on tax matters in government, professional, and industry associations. Performs or directs research; analysis and interpretation of federal, state, and local statutes. Manages and oversees international tax laws and regulations. May be involved with tax implications of mergers and acquisitions.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Maintain current knowledge of all tax laws affecting Oracle. Strong business and tax technical skills needed. Detail oriented, analytical, and able to manage multiple tasks in a fast paced environment. Ability to work with outside advisors. Experience with computer tax systems. Strong written and verbal communication skills. Demonstrated leadership and project management skills. Experience in public accounting firm and/or high technology industry. BA/BS in Accounting or Finance. CPA and or MS/MBA tax preferred.
53050	Tax Snr Director-Fin	FINANCE	TAX	M5	Manage and coordinate internal and external resources to implement company tax savings strategies. Ensure accurate and timely filing of tax returns. Manages a professional staff.	Be an integral partner in Oracle's business decisions to enhance shareholder value by providing tax-related advice globally to all business units. Develop and implement systems to compile information for various federal, state, local, and international reports. Represent the company on tax matters in government, professional, and industry associations. Performs or directs research; analysis and interpretation of federal, state, and local statutes. Manages and oversees international tax laws and regulations. May be involved with tax implications of mergers and acquisitions.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Maintain current knowledge of all tax laws affecting Oracle. Strong business and tax technical skills needed. Detail oriented, analytical, and able to manage multiple tasks in a fast paced environment. Ability to work with outside advisors. Experience with computer tax systems. Strong written and verbal communication skills. Demonstrated leadership and project management skills. Experience in public accounting firm and/or high technology industry. BA/BS in Accounting or Finance preferred. CPA and or MS/MBA tax a plus.
53060	Tax VP-Fin	FINANCE	TAX	M6	Manage and coordinate internal and external resources to implement company tax savings strategies. Ensure accurate and timely filing of tax returns. Manages a professional staff.	Be an integral partner in Oracle's business decisions to enhance shareholder value by providing tax-related advice globally to all business units. Develop and implement systems to compile information for various federal, state, local, and international reports. Develop corporate and/or organizational policies and activities/oversee their implementation. Recommends ways to minimize corporate tax through use of tax laws and regulations. Represent the company on tax matters in government, professional, and industry associations. Performs or directs research; analysis and interpretation of federal, state, and local statutes. Manages and oversees international tax laws and regulations. May be involved with tax implications of mergers and acquisitions.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Maintain current knowledge of all tax laws affecting Oracle. Strong business and tax technical skills needed. Industry/Big 5 experience in corporate taxation. CPA and or MS/MBA tax preferred.
53070	Tax SVP-Fin	FINANCE	TAX	M7			0
69110	Travel Services 1-Fin	FINANCE	PURCHASE	IC1	Provides analysis and reporting of travel data.	Conducts analysis of historical travel costs and projection of future spending. Reviews source data (Amex, CWT, and external supplier) for accuracy and completeness. Track overall travel costs to ensure projected costs stay within budget. Maintain travel website and portal data. Participate in global travel related projects to include process mapping, tracking, and process improvement.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Knowledge of Excel spreadsheets. Typically graduate or equivalent with 0 - 2 year experience.
69120	Travel Services 2-Fin	FINANCE	PURCHASE	IC2	Provides analysis and reporting of travel data.	Conducts analysis of historical travel costs and projection of future spending. Reviews source data (Amex, CWT, and external supplier) for accuracy and completeness. Track overall travel costs to ensure projected costs stay within budget. Maintain travel website and portal data. Participate in global travel related projects to include process mapping, tracking, and process improvement.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Strong attention to detail, organizational skills, and analytical skills. Ability to prepare Excel spreadsheets. Two plus years relevant experience and BA/BS degree.
56710	Treasury Analyst 1-Fin	FINANCE	TREASURY	IC1	Manages company cash funds, debt and capital. Performs daily cash management for Oracle USA including daily consolidation of cash and the execution of treasury related wire transfers. May assist in the processing of intercompany payments and interest in foreign currency and USD. Ensures accurate accounting and reconciliation of all foreign exchange trading and hedging activity.	Monitor, consolidate, and analyze company cash position to cover cash commitments domestically and/or internationally. Assist with long-term cash forecasts. Monitor bank performance and recommend appropriate action. Monitor portfolio investment and conduct new investment analysis. Compile management reports detailing portfolio performance. Direct and review financial statement analysis of new and existing customers. Prepares ad hoc reporting and analysis as requested.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Prefer strong analytical skills; specifically in the financial markets. Familiarity with Excel spreadsheets is essential. BS/BA in Business preferred with 0 - 2 year experience.
56720	Treasury Analyst 2-Fin	FINANCE	TREASURY	IC2	Manages company cash funds, debt and capital. Performs daily cash management for Oracle USA including daily consolidation of cash and the execution of treasury related wire transfers. May assist in the processing of intercompany payments and interest in foreign currency and USD. Ensures accurate accounting and reconciliation of all foreign exchange trading and hedging activity.	Monitor, consolidate, and analyze company cash position to cover cash commitments domestically and/or internationally. Assist with long-term cash forecasts. Monitor bank performance and recommend appropriate action. Monitor portfolio investment and conduct new investment analysis. Compile management reports detailing portfolio performance. Direct and review financial statement analysis of new and existing customers. Prepares ad hoc reporting and analysis as requested.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Strong analytical skills; specifically in the financial markets. Familiarity with Excel spreadsheets is essential. BS/BA in Business preferred 2 years experience and BA/BS degree in Business.
56730	Treasury Analyst 3-Fin	FINANCE	TREASURY	IC3	Manages company cash funds, debt and capital. Performs daily cash management for Oracle USA including daily consolidation of cash and the execution of treasury related wire transfers. May assist in the processing of intercompany payments and interest in foreign currency and USD. Ensures accurate accounting and reconciliation of all foreign exchange trading and hedging activity.	Monitor, consolidate, and analyze company cash position to cover cash commitments domestically and/or internationally. Assist with long-term cash forecasts. Monitor bank performance and recommend appropriate action. Monitor portfolio investment and conduct new investment analysis. Compile management reports detailing portfolio performance. Direct and review financial statement analysis of new and existing customers. Prepares ad hoc reporting and analysis as requested.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Strong analytical skills; specifically in the financial markets. Familiarity with Excel spreadsheets is essential. BS/BA in Business preferred 5 years experience and BA/BS degree in Business.
56740	Treasury Analyst 4-Fin	FINANCE	TREASURY	IC4	Manages company cash funds, debt and capital. Performs daily cash management for Oracle USA including daily consolidation of cash and the execution of treasury related wire transfers. May assist in the processing of intercompany payments and interest in foreign currency and USD. Ensures accurate accounting and reconciliation of all foreign exchange trading and hedging activity.	Monitor, consolidate, and analyze company cash position to cover cash commitments domestically and/or internationally. Assist with long-term cash forecasts. Monitor bank performance and recommend appropriate action. Monitor portfolio investment and conduct new investment analysis. Compile management reports detailing portfolio performance. Direct and review financial statement analysis of new and existing customers. Prepares ad hoc reporting and analysis as requested.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Strong analytical skills; specifically in the financial markets. Familiarity with Excel spreadsheets is essential. BS/BA in Business preferred 8 years experience and BA/BS degree in Business preferred.
96350	Treasury Manager-Fin	FINANCE	TREASURY	M2	Assists in the execution of portfolio management, portfolio accounting, and reconciliation duties for multiple fixed income portfolios.	Directs and controls all activities and systems involving management of cash resources. Oversees corporate cash management and portfolio investments. Administers stock programs and risk management programs. Manages the investment of worldwide cash and daily cash management operations.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Prefer strong analytical skills; specifically in the financial markets. Excel spreadsheet knowledge is essential. BS/BA in Business preferred.
96360	Treasury Snr Manager-Fin	FINANCE	TREASURY	M3	Assists in the execution of portfolio management, portfolio accounting, and reconciliation duties for multiple fixed income portfolios.	Directs and controls all activities and systems involving management of cash resources. Oversees corporate cash management and portfolio investments. Administers stock programs and risk management programs. Manages the investment of worldwide cash and daily cash management operations.	Manages and controls activities in multi-functional areas or sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Strong analytical skills; specifically in the financial markets. Excel spreadsheet knowledge is essential. BS/BA in Business preferred.

99855	Treasury Director-Fin	FINANCE	TREASURY	M4	Assists in the execution of portfolio management, portfolio accounting, and reconciliation duties for multiple fixed income portfolios.	Position will direct and control all Corporate Treasury responsibilities related to International Finance or Investments. Includes foreign exchange trading and hedging operations and strategy, intercompany loan and dividend. Or include, investment of worldwide cash, daily cash management. Both positions responsible for regional shared service center set up and migration. Interacts daily with investment/banking to manage cash accounts and invest available funds.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Strong analytical skills related to portfolio management experience in fixed income markets or trading experience in the foreign exchange market to include spots, forwards, and swap contracts. Familiarity with accounting for derivatives and foreign exchange to include FAS 133. Familiarity with Bloomberg. Knowledge of investment accounting and related FASB regulations is essential. Advanced Excel skills. Demonstrated leadership skills. 5 years related experience.
99856	Treasury Sr/ Director-Fin	FINANCE	TREASURY	M5	Assists in the execution of portfolio management, portfolio accounting, and reconciliation duties for multiple fixed income portfolios.	Position will direct and control all Corporate Treasury responsibilities related to International Finance or Investments. Includes foreign exchange trading and hedging operations and strategy, intercompany loan and dividend. Or include, investment of worldwide cash, daily cash management. Both positions responsible for regional shared service center set up and migration. Interacts daily with investment/banking to manage cash accounts and invest available funds.	Directs and ensures the implementation of operational policies through subordinate managers Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Strong analytical skills related to portfolio management experience in fixed income markets or trading experience in the foreign exchange market to include spots, forwards, and swap contracts. Familiarity with accounting for derivatives and foreign exchange to include FAS 133. Familiarity with Bloomberg. Knowledge of investment accounting and related FASB regulations is essential. Advanced Excel skills. Demonstrated leadership skills.
99857	Treasury VP-Fin	FINANCE	TREASURY	M6	Assists in the execution of portfolio management, portfolio accounting, and reconciliation duties for multiple fixed income portfolios.	Position will direct and control all Corporate Treasury responsibilities related to International Finance or Investments. Includes foreign exchange trading and hedging operations and strategy, intercompany loan and dividend. Or include, investment of worldwide cash, daily cash management. Both positions responsible for regional shared service center set up and migration. Interacts daily with investment/banking to manage cash accounts and invest available funds.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Strong analytical skills related to portfolio management experience in fixed income markets or trading experience in the foreign exchange market to include spots, forwards, and swap contracts. Strong business skills needed. Familiarity with accounting for derivatives and foreign exchange to include FAS 133. Familiarity with Bloomberg. Knowledge of investment accounting and related FASB regulations is essential. Advanced Excel skills. Demonstrated leadership skills.
99369	Treasury-SVP-Fin	FINANCE	TREASURY	M7			0
60610	Benefits Consultant 1-HR	HR	COMPBEN	IC1	Administers and communicates Oracle's benefit programs in regards to plan options, enrollment, and policy features. Assists with employee eligibility and claim issues. Conducts benefits employee orientation. Assists in implementation of annual open enrollment. May be assigned a wide variety of departmental projects; ie: analysis of new offerings, coordination of vendors and providers. May answer general 401(k) and redirect calls as appropriate.	As a member of Corporate Benefits you will be responsible for the daily administration of Oracle's flexible benefit programs to include medical, dental, vision, life insurance, AD&D, LTD and legal services. Will interface with Oracle's web tools to support benefit programs.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Strong verbal and written communication skills in partnering with employees, HR, and vendors/providers. Strong customer service/computer skills. Familiarity with HRIS systems. Ability to learn quickly (including technical skills) and adjust to rapidly changing work environment. Typically graduate or equivalent with 0 - 2 years experience.
60620	Benefits Consultant 2-HR	HR	COMPBEN	IC2	Administers and communicates Oracle's benefit programs in regards to plan options, enrollment, and policy features. Assists with employee eligibility and claim issues. Conducts benefits employee orientation. Assists in implementation of annual open enrollment. May be assigned a wide variety of departmental projects; ie: analysis of new offerings, coordination of vendors and providers. May answer general 401(k) and redirect calls as appropriate.	As a member of Corporate Benefits you will be responsible for the daily administration of Oracle's flexible benefit programs to include medical, dental, vision, life insurance, AD&D, LTD and legal services. Will interface with Oracle's web tools to support benefit programs.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Strong verbal and written communication skills in partnering with employees, HR, and vendors/providers. Strong customer service/computer skills. Familiarity with HRIS systems. Ability to learn quickly (including technical skills) and adjust to rapidly changing work environment. 2 years benefits experience and BA/BS degree.
60630	Benefits Consultant 3-HR	HR	COMPBEN	IC3	Administers and communicates Oracle's benefit programs in regards to plan options, enrollment, and policy features. Assists with employee eligibility and claim issues. Conducts benefits employee orientation. Assists in implementation of annual open enrollment. May be assigned a wide variety of departmental projects; i.e.: analysis of new offerings, coordination of vendors and providers. May answer general 401(k) and redirect calls as appropriate.	As a member of Corporate Benefits you will be responsible for the daily administration of Oracle's flexible benefit programs to include medical, dental, vision, life insurance, AD&D, LTD and legal services. Will interface with Oracle's web tools to support benefit programs.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Strong verbal and written communication skills in partnering with employees, HR, and vendors/providers. Strong customer service/computer skills. Familiarity with HRIS systems. Ability to learn quickly (including technical skills) and adjust to rapidly changing work environment. 5 years benefits experience and BA/BS degree.
60640	Benefits Consultant 4-HR	HR	COMPBEN	IC4	Administers and communicates Oracle's benefit programs in regards to plan options, enrollment, and policy features. Assists with employee eligibility and claim issues. Conducts benefits employee orientation. Assists in implementation of annual open enrollment. May be assigned a wide variety of departmental projects; i.e.: analysis of new offerings, coordination of vendors and providers. May answer general 401(k) and redirect calls as appropriate.	As a member of Corporate Benefits you will be responsible for the daily administration of Oracle's flexible benefit programs to include medical, dental, vision, life insurance, AD&D, LTD and legal services. Will interface with Oracle's web tools to support benefit programs.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Strong verbal and written communication skills in partnering with employees, HR, and vendors/providers. Strong customer service/computer skills. Familiarity with HRIS systems. Ability to learn quickly (including technical skills) and adjust to rapidly changing work environment. 8 years benefits experience and BA/BS degree.
60650	Benefits Consultant 5-HR	HR	COMPBEN	IC5	Administers and communicates Oracle's benefit programs in regards to plan options, enrollment, and policy features. Assists with employee eligibility and claim issues. Conducts benefits employee orientation. Assists in implementation of annual open enrollment. May be assigned a wide variety of departmental projects; i.e.: analysis of new offerings, coordination of vendors and providers. May answer general 401(k) and redirect calls as appropriate.	As a member of Corporate Benefits you will be responsible for the daily administration of Oracle's flexible benefit programs to include medical, dental, vision, life insurance, AD&D, LTD and legal services. Will interface with Oracle's web tools to support benefit programs.	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner.
60710	Compensation Consultant 1-HR	HR	COMPBEN	IC1	Participates in the research, design and implementation of compensation programs, policies, and procedures. Responsible for job evaluation, salary administration, survey participation, and data analysis.	As a member of Corporate Compensation you will assist in the design and implementation of Oracle's global total compensation programs including base salary, cash incentives, and stock options. Will interface with Oracle's web tools to support compensation programs.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Strong analytical, project management, and communication skills in partnering with HR and management. Familiarity with HRIS systems and Excel spreadsheets is essential. Typically graduate or equivalent with 0 - 2 year experience.
60720	Compensation Consultant 2-HR	HR	COMPBEN	IC2	Participates in the research, design and implementation of compensation programs, policies, and procedures. Responsible for job evaluation, salary administration, survey participation, and data analysis.	As a member of Corporate Compensation you will assist in the design and implementation of Oracle's global total compensation programs including base salary, cash incentives, and stock options. Will interface with Oracle's web tools to support compensation programs.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Strong analytical, project management, and communication skills in partnering with HR and management. Familiarity with HRIS systems and Excel spreadsheets is essential. 2 years compensation experience and BA/BS degree.
60730	Compensation Consultant 3-HR	HR	COMPBEN	IC3	Participates in the research, design and implementation of compensation programs, policies, and procedures. Responsible for job evaluation, salary administration, survey participation, and data analysis.	As a member of Corporate Compensation you will assist in the design and implementation of Oracle's global total compensation programs including base salary, cash incentives, and stock options. Will interface with Oracle's web tools to support compensation programs.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Strong analytical, project management, and communication skills in partnering with HR and management. Familiarity with HRIS systems and Excel spreadsheets is essential. 5 years compensation experience and BA/BS degree.
60740	Compensation Consultant 4-HR	HR	COMPBEN	IC4	Participates in the research, design and implementation of compensation programs, policies, and procedures. Responsible for job evaluation, salary administration, survey participation, and data analysis.	As a member of Corporate Compensation you will assist in the design and implementation of Oracle's global total compensation programs including base salary, cash incentives, and stock options. Will interface with Oracle's web tools to support compensation programs.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Strong analytical, project management, and communication skills in partnering with HR and management. Familiarity with HRIS systems and Excel spreadsheets is essential. 8 years compensation experience and BA/BS degree.

61410	Employment Spec 1-HR-Corp Plan	HR	RECREMP	IC1	Develops, implements, and/or maintains employment and other recruiting programs. Assists recruiting management in setting the college campus strategy for the identification, recruitment and qualification of college hires. May interview and screen entry level applicants in other areas.	Join an industry leader in assisting with setting the strategy for college campus recruiting. Work closely with Oracle management to identify internal hiring needs. Will interface with Oracle's iRecruitment web tool to support recruiting programs. Close candidate interviews and determine candidate expectations. Formulate offer package. May conduct reference checks. Maintain accurate applicant tracking records. Compile and analyze data and prepare reports for senior management.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Ability to work in a dynamic fast paced environment. Knowledge of Excel and PowerPoint. Travel as needed (minimal). Graduate or equivalent with 0 - 2 year experience.
61420	Employment Spec 2-HR-Corp Plan	HR	RECREMP	IC2	Develops, implements, and/or maintains employment and other recruiting programs. Assists recruiting management in setting the college campus strategy for the identification, recruitment and qualification of college hires. May interview and screen entry level applicants in other areas.	Join an industry leader in assisting with setting the strategy for college campus recruiting. Work closely with Oracle management to identify internal hiring needs. Will interface with Oracle's iRecruitment web tool to support recruiting programs. Close candidate interviews and determine candidate expectations. Formulate offer package. May conduct reference checks. Maintain accurate applicant tracking records. Compile and analyze data and prepare reports for senior management.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Ability to work in a dynamic fast paced environment. Knowledge of Excel and PowerPoint. Travel as needed. 2 years related experience and BA/BS degree or equivalent.
61430	Employment Spec 3-HR-Corp Plan	HR	RECREMP	IC3	Develops, implements, and/or maintains employment and other recruiting programs. Assists recruiting management in setting the college campus strategy for the identification, recruitment and qualification of college hires. May interview and screen entry level applicants in other areas.	Join an industry leader in assisting with setting the strategy for college campus recruiting. Work closely with Oracle management to identify internal hiring needs. Will interface with Oracle's iRecruitment web tool to support recruiting programs. Close candidate interviews and determine candidate expectations. Formulate offer package. May conduct reference checks. Maintain accurate applicant tracking records. Compile and analyze data and prepare reports for senior management.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Demonstrated record of measurable success in a fast paced, high volume environment. Previous experience with campus recruiting. Ability to travel. BA/BS degree.
61440	Employment Spec 4-HR-Corp Plan	HR	RECREMP	IC4	Develops, implements, and/or maintains employment and other recruiting programs. Assists recruiting management in setting the college campus strategy for the identification, recruitment and qualification of college hires. May interview and screen entry level applicants in other areas.	Join an industry leader in assisting with setting the strategy for college campus recruiting. Work closely with Oracle management to identify internal hiring needs. Will interface with Oracle's iRecruitment web tool to support recruiting programs. Close candidate interviews and determine candidate expectations. Formulate offer package. May conduct reference checks. Maintain accurate applicant tracking records. Compile and analyze data and prepare reports for senior management.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Previous experience with campus recruiting. Ability to travel. BA/BS degree.
90221	HR Support A1	HR	GENHR	IC0	Provides administrative support for the human resources function including the areas of compensation/benefits, employment, employee relations, immigration, and training.	As a member of Human Resources you will assist in researching and responding to HR policy/procedural inquiries from Oracle employees and managers. Maintain employee records, submit/process HR transactions which may include employee status changes, bonuses, new hire offers/ termination paperwork, leaves of absences, etc. Compiles HR statistical data. May prepare special reports such as termination, recruiting, etc. May screen, evaluate, and conduct reference checks on candidates. May support call center as needed and special projects as assigned.	Strong attention to detail, customer service, data entry and research skills needed. Familiarity with HRIS systems, word processing and spreadsheet software packages (i.e., Word, Excel, ADE, Discoverer). BA/BS degree.
90234	HR Support A2	HR	GENHR	IC0	Provides administrative support for the human resources function including the areas of compensation/benefits, employment, employee relations, immigration, and training.	As a member of Human Resources you will assist in researching and responding to HR policy/procedural inquiries from Oracle employees and managers. Maintain employee records, submit/process HR transactions which may include employee status changes, bonuses, new hire offers/ termination paperwork, leaves of absences, etc. Compiles HR statistical data. May prepare special reports such as termination, recruiting, etc. May screen, evaluate, and conduct reference checks on candidates. May support call center as needed and special projects as assigned.	Works on assignments that are semi-routine in nature where ability to recognize deviation from standard practice is needed. Normally receives detailed instructions for new assignments. Customer service and computer skills. Strong written and verbal communication skills. Strong attention to detail, customer service, data entry and research skills needed. Familiarity with HRIS systems, word processing and spreadsheet software packages (i.e., Word, Excel, ADE, Discoverer). BA/BS degree. 1 - 2 years of related experience.
90235	HR Support A3	HR	GENHR	IC0	Provides administrative support for the human resources function including the areas of compensation/benefits, employment, employee relations, immigration, and training.	As a member of Human Resources you will assist in researching and responding to HR policy/procedural inquiries from Oracle employees and managers. Maintain employee records, submit/process HR transactions which may include employee status changes, bonuses, new hire offers/ termination paperwork, leaves of absences, etc. Compiles HR statistical data. May prepare special reports such as termination, recruiting, etc. May screen, evaluate, and conduct reference checks on candidates. May support call center as needed and special projects as assigned.	Works on assignments that are routine in nature where limited judgment is needed. Normally receives general instructions for new assignments. Works under general supervision and applies standard policies and procedures. Strong written and verbal communication skills. Strong attention to detail, customer service, data entry and research skills needed. Strong interpersonal skills. Familiarity with HRIS systems, word processing and spreadsheet software packages (i.e., Word, Excel, ADE, Discoverer). BA/BS degree. 2 - 4 years of related experience.
90236	HR Support A4	HR	GENHR	IC0	Provides administrative support for the human resources function including the areas of compensation/benefits, employment, employee relations, immigration, and training.	As a member of Human Resources you will assist in researching and responding to HR policy/procedural inquiries from Oracle employees and managers. Maintain employee records, submit/process HR transactions which may include employee status changes, bonuses, new hire offers/ termination paperwork, leaves of absences, etc. Compiles HR statistical data. May prepare special reports such as termination, recruiting, etc. May screen, evaluate, and conduct reference checks on candidates. May support call center as needed and special projects as assigned.	Works on assignments that are routine in nature where limited judgment is needed. May determine methods and procedures on new assignments. May provide guidance to other support members. Applies technical aspects of the job to complete tasks. Customer service skills. Strong written, verbal, and interpersonal skills. Familiarity with HRIS systems, word processing and spreadsheet software packages (i.e., Word, Excel, ADE, Discoverer). Ability to multitask. 4 - 5 years of related experience.
60510	HR Consultant 1	HR	GENHR	IC1	Partners with business units/divisions in delivering Corporate and Divisional HR policies and programs.	Join a leading HR group consulting with management and employees on HR practices and procedures. Manage employee relations issues and conduct investigations in support of corporate ethics and values. Participate in company-wide programs and initiatives (e.g., manpower planning, salary/bonus/stock review, organizational change, performance management, and training assessment).	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Key skills and abilities include coaching, influencing, facilitation, presentation, communication, process development, analysis, and problem solving. Ability to travel. Graduate or equivalent with 0 - 2 year experience. Experience in an HR specialty a plus.
60520	HR Consultant 2	HR	GENHR	IC2	Partners with business units/divisions in delivering Corporate and Divisional HR policies and programs.	Join a leading HR group consulting with management and employees on HR practices and procedures. Manage employee relations issues and conduct investigations in support of corporate ethics and values. Participate in company-wide programs and initiatives (e.g., manpower planning, salary/bonus/stock review, organizational change, performance management, and training assessment).	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Key skills and abilities include coaching, influencing, facilitation, presentation, communication, process development, analysis, and problem solving. Ability to travel. 2 years generalist experience and BA/BS degree. Experience in an HR specialty a plus.
60530	HR Consultant 3	HR	GENHR	IC3	Partners with business units/divisions in delivering Corporate and Divisional HR policies and programs.	Join a leading HR group consulting with management and employees on HR practices and procedures. Manage employee relations issues and conduct investigations in support of corporate ethics and values. Participate in company-wide programs and initiatives (e.g., manpower planning, salary/bonus/stock review, organizational change, performance management, and training assessment).	Job duties are varied and complex utilizing independent judgment. May have project lead role. Key skills and abilities include coaching, influencing, facilitation, presentation, communication, process development, analysis, and problem solving. Ability to travel. 5 years generalist experience and BA/BS degree. Experience in an HR specialty a plus.
60540	HR Consultant 4	HR	GENHR	IC4	Partners with business units/divisions in delivering Corporate and Divisional HR policies and programs.	Join a leading HR group consulting with management and employees on HR practices and procedures. Manage employee relations issues and conduct investigations in support of corporate ethics and values. Participate in company-wide programs and initiatives (e.g., manpower planning, salary/bonus/stock review, organizational change, performance management, and training assessment).	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Key skills and abilities include coaching, influencing, facilitation, presentation, communication, process development, analysis, and problem solving. Ability to travel. 8 years generalist experience and BA/BS degree. Experience in an HR specialty a plus.
60550	HR Consultant 5	HR	GENHR	IC5	Partners with business units/divisions in delivering Corporate and Divisional HR policies and programs.	Join a leading HR group consulting with management and employees on HR practices and procedures. Manage employee relations issues and conduct investigations in support of corporate ethics and values. Participate in company-wide programs and initiatives (e.g., manpower planning, salary/bonus/stock review, organizational change, performance management, and training assessment).	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. Ability and willingness to mentor and coach HR team members.
60010	HR Supervisor	HR	GENHR	M1	Responsible for the development, implementation, administration and budgeting of global HR strategic company initiatives in one or more of the following areas: employment, compensation, benefits, HR operations, employee relations, diversity, immigration and organizational development Supervises a professional staff.	Play an important role in leading the HR group as a strategic business partner, change agent, and member of the line management staff. Develop and implement global company-wide programs and initiatives (e.g., benefit programs, manpower planning, salary/bonus/stock review, organizational change, performance management, and training assessment). Advise managers and employees on HR practices and procedures. Manage employee relations issues and conduct investigations in support of corporate ethics and values. Ensures staffing needs are met in accordance with government regulations.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority. Interacts daily with staff and/or functional peer groups in the presentation of factual information. Key skills and abilities include customer service skills, coaching, problem solving, communication, process development, and analysis. Familiarity of HRIS systems. Ability to travel as needed. BA/BS degree and experience in an HR specialty a plus.
60020	HR Manager	HR	GENHR	M2	Responsible for the development, implementation, administration and budgeting of global HR strategic company initiatives in one or more of the following areas: employment, compensation, benefits, HR operations, employee relations, diversity, immigration and organizational development Manages a professional staff.	Play an important role in leading the HR group as a strategic business partner, change agent, and member of the line management staff. Develop and implement global company-wide programs and initiatives (e.g., benefit programs, manpower planning, salary/bonus/stock review, organizational change, performance management, and training assessment). Advise managers and employees on HR practices and procedures. Manage employee relations issues and conduct investigations in support of corporate ethics and values. Ensures staffing needs are met in accordance with governmental specifications.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Key skills and abilities include coaching, influencing, facilitation, presentation, communication, process development, analysis, and problem solving. Ability to travel. Demonstrated leadership skills. BA/BS degree and experience in an HR specialty a plus.
60030	HR Snr Manager	HR	GENHR	M3	Responsible for the development, implementation, administration and budgeting of global HR strategic company initiatives in one or more of the following areas: employment, compensation, benefits, HR operations, employee relations, diversity, immigration and organizational development Manages a professional staff.	Play an important role in leading the HR group as a strategic business partner, change agent, and member of the line management staff. Develop and implement global company-wide programs and initiatives (e.g., benefit programs, manpower planning, salary/bonus/stock review, organizational change, performance management, and training assessment). Advise managers and employees on HR practices and procedures. Manage employee relations issues and conduct investigations in support of corporate ethics and values. Ensures staffing needs are met in accordance with governmental specifications.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Key skills and abilities include coaching, influencing, facilitation, presentation, communication, process development, analysis, and problem solving. Ability to travel. Successful track record as a generalist and manager. BA/BS degree.

60040	HR Director	HR	GENHR	M4	Responsible for the development, implementation, administration and budgeting of global HR strategic company initiatives in one or more of the following areas: employment, compensation, benefits, HR operations, employee relations, diversity, immigration and organizational development Manages a professional staff.	Play an important role in leading the HR group as a strategic business partner, change agent, and member of the line management staff. Develop and implement global company-wide programs and initiatives (e.g., benefit programs, manpower planning, salary/bonus/stock review, organizational change, performance management, and training assessment). Advise managers and employees on HR practices and procedures. Manage employee relations issues and conduct investigations in support of corporate ethics and values. Ensures staffing needs are met in accordance with governmental specifications.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Key skills and abilities include coaching, influencing, facilitation, presentation, communication, process development, analysis, and problem solving. Ability to travel. Successful track record as a generalist and manager. BA/BS degree.
60060	HR Snr Director	HR	GENHR	M5	Responsible for the development, implementation, administration and budgeting of global HR strategic company initiatives in one or more of the following areas: employment, compensation, benefits, HR operations, employee relations, diversity, immigration and organizational development Manages a professional staff.	Play an important role in leading the HR group as a strategic business partner, change agent, and member of the line management staff. Develop and implement global company-wide programs and initiatives (e.g., benefit programs, manpower planning, salary/bonus/stock review, organizational change, performance management, and training assessment). Advise managers and employees on HR practices and procedures. Manage employee relations issues and conduct investigations in support of corporate ethics and values. Ensures staffing needs are met in accordance with governmental specifications.	Directs and ensures the implementation of operational policies through subordinate managers Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Key skills and abilities include coaching, influencing, facilitation, presentation, communication, process development, analysis, and problem solving. Ability to travel. Successful track record as a generalist and manager. BA/BS degree.
60060	HR VP	HR	GENHR	M6	Responsible for the development, implementation, administration and budgeting of global HR strategic company initiatives in one or more of the following areas: employment, compensation, benefits, HR operations, employee relations, diversity, immigration and organizational development Manages a professional staff.	Play an important role in leading the HR group as a strategic business partner, change agent, and member of the line management staff. Develop and implement global company-wide programs and initiatives (e.g., benefits, manpower planning, salary/bonus/stock review, organizational change, performance management, and training assessment). Advise managers and employees on HR practices and procedures. Oversees employee relations processes and procedures. Conduct investigations in support of corporate ethics and values. Ensures staffing needs are met in accordance with governmental specifications.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Key skills and abilities include coaching, influencing, facilitation, presentation, communication, process development, analysis, and problem solving. Ability to travel. Successful track record as a generalist and manager. BA/BS degree.
99860	HR SVP	HR	GENHR	M7			
61820	Immigration Consultant 2	HR	GENHR	IC2	Facilitates both application and maintenance of lawful immigration status and employment authorization for employees and candidates.	Acts as a resource to hiring managers and employees through the gathering and completion of appropriate applications and forms. Reviews and ensures accuracy of all immigration petitions and support letters filed with government agencies and resolves discrepancies that occur in such documents. Maintains currency with laws, regulations, and procedures used in processing immigration related petitions. Advises managers, HR, and employees on what is and is not possible regarding immigration procedures and policies. Serves as the primary point of contact for outside council with regards to immigration related petitions, visa and prevailing wage issues. Coordinates the activities of the departments administrative assistant.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Knowledge of immigration law and regulations. Familiar with Oracle immigration policies and procedures. Preferred Qualifications: 2 years related experience and BA/BS degree.
60610	HRIS Analyst 1	HR	HRISOPS	IC1	Acts as interface between business and IT organization with regards to HRMS implementation.	Supports users in the report generation process. Works closely with the Business HR to ensure all reports in (via HRMS) including SQL queries (both ad hoc and maintenance reports) are accurate. Process Mass Change Spreadsheets. Ensures data integrity in Oracle HRMS database by running regular audits. Conducts high-level HRMS needs analysis, prepares business specifications. Implements modifications and enhancements and ensures system documentation are updated. Assists with the development and delivery of HRMS training to users. Provides systems support for HR applications, including Oracle Core HRMS. HR Self Service Applications, Discoverer Reports, etc. Participates in User Acceptance Tests. Undertakes special projects on an as need basis to address specific HRMS issues.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Strong knowledge of Oracle applications. HRMS functionality, set-up tables, table structures, PL/SQL, and Microsoft applications such as Excel. 2 to 3 years Oracle Applications experience. Problem solving skills and strong analytical skills. Good oral and written communication skills. Ability to manage vast amount of data efficiently. Typical experience 0-2 years.
60620	HRIS Analyst 2	HR	HRISOPS	IC2	Acts as interface between business and IT organization with regards to HRMS implementation.	Supports users in the report generation process. Works closely with the Business HR to ensure all reports in (via HRMS) including SQL queries (both ad hoc and maintenance reports) are accurate. Process Mass Change Spreadsheets. Ensures data integrity in Oracle HRMS database by running regular audits. Conducts high-level HRMS needs analysis, prepares business specifications. Implements modifications and enhancements and ensures system documentation are updated. Assists with the development and delivery of HRMS training to users. Provides systems support for HR applications, including Oracle Core HRMS. HR Self Service Applications, Discoverer Reports, etc. Participates in User Acceptance Tests. Undertakes special projects on an as need basis to address specific HRMS issues.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Strong knowledge of Oracle applications. HRMS functionality, set-up tables, table structures, PL/SQL, and Microsoft applications such as Excel. 2 to 3 years Oracle Applications experience. Problem solving skills and strong analytical skills. Good oral and written communication skills. Ability to manage vast amount of data efficiently. Typical experience 2-5 years.
60630	HRIS Analyst 3	HR	HRISOPS	IC3	Acts as interface between business and IT organization with regards to HRMS implementation.	Supports users in the report generation process. Works closely with the Business HR to ensure all reports in (via HRMS) including SQL queries (both ad hoc and maintenance reports) are accurate. Process Mass Change Spreadsheets. Ensures data integrity in Oracle HRMS database by running regular audits. Conducts high-level HRMS needs analysis, prepares business specifications. Implements modifications and enhancements and ensures system documentation are updated. Assists with the development and delivery of HRMS training to users. Provides systems support for HR applications, including Oracle Core HRMS. HR Self Service Applications, Discoverer Reports, etc. Participates in User Acceptance Tests. Undertakes special projects on an as need basis to address specific HRMS issues.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Strong knowledge of Oracle applications. HRMS functionality, set-up tables, table structures, PL/SQL, and Microsoft applications such as Excel. 2 to 3 years Oracle Applications experience. Problem solving skills and strong analytical skills. Good oral and written communication skills. Ability to manage vast amount of data efficiently. Typical experience 5-8 years.
60640	HRIS Analyst 4	HR	HRISOPS	IC4	Acts as interface between business and IT organization with regards to HRMS implementation.	Supports users in the report generation process. Works closely with the Business HR to ensure all reports in (via HRMS) including SQL queries (both ad hoc and maintenance reports) are accurate. Process Mass Change Spreadsheets. Ensures data integrity in Oracle HRMS database by running regular audits. Conducts high-level HRMS needs analysis, prepares business specifications. Implements modifications and enhancements and ensures system documentation are updated. Assists with the development and delivery of HRMS training to users. Provides systems support for HR applications, including Oracle Core HRMS. HR Self Service Applications, Discoverer Reports, etc. Participates in User Acceptance Tests. Undertakes special projects on an as need basis to address specific HRMS issues.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Strong knowledge of Oracle applications, HRMS functionality, set-up tables, table structures, PL/SQL, and Microsoft applications such as Excel. 2 to 3 years Oracle Applications experience. Problem solving skills and strong analytical skills. Good oral and written communication skills. Ability to manage vast amount of data efficiently. Typical experience 8 plus years.
60650	HRIS Analyst 5	HR	HRISOPS	IC5	Acts as interface between business and IT organization with regards to HRMS implementation.	Supports users in the report generation process. Works closely with the Business HR to ensure all reports in (via HRMS) including SQL queries (both ad hoc and maintenance reports) are accurate. Process Mass Change Spreadsheets. Ensures data integrity in Oracle HRMS database by running regular audits. Conducts high-level HRMS needs analysis, prepares business specifications. Implements modifications and enhancements and ensures system documentation are updated. Assists with the development and delivery of HRMS training to users. Provides systems support for HR applications, including Oracle Core HRMS. HR Self Service Applications, Discoverer Reports, etc. Participates in User Acceptance Tests. Undertakes special projects on an as need basis to address specific HRMS issues.	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. Strong knowledge of Oracle applications, HRMS functionality, set-up tables, table structures, PL/SQL, and Microsoft applications such as Excel. Oracle Applications experience. Problem solving skills and strong analytical skills. Good oral and written communication skills. Ability to manage vast amount of data efficiently. Typical experience 12 plus years.
62320	Organizational Development Consultant 1-HR	HR	LEARNDEV	IC1	Develops and implements non-technical internal employee and management development programs. May be responsible for company wide communications to employees.	You will develop and manage training courses for our employees. This may involve using web based tools or contracting with vendors to deliver classroom training. Conducts follow-up to determine applicability of course material. Works with other HR Program team members to determine clients need.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Excellent project management, organizational skills, and communication skills. Demonstrated ability to apply instructional design process to tool creation. Knowledge of multimedia delivery methods. Advanced PC skills: i.e.: Microsoft Office. Typically graduate or equivalent with 0 - 2 year experience.
62330	Organizational Development Consultant 2-HR	HR	LEARNDEV	IC2	Develops and implements non-technical internal employee and management development programs. May be responsible for company wide communications to employees.	You will develop and manage training courses for our employees. This may involve using web based tools or contracting with vendors to deliver classroom training. Conducts follow-up to determine applicability of course material. Works with other HR Program team members to determine clients need.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Excellent project management, organizational skills, and communication skills. Demonstrated ability to apply instructional design process to tool creation. Knowledge of multimedia delivery methods. Advanced PC skills; i.e.: Microsoft Office. 2 years related experience and BA/BS degree or equivalent.
62340	Organizational Development Consultant 3-HR	HR	LEARNDEV	IC3	Develops and implements non-technical internal employee and management development programs. May be responsible for company wide communications to employees.	You will develop and manage training courses for our employees. This may involve using web based tools or contracting with vendors to deliver classroom training. Conducts follow-up to determine applicability of course material. Works with other HR Program team members to determine clients need.	Job duties are varied and complex, needing independent judgment. May have project lead role. Excellent project management, organizational skills, and communication skills. Demonstrated ability to apply instructional design process to tool creation. Knowledge of multimedia delivery methods. Advanced PC skills; i.e.: Microsoft Office. 5 years related experience and BA/BS degree or equivalent.
62350	Organizational Development Consultant 4-HR	HR	LEARNDEV	IC4	Develops and implements non-technical internal employee and management development programs. May be responsible for company wide communications to employees.	You will develop and manage training courses for our employees. This may involve using web based tools or contracting with vendors to deliver classroom training. Conducts follow-up to determine applicability of course material. Works with other HR Program team members to determine clients need.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Excellent project management, organizational skills, and communication skills. Demonstrated ability to apply instructional design process to tool creation. Knowledge of multimedia delivery methods. Advanced PC skills; i.e.: Microsoft Office. 10 years related experience and BA/BS degree or equivalent.
62360	Organizational Development Consultant 5-HR	HR	LEARNDEV	IC5	Develops and implements non-technical internal employee and management development programs. May be responsible for company wide communications to employees.	You will develop and manage training courses for our employees. This may involve using web based tools or contracting with vendors to deliver classroom training. Conducts follow-up to determine applicability of course material. Works with other HR Program team members to determine clients need.	Acknowledged authority within the Corporation. Provides leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Excellent project management, organizational skills, and communication skills. Demonstrated ability to apply instructional design process to tool creation. Knowledge of multimedia delivery methods. Advanced PC skills; i.e.: Microsoft Office. 12 years related experience and BA/BS degree or equivalent.

107520	Organizational Development Manager	HR	LEARNDEV	M2	Manages a professional staff involved in the design, preparation, delivery, and need assessment of training and development programs for managers and employees.	Assess and implement a skills inventory program that may be utilized for project assignment suitability, training needs, business development, and workforce planning in support of organizational strategies. Develop a skills training agenda to identify minimum competencies and measurements of proficiency to ensure the efficient operation of the function. May actively assess new product offerings and technology and develop strategies and programs for employee skills acquisition to insure the workforce is prepared to effectively engage on customer projects or internal projects. Develop methods for evaluation of program effectiveness.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Solid project management skills. Excellent interpersonal and communications skills. BA/BS.
107530	Organizational Development Snr Manager	HR	LEARNDEV	M3	Manages a professional staff involved in the design, preparation, delivery, and need assessment of training and development programs for managers and employees.	Assess and implement a skills inventory program that may be utilized for project assignment suitability, training needs, business development, and workforce planning in support of organizational strategies. Develop a skills training agenda to identify minimum competencies and measurements of proficiency to ensure the efficient operation of the function. May actively assess new product offerings and technology and develop strategies and programs for employee skills acquisition to insure the workforce is prepared to effectively engage on customer projects or internal projects. Develop methods for evaluation of program effectiveness.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Solid project management skills. Excellent interpersonal and communications skills. BA/BS
107540	Organizational Development Director	HR	LEARNDEV	M4	Manages a professional staff involved in the design, preparation, delivery, and need assessment of training and development programs for managers and employees.	Assess and implement a skills inventory program that may be utilized for project assignment suitability, training needs, business development, and workforce planning in support of organizational strategies. Develop a skills training agenda to identify minimum competencies and measurements of proficiency to ensure the efficient operation of the function. May actively assess new product offerings and technology and develop strategies and programs for employee skills acquisition to insure the workforce is prepared to effectively engage on customer projects or internal projects. Develop methods for evaluation of program effectiveness.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Solid project management skills. Excellent interpersonal and communications skills. BA/BS
107550	Organizational Development Snr Director	HR	LEARNDEV	M5	Manages a professional staff involved in the design, preparation, delivery, and need assessment of training and development programs for managers and employees.	Assess and implement a skills inventory program that may be utilized for project assignment suitability, training needs, business development, and workforce planning in support of organizational strategies. Develop a skills training agenda to identify minimum competencies and measurements of proficiency to ensure the efficient operation of the function. May actively assess new product offerings and technology and develop strategies and programs for employee skills acquisition to insure the workforce is prepared to effectively engage on customer projects or internal projects. Develop methods for evaluation of program effectiveness.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Solid project management skills. Excellent interpersonal and communications skills. BA/BS
61510	Recruiter 1-HR	HR	RECREMP	IC1	Partners with management in the identification, recruitment, and qualification of Oracle's top talent on a national basis. Develops and implements recruitment/resourcing programs.	As an Oracle recruiter you will expedite recruitment and staffing needs via internal and external resources to ensure open positions are filled with high caliber talent to meet current and future needs. Manage the full recruiting life cycle within assigned Oracle division(s). May serve as a technical specialist in sourcing, recruiting, and identifying qualified applicants for highly specialized and difficult to attract positions. Will interface with Internet sourcing tools and Oracle's iRecruitment web tool.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Ability to target candidates and cold call recruit individuals at all levels. Ability to travel. Typically graduate or equivalent with 0 - 2 years of recruiting experience in a high technology or agency environment. BA/BS degree.
61520	Recruiter 2-HR	HR	RECREMP	IC2	Partners with management in the identification, recruitment, and qualification of Oracle's top talent on a national basis. Develops and implements recruitment/resourcing programs.	As an Oracle recruiter you will expedite recruitment and staffing needs via internal and external resources to ensure open positions are filled with high caliber talent to meet current and future needs. Manage the full recruiting life cycle within assigned Oracle division(s). May serve as a technical specialist in sourcing, recruiting, and identifying qualified applicants for highly specialized and difficult to attract positions. Will interface with Internet sourcing tools and Oracle's iRecruitment web tool.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Demonstrated record of measurable success in a fast paced, high volume environment. Ability to target candidates and cold call recruit individuals at all levels. Experience in a variety of sourcing methodologies and able to develop strategic recruiting programs. Ability to travel. 2 years recruiting experience in a high technology or agency environment. BA/BS degree.
61530	Recruiter 3-HR	HR	RECREMP	IC3	Partners with management in the identification, recruitment, and qualification of Oracle's top talent on a national basis. Develops and implements recruitment/resourcing programs.	As an Oracle recruiter you will expedite recruitment and staffing needs via internal and external resources to ensure open positions are filled with high caliber talent to meet current and future needs. Manage the full recruiting life cycle within assigned Oracle division(s). May serve as a technical specialist in sourcing, recruiting, and identifying qualified applicants for highly specialized and difficult to attract positions. Will interface with Internet sourcing tools and Oracle's iRecruitment web tool.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Demonstrated record of measurable success in a fast paced, high volume environment. Experience with targeting and recruiting top notch Oracle professionals. Ability to target candidates and cold call recruit individuals at all levels. Experience in a variety of sourcing methodologies and able to develop strategic recruiting programs. Ability to travel. 5 years recruiting experience in a high technology or agency environment. BA/BS degree.
61540	Recruiter 4-HR	HR	RECREMP	IC4	Partners with management in the identification, recruitment, and qualification of Oracle's top talent on a national basis. Develops and implements recruitment/resourcing programs.	As an Oracle recruiter you will expedite recruitment and staffing needs via internal and external resources to ensure open positions are filled with high caliber talent to meet current and future needs. Manage the full recruiting life cycle within assigned Oracle division(s). May serve as a technical specialist in sourcing, recruiting, and identifying qualified applicants for highly specialized and difficult to attract positions. Will interface with Internet sourcing tools and Oracle's iRecruitment web tool.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Demonstrated record of measurable success in a fast paced, high volume environment. Experience with targeting and recruiting top notch Oracle professionals. Ability to target candidates and cold call recruit individuals at all levels. Experience in a variety of sourcing methodologies and able to develop strategic recruiting programs. Ability to travel. 8 years recruiting experience in a high technology or agency environment. BA/BS degree.
61550	Recruiter 5-HR	HR	RECREMP	IC5	Partners with management in the identification, recruitment, and qualification of Oracle's top talent on a national basis. Develops and implements recruitment/resourcing programs.	As an Oracle recruiter you will expedite recruitment and staffing needs via internal and external resources to ensure open positions are filled with high caliber talent to meet current and future needs. Manage the full recruiting life cycle within assigned Oracle division(s). May serve as a technical specialist in sourcing, recruiting, and identifying qualified applicants for highly specialized and difficult to attract positions. Will interface with Internet sourcing tools and Oracle's iRecruitment web tool.	Acknowledged authority within the Corporation. Exercises creativity and independent judgment in developing methods, techniques, and evaluation criteria. Demonstrated record of measurable success in a fast paced, high volume environment. Experience with targeting and recruiting top notch Oracle professionals. Ability to target candidates and cold call recruit individuals at all levels. Experience in a variety of sourcing methodologies and able to develop strategic recruiting programs. Ability to travel. 10 years recruiting experience in a high technology or agency environment. BA/BS degree.
61711	Recruitment Supervisor-HR	HR	RECREMP	M1	Partners with management in the identification, recruitment, and qualification of Oracles top talent on a national or international basis. Develops and implements recruitment/resourcing programs. Supervises a professional staff of individual contributors.	Manages Oracle's staffing function, may include the College Recruiting Program, to ensure open positions are filled with high caliber talent to meet current and future needs in accordance with governmental specifications. Develops and implements recruiting plans while minimizing cost per hire. May work with college candidates to identify the proper opportunity within Oracle. Manages contractual relationships with placement agencies and contract recruiters. Ensures consistent corporate image throughout recruiting campaigns. Administers employee referral programs. May provide assistance in sourcing, recruiting, and identifying qualified applicants for highly specialized and difficult to attract positions. Will interface with Internet sourcing tools and Oracle's iRecruit web tool. May develop and submit reports to senior level management concerning hiring trends, turnover rates, candidate feedback, etc. as appropriate.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority. BA/BS degree preferred.
61720	Recruitment Manager-HR	HR	RECREMP	M2	Partners with management in the identification, recruitment, and qualification of Oracles top talent on a national or international basis. Develops and implements recruitment/resourcing programs. Manages a professional staff of individual contributors.	Manages Oracle's staffing function to ensure open positions are filled with high caliber talent to meet current and future needs in accordance with governmental specifications. Develops and implements recruiting plans while minimizing cost per hire. Manages contractual relationships with placement agencies and contract recruiters. Ensures consistent corporate image throughout recruiting campaigns. Administers employee referral programs. May provide assistance in sourcing, recruiting, and identifying qualified applicants for highly specialized and difficult to attract positions. Will interface with Internet sourcing tools and Oracle's iRecruit web tool. May develop and submit reports to senior level management concerning hiring trends, turnover rates, candidate feedback, etc. as appropriate.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated record of measurable success in a fast paced, high volume environment. Experience with targeting and recruiting top notch Oracle professionals. Ability to target candidates and cold call to recruit individuals at all levels. Demonstrated ability to interact with all levels of the organization. Experience in a variety of sourcing methodologies and able to develop strategic recruiting programs. Ability to travel as needed. 3 years recruiting experience in a high technology or agency environment. BA/BS degree.
61730	Recruitment Snr Manager-HR	HR	RECREMP	M3	Partners with management in the identification, recruitment, and qualification of Oracles top talent on a national or international basis. Develops and implements recruitment/resourcing programs. Manages a professional staff of individual contributors.	Manages Oracle's staffing function to ensure open positions are filled with high caliber talent to meet current and future needs in accordance with governmental specifications. Develops and implements recruiting plans while minimizing cost per hire. Manages contractual relationships with placement agencies and contract recruiters. Ensures consistent corporate image throughout recruiting campaigns. Administers employee referral programs. May provide assistance in sourcing, recruiting, and identifying qualified applicants for highly specialized and difficult to attract positions. Will interface with Internet sourcing tools and Oracle's iRecruit web tool. May develop and submit reports to senior level management concerning hiring trends, turnover rates, candidate feedback, etc. as appropriate.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Demonstrated record of measurable success in a fast paced, high volume environment. Experience with targeting and recruiting top notch Oracle professionals. Ability to target candidates and cold call recruit individuals at all levels. Experience in a variety of sourcing methodologies and able to develop strategic recruiting programs. Ability to travel as needed. 5 years recruiting experience in a high technology or agency environment. BA/BS degree.
61740	Recruitment Director-HR	HR	RECREMP	M4	Partners with management in the identification, recruitment, and qualification of Oracles top talent on a national or international basis. Develops and implements recruitment/resourcing programs. Manages a professional staff of individual contributors.	Manages Oracle's staffing function to ensure open positions are filled with high caliber talent to meet current and future needs in accordance with governmental specifications. Develops and implements recruiting plans while minimizing cost per hire. Manages contractual relationships with placement agencies and contract recruiters. Ensures consistent corporate image throughout recruiting campaigns. Administers employee referral programs. May provide assistance in sourcing, recruiting, and identifying qualified applicants for highly specialized and difficult to attract positions. Will interface with Internet sourcing tools and Oracle's iRecruit web tool. May develop and submit reports to senior level management concerning hiring trends, turnover rates, candidate feedback, etc. as appropriate.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Demonstrated record of measurable success in a fast paced, high volume environment. Experience with targeting and recruiting top notch Oracle professionals. Ability to target candidates and cold call recruit individuals at all levels. Experience in a variety of sourcing methodologies and able to develop strategic recruiting programs. Demonstrated leadership and people management skills. Ability to travel as needed. 7 years recruiting experience in a high technology or agency environment. BA/BS degree.

61750	Recruitment Snr Director-HR	HR	RECREMP	M5	Partners with management in the identification, recruitment, and qualification of Oracles top talent on a national or international basis. Develops and implements recruitment/resourcing programs. Manages a professional staff of individual contributors.	Manages Oracle"s staffing function to ensure open positions are filled with high caliber talent to meet current and future needs in accordance with governmental specifications. Develops and implements recruiting plans while minimizing cost per hire. Manages contractual relationships with placement agencies and contract recruiters. Ensures consistent corporate image throughout recruiting campaigns. Administers employee referral programs. May provide assistance in sourcing, recruiting, and identifying qualified applicants for highly specialized and difficult to attract positions. Will interface with internet sourcing tools and Oracle"s Recruit web tool. May develop and submit reports to senior level management concerning hiring trends, turnover rates, candidate feedback, etc. as appropriate.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Demonstrated record of measurable success in a fast paced, high volume environment. Experience with targeting and recruiting top notch Oracle professionals. Ability to target candidates and cold call recruit individuals at all levels. Experience in a variety of sourcing methodologies and able to develop strategic recruiting programs. Demonstrated leadership and people management skills. Ability to travel as needed. 10 years recruiting experience in a high technology or agency environment. BA/BS degree.
61760	Recruitment VP-HR	HR	RECREMP	M6	Partners with management in the identification, recruitment, and qualification of Oracles top talent on a national or international basis. Develops and implements recruitment/resourcing programs. Manages a professional staff of individual contributors.	Manages Oracle"s staffing function to ensure open positions are filled with high caliber talent to meet current and future needs in accordance with governmental specifications. Develops and implements recruiting plans while minimizing cost per hire. Manages contractual relationships with placement agencies and contract recruiters. Ensures consistent corporate image throughout recruiting campaigns. Administers employee referral programs. May provide assistance in sourcing, recruiting, and identifying qualified applicants for highly specialized and difficult to attract positions. Will interface with internet sourcing tools and Oracle"s Recruit web tool. May develop and submit reports to senior level management concerning hiring trends, turnover rates, candidate feedback, etc. as appropriate.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Demonstrated record of measurable success in a fast paced, high volume environment. Experience with targeting and recruiting top notch Oracle professionals. Ability to target candidates and cold call recruit individuals at all levels. Experience in a variety of sourcing methodologies and able to develop strategic recruiting programs. Demonstrated leadership and people management skills. Ability to travel as needed. Recruiting experience in a high technology or agency environment. BA/BS degree.
14910	Project Manager 1-IT	INFTECH	BUSIMP	IC1	Coordinates all aspects of internal information system-specific projects from initiation to delivery. Projects often involve network, server, or software implementation and upgrades, PC deployment and the like.	Coordinates work performed by IT staff and internal customers/partners by defining project specifications, performing feasibility and needs/impact assessments. Develops detailed project plans and manages all implementation processes including resource allocation, progress tracking, monitoring change control process, testing, documentation, training and on-time delivery within budget constraints.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and processes. Gaining competence in own area and acquiring a higher level understanding of role, processes and procedures. BS degree or equivalent experience relevant to functional area. 0-2 years of previous project management, product design or related experience needed.
14920	Project Manager 2-IT	INFTECH	BUSIMP	IC2	Coordinates all aspects of internal information system-specific projects from initiation to delivery. Projects often involve network, server, or software implementation and upgrades, PC deployment and the like.	Coordinates work performed by IT staff and internal customers/partners by defining project specifications, performing feasibility and needs/impact assessments. Develops detailed project plans and manages all implementation processes including resource allocation, progress tracking, monitoring change control process, testing, documentation, training and on-time delivery within budget constraints.	Duties and tasks are standard with some variation; displays understanding of roles, processes and procedures. Performs moderately complex problem solving with assistance and guidance in understanding and applying company policies and processes. BS degree or equivalent experience relevant to functional area. Typically 2 years of project management, product design or related experience needed.
14930	Project Manager 3-IT	INFTECH	BUSIMP	IC3	Coordinates all aspects of internal information system-specific projects from initiation to delivery. Projects often involve network, server, or software implementation and upgrades, PC deployment and the like.	Coordinates work performed by IT staff and internal customers/partners by defining project specifications, performing feasibility and needs/impact assessments. Develops detailed project plans and manages all implementation processes including resource allocation, progress tracking, monitoring change control process, testing, documentation, training and on-time delivery within budget constraints.	Duties and tasks are varied and complex utilizing independent judgment. Fully competent in own area of expertise. May have project lead role and or supervise lower level personnel. BS degree or equivalent experience relevant to functional area. Typically 5 years of project management, product design or related experience needed.
14940	Project Manager 4-IT	INFTECH	BUSIMP	IC4	Coordinates all aspects of internal information system-specific projects from initiation to delivery. Projects often involve network, server, or software implementation and upgrades, PC deployment and the like.	Coordinates work performed by IT staff and internal customers/partners by defining project specifications, performing feasibility and needs/impact assessments. Develops detailed project plans and manages all implementation processes including resource allocation, progress tracking, monitoring change control process, testing, documentation, training and on-time delivery within budget constraints.	Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Leading contributor individually and as a team member, providing direction and mentoring to others. BS or MS degree or equivalent experience relevant to functional area. Typically seven years of project management, product design or related experience needed.
14950	Project Manager 5-IT	INFTECH	BUSIMP	IC5	Coordinates all aspects of internal information system-specific projects from initiation to delivery. Projects often involve network, server, or software implementation and upgrades, PC deployment and the like.	Coordinates work performed by IT staff and internal customers/partners by defining project specifications, performing feasibility and needs/impact assessments. Develops detailed project plans and manages all implementation processes including resource allocation, progress tracking, monitoring change control process, testing, documentation, training and on-time delivery within budget constraints.	Provide leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Recommends and justifies major changes in existing products/services/processes. BS or MS degree or equivalent experience relevant to functional area. Ten or more years of project management, product design or related experience needed.
15020	Project Mgmt Manager-IT	INFTECH	BUSIMP	M2	Manages people who lead internal information system-specific projects. Projects are often cross-functional and involve network, server, or software implementation and upgrades, PC deployment and the like.	Oversees plans and directs schedules as well as project budgets. Monitors the project from initiation through delivery, interfacing with "internal customer" or department personnel. Organizes project activities that may entail interdepartmental meetings and communication ensuring completion of the project on schedule and within budget constraints. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development and product management. BS degree or equivalent experience relevant to functional area. Typically one year of project management, product design or related experience needed.
15030	Project Mgmt Snr Manager-IT	INFTECH	BUSIMP	M3	Manages people who lead internal information system-specific projects. Projects are often cross-functional and involve network, server, or software implementation and upgrades, PC deployment and the like.	Oversees plans and directs schedules as well as project budgets. Monitors the project from initiation through delivery, interfacing with "internal customer" or department personnel. Organizes project activities that may entail interdepartmental meetings and communication ensuring completion of the project on schedule and within budget constraints. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development and product management. BS or MS degree or equivalent experience relevant to functional area. Typically four years of project management, product design or related experience needed.
15040	Project Mgmt Director-IT	INFTECH	BUSIMP	M4	Manages people who lead internal information system-specific projects. Projects are often cross-functional and involve network, server, or software implementation and upgrades, PC deployment and the like.	Oversees plans and directs schedules as well as project budgets. Monitors the project from initiation through delivery, interfacing with "internal customer" or department personnel. Organizes project activities that may entail interdepartmental meetings and communication ensuring completion of the project on schedule and within budget constraints. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development and product management. BS or MS degree or equivalent experience relevant to functional area. Typically seven years of project management, product design or related experience needed.
15050	Project Mgmt Snr Director-IT	INFTECH	BUSIMP	M5	Manages people who lead internal information system-specific projects. Projects are often cross-functional and involve network, server, or software implementation and upgrades. PC deployment and the like.	Oversees plans and directs schedules as well as project budgets. Monitors the project from initiation through delivery, interfacing with "internal customer" or department personnel. Organizes project activities that may entail interdepartmental meetings and communication ensuring completion of the project on schedule and within budget constraints. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development and product management. BS or MS degree or equivalent experience relevant to functional area. Eight or more years of project management, product design or related experience needed.
15060	Project Mgmt VP-IT	INFTECH	BUSIMP	M6	Manages people who lead internal information system-specific projects. Projects are often cross-functional and involve network, server, or software implementation and upgrades. PC deployment and the like.	Oversees plans and directs schedules as well as project budgets. Monitors the project from initiation through delivery, interfacing with "internal customer" or department personnel. Organizes project activities that may entail interdepartmental meetings and communication ensuring completion of the project on schedule and within budget constraints. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development and product management. BS or MS degree or equivalent experience relevant to functional area. Successful track record in project management, product design or related experience needed.
61110	Data Services Support A1-IT	INFTECH	DCS	IC0	As part of the Oracle"s Global Information Technology organization, you will be responsible for setting up, coordinating, and monitoring computer equipment within Oracle"s data centers.	Apply established programs and procedures, manipulate controls in accordance with standard procedures, run diagnostic tests to detect machine malfunctions, and monitor control panels, magnetic tape units, and other peripheral equipment. Report any observed deviations from standard performance.	Works on assignments that are routine in nature where limited judgment is needed. Normally receives detailed instructions on all work. Team player. Strong attention to detail. BA/BS degree or equivalent 0 - 2 years of related experience.
61120	Data Services Support A2-IT	INFTECH	DCS	IC0	As part of the Oracle"s Global Information Technology organization, you will be responsible for setting up, coordinating, and monitoring computer equipment within Oracle"s data centers.	Apply established programs and procedures, manipulate controls in accordance with standard procedures, run diagnostic tests to detect machine malfunctions, and monitor control panels, magnetic tape units, and other peripheral equipment. Report any observed deviations from standard performance.	Works on assignments that are semi routine in nature where the ability to recognize deviation from accepted practice is needed. Follows standard practices and procedures. Normally receives detailed instructions on routine work and new assignments. Great customer service and interpersonal skills. Strong written and verbal communication skills. Proficient typing and computer skills. Ability to organize, prioritize, and manage multiple tasks simultaneously. Team player. Strong attention to detail. BA/BS degree or equivalent 2 years of related experience.
61130	Data Services Support A3-IT	INFTECH	DCS	IC0	As part of the Oracle"s Global Information Technology organization, you will be responsible for setting up, coordinating, and monitoring computer equipment within Oracle"s data centers.	Apply established programs and procedures, manipulate controls in accordance with standard procedures, run diagnostic tests to detect machine malfunctions, and monitor control panels, magnetic tape units, and other peripheral equipment. Report any observed deviations from standard performance.	Works on assignments that are moderately complex in nature where judgment is utilized in resolving problems and making routine recommendations. Follows standard practices and procedures. Normally receives no instructions on routine work and general instruction on new assignments. Exceptional customer service and interpersonal skills. Strong written and verbal communication skills. Ability to organize, prioritize, and manage multiple tasks simultaneously. Team player. Strong attention to detail. BA/BS degree or equivalent 5 years of related experience.

61140	Data Services Support A4-IT	INFTECH	DCS	IC0	As part of the Oracle's Global Information Technology organization, you will be responsible for setting up, coordinating, and monitoring computer equipment within Oracle's data centers.	Apply established programs and procedures, manipulate controls in accordance with standard procedures, run diagnostic tests to detect machine malfunctions, and monitor control panels, magnetic tape units, and other peripheral equipment. Report any observed deviations from standard performance.	Works on assignments that are complex in nature where considerable judgment and initiative are needed in resolving problems and making recommendations. May determine methods and procedures on new assignments and may provide guidance to team. Strong customer service and interpersonal skills. Strong written and verbal communication skills. Ability to organize, prioritize, and manage multiple tasks simultaneously. Team player. Strong attention to detail. BA/BS degree or equivalent. 8 years of related experience.
50810	Database Administrator 1-IT	INFTECH	DCS	IC1	Work with a world class team to provide enterprise-wide, Oracle Database Administration support for production systems and provide DBA services to application development teams, including database design, database generation, coding, and database production support. Provide DBA support with a high degree of customer service, technical expertise, and timeliness. Provide accurate and creative solutions to user problems of moderate nature to ensure user productivity.	Support Development and Production by learning the operation and maintenance of the Oracle Database. Monitor database performance and ensure database consistency. Tune and reorganize databases. Enforce standards. Develop scripts and stored procedures to automate database activities. Support users and development/production operations.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. BS degree or equivalent in Computer Science or related technical field.
50820	Database Administrator 2-IT	INFTECH	DCS	IC2	Work with a world class team to provide enterprise-wide, Oracle Database Administration support for production systems and provide DBA services to application development teams, including database design, database generation, coding, and database production support. Provide DBA support with a high degree of customer service, technical expertise, and timeliness. Provide accurate and creative solutions to user problems of moderate nature to ensure user productivity.	Provide Development and Production support for databases. This includes creating primary database storage structures; designing and creating primary objects; modifying database structure as necessary for enhancements or performance; monitoring and optimizing performance of the database; planning for backup and recovery of the database; allocating system storage and planning future storage needs; and creating database-related scripts and programs to support development and production environments.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 3 years of experience supporting relational databases as a DBA, with multiple distributed relational DBSM"s or a depth and focus in Oracle and related tools. Exposure and practice at using the DBMS to optimize performance of large databases for enterprise use is preferred. Experience with an organization with a key 24 X 7 reliance on its database is desirable. BS or equivalent desired.
50830	Database Administrator 3-IT	INFTECH	DCS	IC3	Work with a world class team to provide enterprise-wide, Oracle Database Administration support for production systems and provide DBA services to application development teams, including database design, database generation, coding, and database production support. Provide DBA support with a high degree of customer service, technical expertise, and timeliness. Provide accurate and creative solutions to user problems of moderate nature to ensure user productivity.	Provide Development and/or Production support. This include creating primary database storage structures, designing and creating primary objects, modifying database structure as necessary for enhancements or performance, creating documentation, designing interfaces, database objects, and creating plans. Monitor and optimize performance of the database, plan for backup and recovery of the database, and allocate system storage and plan future storage needs. Create database-related scripts and programs to support development and production environments. Research, evaluate, design, test, recommend, and plan implementation of new or improved RDBMS, ETL and database tools.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 6 years of experience supporting relational databases as a DBA, with multiple distributed relational DBSM"s or a depth and focus in Oracle and related tools. Exposure and practice at using the DBMS to optimize performance of large databases for enterprise use is preferred. Experience with an organization with a key 24 X 7 reliance on its database is desirable. BS or equivalent desired.
50840	Database Administrator 4-IT	INFTECH	DCS	IC4	Work with a world class team to provide enterprise-wide, Oracle Database Administration support for production systems and provide DBA services to application development teams, including database design, database generation, coding, and database production support. Provide DBA support with a high degree of customer service, technical expertise, and timeliness. Provide accurate and creative solutions to user problems of moderate nature to ensure user productivity.	As a Senior Database Administrator, you are instrumental in researching, evaluating, designing, testing, recommending, and planning implementation of new versions of Oracle database and database tools. May act as a team lead during database implementations and for system operation and maintenance.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years of experience supporting relational databases as a DBA, with multiple distributed relational DBSM"s or a depth and focus in Oracle and related tools. Success at using the DBMS to optimize performance of large databases for enterprise use is greatly preferred. Experience with an organization with a key 24 X 7 reliance on its database is desirable. BS or equivalent desired.
50850	Database Administrator 5-IT	INFTECH	DCS	IC5	Work with a world class team to provide enterprise-wide, Oracle Database Administration support for production systems and provide DBA services to application development teams, including database design, database generation, coding, and database production support. Provide DBA support with a high degree of customer service, technical expertise, and timeliness. Provide accurate and creative solutions to user problems of moderate nature to ensure user productivity.	As an Oracle Database Administrator Guru, work with leading edge technology - providing leadership and expertise for researching, evaluating, designing, testing, recommending, and planning implementation of new versions of Oracle database and database tools. May act as a team lead during database implementations and for system operation and maintenance.	Acknowledged authority within the Corporation. Provides leadership and expertise in the development of new products/services/processes. Frequently operating at the leading edge of technology. Proven successful experience supporting relational databases as a DBA, with multiple distributed relational DBSM"s or a depth and focus in Oracle and related tools. Experience with an organization with a key 24 X 7 reliance on its database is desirable. BS or equivalent desired.
26130	Internal Customer Tech Support 1-IT	INFTECH	EUSUPP	IC1	As a member of this fast-paced, leading edge database/applications company, work with the team to deliver real time 24x7 enterprise-wide technical support for internal and/or external customers. This includes, but is not limited to: user support of business applications, troubleshooting of technical problems and acting as a liaison between customers and resolving groups.	As a member of the Help Desk, develop a complete understanding of the Oracle product line while providing phone support to internal employees and/or outsourcing customers. Assist in providing information and support to company field personnel regarding previously reported items and resolutions to increase productivity. Gather relevant information from customers in order to address problems of limited scope or escalate to next tier of support according to established procedures. Follow standard practices and procedures in analyzing situations or data where answers can be readily obtained.	One to two years experience supporting medium to large applications, working directly with internal/external clients, and providing user support of IBM PC/Windows network custom business applications preferred. Experience with Microsoft Windows and MS Office applications, specifically EXCEL, Word, PowerPoint, and Electronic Mail preferred. Ability to develop a working knowledge of assigned company products, interact effectively with other technical and non-technical resources, and quickly establish comfortable and effective working relationships. Demonstrate ability to analyze and evaluate complex data, manage multiple tasks at one time, and problem solve to meet deadlines.
26140	Internal Customer Tech Support 2-IT	INFTECH	EUSUPP	IC2	As a member of this fast-paced, leading edge database/applications company, work with the team to deliver real time 24x7 enterprise-wide technical support for internal and/or external customers. This includes, but is not limited to: user support of business applications, troubleshooting of technical problems and acting as a liaison between customers and resolving groups.	As a member of the Help Desk, develop a complete understanding of the Oracle product line while providing phone support to internal employees and/or outsourcing customers. Solve common user problems such as "Email problems and functionality questions "Network printer problems(stopping/starting queue, usage) "Data Communication/Networking troubleshooting "Remote network dial in access-PPP and Serial "PC configuration and network configuration "Oracle Base Image laptop support. Assist in providing information and support to company field personnel regarding previously reported items and resolutions to increase productivity. Gather relevant information from customers in order to address problems of limited scope or escalate to next tier of support according to established procedures. Follow standard practices and procedures in analyzing situations or data where answers can be readily obtained.	Two to three years experience supporting medium to large applications, working directly with internal/external clients, and one to two years experience providing user support of IBM PC/Windows network custom business applications preferred. Experience with Microsoft Windows and MS Office applications, specifically EXCEL, Word, PowerPoint, and Electronic Mail preferred. Ability to develop a working knowledge of assigned company products, interact effectively with other technical and non-technical resources, and quickly establish comfortable and effective working relationships. Demonstrate ability to analyze and evaluate complex data, manage multiple tasks at one time, and problem solve to meet deadlines.
26150	Internal Customer Tech Support 3-IT	INFTECH	EUSUPP	IC3	As a member of this fast-paced, leading edge database/applications company, work with the team to deliver real time 24x7 enterprise-wide technical support for internal and/or external customers. This includes, but is not limited to: user support of business applications, troubleshooting of technical problems and acting as a liaison between customers and resolving groups.	As a member of the Help Desk, solve specific, complex technical problems to provide and apply real time solutions in the areas of "Email problems and functionality questions "Network printer problems (stopping/starting queue, usage) "Data Communication/Networking troubleshooting "Remote network dial in access-PPP and Serial "PC configuration and network configuration "Oracle Base Image laptop support. Innovate and document new methods and procedures as needed. Verify procedures are being followed and notify proper resource if they are not in compliance. Leadmentor in a team environment. Assist in providing information and support to team members.	Job duties are varied and complex, needing independent judgment. May have project lead role. Prefer five years of related experience in a medium to large network distributed and computing environment and a BS in Computer Science or related field.
26160	Internal Customer Tech Support 4-IT	INFTECH	EUSUPP	IC4	As a member of this fast-paced, leading edge database/applications company, work with the team to deliver real time 24x7 enterprise-wide technical support for internal and/or external customers. This includes, but is not limited to: user support of business applications, troubleshooting of technical problems and acting as a liaison between customers and resolving groups.	As a member of the Help Desk, solve specific, complex technical problems to provide and apply real time solutions in the areas of "Email problems and functionality questions "Network printer problems(stopping/starting queue, usage) "Data Communication/Networking troubleshooting "Remote network dial in access-PPP and Serial "PC configuration and network configuration "Oracle Base Image laptop support. Innovate and document new methods and procedures as needed. Verify procedures are being followed and notify proper resource if they are not in compliance. May determine methods and procedures on new assignments and provide supervision and training to lower level personnel.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Prefer eight years of related experience in a medium to large network distributed and computing environment with a BS in Computer Science or related field.
26110	Internal Customer Tech Support A3-IT	INFTECH	EUSUPP	IC0	As a member of this fast-paced, leading edge database/applications company, work with the team to deliver real time 24x7 enterprise-wide technical support for internal and/or external customers. This includes, but is not limited to: user support of business applications, troubleshooting of technical problems and acting as a liaison between customers and resolving groups.	As a member of the Help Desk, provide first-level phone support to internal employees and/or outsourcing customers. Provide information to customers. Gather relevant information from customers in order to address problems of limited scope or escalate to next tier of support. Follow standard practices and procedures in analyzing situations or data where answers can be readily obtained.	Works on assignments that are moderately complex in nature where judgment is needed in resolving problems and making routine recommendations. Follows standard practices and procedures. Normally receives no instructions on routine work and general instruction on new assignments. Exceptional customer service and interpersonal skills. Strong written and verbal communication skills. Ability to organize, prioritize, and manage multiple tasks simultaneously. Team player. Strong attention to detail. BA/BS degree or equivalent.

26120	Internal Customer Tech Support A4-IT	INFTECH	EUSUPP	IC0	As a member of this fast-paced, leading edge database/applications company, work with the team to deliver real time 24x7 enterprise-wide technical support for internal and/or external customers. This includes, but is not limited to: user support of business applications, troubleshooting of technical problems and acting as a liaison between customers and resolving groups.	As a member of the Help Desk, provide first-level phone support to internal employees and/or outsourcing customers. Assist in providing information and support to company field personnel regarding previously reported items and resolutions to increase productivity. Gather relevant information from customers in order to address problems of limited scope or escalate to next tier of support according to established procedures. Follow standard practices and procedures in analyzing situations or data where answers can be readily obtained.	One year experience supporting medium to large applications, working directly with internal/external clients, and providing user support of IBM PC/Windows network custom business applications preferred. Experience with Microsoft Windows and MS Office applications, specifically EXCEL, Word, PowerPoint, and Electronic Mail preferred. Ability to develop a working knowledge of assigned company products, interact effectively with other technical and non-technical resources, and quickly establish comfortable and effective working relationships.
10610	IT Business Implementation Analyst 1	INFTECH	FUNC	IC1	Assists with analyzing complex business problems to be solved with automated systems.	As part of a project implementation team, assists in implementing software projects under supervision and in accordance with signed specifications.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year relevant experience.
10620	IT Business Implementation Analyst 2	INFTECH	FUNC	IC2	Assists with analyzing complex business problems to be solved with automated systems.	As part of a software project implementation team assists in implementing software projects by mapping business processes, producing documentation, establishing acceptance testing criteria.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Key skills and abilities include coaching, influencing, facilitation, presentation, communication, process development, analysis, and problem solving. Ability to travel as necessary. Prefer 2 years relevant experience and BA/BS degree.
10630	IT Business Implementation Analyst 3	INFTECH	FUNC	IC3	Assists with analyzing complex business problems to be solved with automated systems.	As part of a software project implementation team, provides technical expertise in identifying, evaluating and developing systems and procedures that are cost effective and meet user needs. Configures system settings and options; plans and executes unit, integration and acceptance testing; and creates specifications for systems to meet business specifications. Designs details of automated systems. May provide consultation to users in the area of automated systems. May lead cross-functional linked teams to address business or systems issues.	Job duties are varied and complex; independent judgment needed. May have project lead role. Prefer 5 years relevant experience and BA/BS degree.
10640	IT Business Implementation Analyst 4	INFTECH	FUNC	IC4	Assists with analyzing complex business problems to be solved with automated systems.	As part of a software project implementation team, provides technical expertise in identifying, evaluating and developing systems and procedures that are cost effective and meet user needs. Configures system settings and options; plans and executes unit, integration and acceptance testing; and creates specifications for systems to meet business specifications. Designs details of automated systems. May provide consultation to users in the area of automated systems. May lead cross-functional linked teams to address business or systems issues.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Prefer 8 years relevant experience and BA/BS degree.
10645	IT Business Implementation Analyst 5	INFTECH	FUNC	IC5	Assists with analyzing complex business problems to be solved with automated systems.	As part of a software project implementation team, provides technical expertise in identifying, evaluating and developing systems and procedures that are cost effective and meet user needs. Configures system settings and options; plans and executes unit, integration and acceptance testing; and creates specifications for systems to meet business specifications. Designs details of automated systems. May provide consultation to users in the area of automated systems. May lead cross-functional linked teams to address business or systems issues.	Provide leadership and expertise in evaluating and developing complex business problems, frequently operating at the leading edge of technology. Recommends and justifies major changes to existing automated systems. BS or MS degree or equivalent experience relevant to functional area. Eight or more years of related experience recommended.
76110	IT Security Analyst 1	INFTECH	RISK	IC1	Assists in executing security controls to prevent hackers from infiltrating company information or jeopardizing e-commerce programs.	Assists in researching attempted efforts to compromise security protocols.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year relevant experience.
76120	IT Security Analyst 2	INFTECH	RISK	IC2	Assists in executing security controls to prevent hackers from infiltrating company information or jeopardizing e-commerce programs.	Assists in researching attempted efforts to compromise security protocols.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Key skills and abilities include coaching, influencing, facilitation, presentation, communication, process development, analysis, and problem solving. Ability to travel as necessary. Preferred 2 years relevant experience and BA/BS degree.
76130	IT Security Analyst 3	INFTECH	RISK	IC3	Executes security controls to prevent hackers from infiltrating company information or jeopardizing e-commerce programs.	Researches attempted efforts to compromise security protocols. Maintains security systems for routers and switches. Administers security policies to control access to systems. Maintains the company's firewall. Uses applicable encryption methods. Provides information to management regarding the negative impact on the business caused by theft, destruction, alteration or denial of access to information.	Job duties are varied and complex; independent judgment needed. May have project lead role. Prefer 5 years relevant experience and BA/BS degree.
76140	IT Security Analyst 4	INFTECH	RISK	IC4	Executes security controls to prevent hackers from infiltrating company information or jeopardizing e-commerce programs.	Researches attempted efforts to compromise security protocols. Maintains security systems for routers and switches. Administers security policies to control access to systems. Maintains the company's firewall. Uses applicable encryption methods. Provides information to management regarding the negative impact on the business caused by theft, destruction, alteration or denial of access to information.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Prefer 8 years relevant experience and BA/BS degree.
76150	IT Security Analyst 5	INFTECH	RISK	IC5	Executes security controls to prevent hackers from infiltrating company information or jeopardizing e-commerce programs.	Researches attempted efforts to compromise security protocols. Maintains security systems for routers and switches. Administers security policies to control access to systems. Maintains the company's firewall. Uses applicable encryption methods. Provides information to management regarding the negative impact on the business caused by theft, destruction, alteration or denial of access to information.	Provide leadership and expertise in evaluating and developing complex business problems, frequently operating at the leading edge of technology. Recommends and justifies major changes to existing automated systems. BS or MS degree or equivalent experience relevant to functional area. Eight or more years of related experience recommended.
75010	IT Supervisor	INFTECH	GENIT	M1	Work with a world class team to develop, implement, and support cutting edge Oracle technology.	Leads a small team maintaining and/or implementing software project(s) or support system(s). Defines, documents and manages scope and manage daily activities of staff.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority. Interacts daily with staff and/or functional peer groups in the presentation of factual information. Good knowledge of the relevant applications area important. BA/BS degree preferred.
75020	IT Manager	INFTECH	GENIT	M2	Work with a world class team to develop, implement, and support cutting edge Oracle technology.	Manages a team maintaining and/or implementing software project(s) and/or internal systems. Defines, documents and manages scope, expectations, implementation approach, deliverables and acceptance testing criteria.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership skills. Detailed knowledge of several applications within a business area needed. BA/BS degree and relevant experience.
75030	IT Snr Manager	INFTECH	GENIT	M3	Work with a world class team to develop, implement, and support cutting edge Oracle technology.	Manages a team supporting and/or implementing software project(s) and/or internal systems. Defines, documents and manages scope, expectations, implementation approach, deliverables and acceptance testing criteria.	Manages and controls activities in multi-functional areas or sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Successful track record in applications implementation and as a manager. Expert knowledge of all applications within a business area; plus some knowledge of other applications. BA/BS degree preferred.
75040	IT Director	INFTECH	GENIT	M4	Work with a world class team to develop, implement, and support cutting edge Oracle technology.	Manages teams supporting and/or implementing multi-functional and/or multi-location projects and/or systems. Defines, documents and manages scope, expectations, implementation approach, deliverables and acceptance testing criteria. Develops and manages an effective risk mitigation strategy for the project(s).	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Successful track record as a manager. Detailed knowledge of technical and business concepts of a number of related applications areas. BA/BS degree preferred.
75050	IT Snr Director	INFTECH	GENIT	M5	Work with a world class team to develop, implement, and support cutting edge Oracle technology.	Manages teams supporting and/or implementing large and/or complex multi-functional and/or multi-location projects and/or systems. Defines, documents and manages scope, expectations, implementation approach, deliverables and acceptance testing criteria. Develops and manages an effective risk mitigation strategy for the project(s).	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Successful track record in the specialism and as a manager. Detailed knowledge of technical and business concepts of a number of related applications areas. BA/BS degree preferred.
75060	IT VP	INFTECH	GENIT	M6	Work with a world class team to develop, implement, and support cutting edge Oracle technology.	Create the division strategy for supporting and/or implementing large and/or complex multi-functional and/or multi-location projects and/or systems. Lead division to define, document and manage scope, expectation, implementation approach, deliverables and acceptance testing criteria. Develop and manage an effective risk mitigation strategy for the project(s).	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures.
75070	IT SVP	INFTECH	GENIT	M7			0
75910	Network/Telecom Systems Analyst 1-IT	INFTECH	NETSERV	IC1	As part of the Network Services team within Oracle's Global Information Technology organization, you will be responsible for the delivery of IT services to Oracle's businesses worldwide, these services include the management and delivery of network infrastructure.	Maintain records of equipment failure following defined procedures. Assist and with guidance from others escalate client problems according to established procedures. Using network management tools under the direction of more experience staff, analyze network performance. Analyze network performance to ensure adequate bandwidth for business needs. Troubleshoot network problems on the campus network, remote locations and country wide area network though to resolution, either supporting others or by following standard procedures and practices. Respond to monitor alarms to identify the root cause of an outage and coordinate the corrective action in line with existing procedures and practices.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Graduate or equivalent with 0 - 2 year experience.

75020	Network/Telecom Systems Analyst 2-IT	INFTECH	NETSERV	IC2	As part of the Network Services team within Oracle's Global Information Technology organization, you will be responsible for the delivery of IT services to Oracle's businesses worldwide, these services include the management and delivery of network infrastructure.	Maintain records of equipment failure and liaise with engineers and suppliers as necessary. Escalate client problems according to established procedures. Manage the network using network management tools, analyze network performance and discuss network enhancements with senior networking specialists. Analyze network performance to ensure adequate bandwidth for business needs. Recommend enhancements to the network infrastructure, and enhance proactive network management tool set. Troubleshoot network problems on the campus network, remote locations and countrywide area network though to resolution, occasionally with guidance from more experience staff, depending on the complexity. As a team member or with assistance from others perform project engineering including specification definition, design of solution in compliance with corporate standards, implementation, testing through to production. Respond to monitor alarms to identify the root cause of an outage and coordinate the corrective action in line with existing procedures and practices. Provide on-call support services as needed.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience and degree/diploma in computer science or IT discipline.
75030	Network/Telecom Systems Analyst 3-IT	INFTECH	NETSERV	IC3	As part of the Network Services team within Oracle's Global Information Technology organization, you will be responsible for the delivery of IT services to Oracle's businesses worldwide, these services include the management and delivery of network infrastructure.	Maintain records of equipment failure and liaise with engineers and suppliers as necessary. Escalate client problems according to established procedures. Manage the network using network management tools, analyze network performance and recommend network enhancements. Analyze network performance to ensure adequate bandwidth for business needs. Recommend enhancements to the network infrastructure, and with management agreement enhance proactive network management tool set. Troubleshoot network problems on the campus network, remote locations and country wide area network though to resolution. Perform Project Engineering including specification definition, design of solution in compliance with corporate standards, implementation, testing through to production. Respond to monitor alarms to identify the root cause of an outage and coordinate the corrective action in a timely fashion. Provide on-call support services as needed and provide assistance to others.	Job duties are varied and complex, needing independent judgment. May have project lead role. 5 years relevant work experience and degree/diploma in computer science or IT discipline.
75040	Network/Telecom Systems Analyst 4-IT	INFTECH	NETSERV	IC4	As part of the Network Services team within Oracle's Global Information Technology organization, you will be responsible for the delivery of IT services to Oracle's businesses worldwide, these services include the management and delivery of network infrastructure.	Maintain (and monitor) records of equipment failure and liaise with engineers and suppliers as necessary - and recommend / implement changes to procedures and practices. Escalate client problems according to established procedures but exercising judgment in the process. Manage the network using network management tools, analyze network performance and recommend / implement network enhancements. Analyze network performance to ensure adequate bandwidth for business needs - and implement changes as appropriate. Working closely with 'global' network team / development recommend enhancements to the network infrastructure, and enhance proactive network management tool set. Troubleshoot network problems on the campus network, remote locations and the Irish wide area network though to resolution exercising independent judgment and creativity. Perform Project Engineering including specification definition, design of solution in compliance with corporate standards, implementation, testing through to production. Respond to monitor alarms to identify the root cause of an outage and coordinate the corrective action in a timely fashion. Provide technical and product leadership to management and contribute to Global IT policy. Provide on-call support services as needed and lead others in complex situations.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years relevant work experience and degree/diploma in computer science or IT discipline.
75050	Network/Telecom Systems Analyst 5-IT	INFTECH	NETSERV	IC5	As part of the Network Services team within Oracle's Global Information Technology organization, you will be responsible for the delivery of IT services to Oracle's businesses worldwide, these services include the management and delivery of network infrastructure.	Maintain (and monitor) records of equipment failure and liaise with engineers and suppliers as necessary - and recommend / implement changes to procedures and practices. Escalate client problems according to established procedures but exercising judgment in the process. Manage the network using network management tools, analyze network performance and recommend / implement network enhancements. Analyze network performance to ensure adequate bandwidth for business needs - and implement changes as appropriate. Working closely with 'global' network team / development recommend enhancements to the network infrastructure, and enhance proactive network management tool set. Troubleshoot network problems on the campus network, remote locations and the Irish wide area network though to resolution exercising independent judgment and creativity. Perform Project Engineering including specification definition, design of solution in compliance with corporate standards, implementation, testing through to production. Respond to monitor alarms to identify the root cause of an outage and coordinate the corrective action in a timely fashion. Provide technical and product leadership to management and contribute to Global IT policy. Provide on-call support services as needed and lead others in complex situations.	Provide leadership and expertise in extremely complex internal systems, frequently operating at the leading edge of technology. Recommend and justify major changes to existing internal systems. BS or MS degree or equivalent experience relevant to functional area. Ten or more years of related experience recommended.
75060	Network/Telecom Systems Analyst 6-IT	INFTECH	NETSERV	IC6	As part of the Network Services team within Oracle's Global Information Technology organization, you will be responsible for the delivery of IT services to Oracle's businesses worldwide, these services include the management and delivery of network infrastructure.	Maintain (and monitor) records of equipment failure and liaise with engineers and suppliers as necessary - and recommend / implement changes to procedures and practices. Escalate client problems according to established procedures but exercising judgment in the process. Manage the network using network management tools, analyze network performance and recommend / implement network enhancements. Analyze network performance to ensure adequate bandwidth for business needs - and implement changes as appropriate. Working closely with 'global' network team / development recommend enhancements to the network infrastructure, and enhance proactive network management tool set. Troubleshoot network problems on the campus network, remote locations and the Irish wide area network though to resolution exercising independent judgment and creativity. Perform Project Engineering including specification definition, design of solution in compliance with corporate standards, implementation, testing through to production. Respond to monitor alarms to identify the root cause of an outage and coordinate the corrective action in a timely fashion. Provide technical and product leadership to management and contribute to Global IT policy. Provide on-call support services as needed and lead others in complex situations.	Works on issues that impact design/selling success or add new future concepts, products or technologies. BS or MS degree or equivalent experience relevant to functional area. Fifteen or more years of related experience recommended.
77510	Network/Telecom Systems Technician A1-IT	INFTECH	NETSERV	IC0	As part of the Network Services team within Oracle's Global Information Technology organization, you will be responsible for the delivery of IT services to Oracle's businesses worldwide, these services include the management and delivery of network infrastructure.	Work with team to install, modify, test, and service Oracle's data communications network equipment. Also involves troubleshooting when problem indicated. Maintain records of equipment failure, downtime, and modifications to network equipment.	Works on assignments that are routine in nature where limited judgment is needed. Normally receives detailed instructions on all work. Team player. Strong attention to detail. BA/BS degree or equivalent 0 - 2 years of related experience.
77520	Network/Telecom Systems Technician A2-IT	INFTECH	NETSERV	IC0	As part of the Network Services team within Oracle's Global Information Technology organization, you will be responsible for the delivery of IT services to Oracle's businesses worldwide, these services include the management and delivery of network infrastructure.	Work with team to install, modify, test, and service Oracle's data communications network equipment. Also involves troubleshooting when problem indicated. Maintain records of equipment failure, downtime, and modifications to network equipment.	Works on assignments that are semi routine in nature where the ability to recognize deviation from accepted practice is needed. Follows standard practices and procedures. Normally receives detailed instructions on routine work and new assignments. Great customer service and interpersonal skills. Strong written and verbal communication skills. Proficient typing and computer skills. Ability to organize, prioritize, and manage multiple tasks simultaneously. Team player. Strong attention to detail. BA/BS degree or equivalent 2 years of related experience.
77530	Network/Telecom Systems Technician A3-IT	INFTECH	NETSERV	IC0	As part of the Network Services team within Oracle's Global Information Technology organization, you will be responsible for the delivery of IT services to Oracle's businesses worldwide, these services include the management and delivery of network infrastructure.	Work with team to install, modify, test, and service Oracle's data communications network equipment. Also involves troubleshooting when problem indicated. Maintain records of equipment failure, downtime, and modifications to network equipment.	Works on assignments that are moderately complex in nature where judgment is utilized in resolving problems and making routine recommendations. Follows standard practices and procedures. Normally receives no instructions on routine work and general instruction on new assignments. Exceptional customer service and interpersonal skills. Strong written and verbal communication skills. Ability to organize, prioritize, and manage multiple tasks simultaneously. Team player. Strong attention to detail. BA/BS degree or equivalent 5 years of related experience.
77540	Network/Telecom Systems Technician A4-IT	INFTECH	NETSERV	IC0	As part of the Network Services team within Oracle's Global Information Technology organization, you will be responsible for the delivery of IT services to Oracle's businesses worldwide, these services include the management and delivery of network infrastructure.	Work with team to install, modify, test, and service Oracle's data communications network equipment. Also involves troubleshooting when problem indicated. Maintain records of equipment failure, downtime, and modifications to network equipment.	Works on assignments that are complex in nature where considerable judgment and initiative are utilized in resolving problems and making recommendations. May determine methods and procedures on new assignments and may provide guidance to team. Strong customer service and interpersonal skills. Strong written and verbal communication skills. Ability to organize, prioritize, and manage multiple tasks simultaneously. Team player. Strong attention to detail. BA/BS degree or equivalent 8 years of related experience.
76510	Programmer Analyst 1-IT	INFTECH	TECH	IC1	Work with Oracle's world class technology to develop, implement, and support Oracle's global infrastructure.	As a member of the IT organization, provide testing and basic analysis of situations/data that support Oracle's standard infrastructure systems.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. BS or equivalent experience in programming on enterprise or department servers or systems.
76520	Programmer Analyst 2-IT	INFTECH	TECH	IC2	Work with Oracle's world class technology to develop, implement, and support Oracle's global infrastructure.	As a member of the IT organization, assist with the design, development, modifications, debugging, and evaluation of programs for use in internal systems within a specific function area.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. BS or equivalent experience in programming on enterprise or department servers or systems.
76530	Programmer Analyst 3-IT	INFTECH	TECH	IC3	Work with Oracle's world class technology to develop, implement, and support Oracle's global infrastructure.	As a member of the IT organization, assist with the analyze of existing complex programs and formulate logic for new complex internal systems. Prepare flowcharting, perform coding, and test/debug programs. Develop conversion and system implementation plans. Recommend changes to development, maintenance, and system standards.	Job duties are varied and complex utilizing independent judgment. May have project lead role. BS or equivalent experience in programming on enterprise or department servers or systems.

78540	Programmer Analyst 4-IT	INFTECH	TECH	IC4	Work with Oracle's world class technology to develop, implement, and support Oracle's global infrastructure.	As a member of the IT organization, assist with the analyze of existing complex programs and formulate logic for new complex internal systems. Prepare flowcharting, perform coding, and test/debug programs. Develop conversion and system implementation plans. Recommend changes to development, maintenance, and system standards.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. BS or equivalent experience in programming on enterprise or department servers or systems.
78550	Programmer Analyst 5-IT	INFTECH	TECH	IC5	Work with Oracle's world class technology to develop, implement, and support Oracle's global infrastructure.	As a member of the IT organization, lead the design, development, modification, debugging, and evaluation programs for extremely complex internal systems. Provide expertise to analyze existing programs or formulate logic for new internal systems. Develop conversion and system implementation plans. Recommend changes to development, maintenance, and system standards.	Provide leadership and expertise in extremely complex internal systems, frequently operating at the leading edge of technology. Recommend and justify major changes to existing internal systems. BS or MS degree or equivalent experience relevant to functional area. Ten or more years of related experience recommended.
75610	System Administrator 1-IT	INFTECH	DCS	IC1	Define, design, and implement network communications and solutions within a fast-paced, leading edge database/applications company.	Monitor the fundamental server/network capacity. Determine the characteristics of a problem and either resolve the problem immediately and/or record, escalate, and track the problem through to closure and to the customer's satisfaction.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. BS in Computer Science or related field.
75620	System Administrator 2-IT	INFTECH	DCS	IC2	Define, design, and implement network communications and solutions within a fast-paced, leading edge database/applications company.	Perform performance trend analysis and manage the server/network capacity. React to potential problems using automation, scheduling, and monitoring tools – escalating to management where appropriate. Participate in configuration and implement technical solutions to enhance and/or troubleshoot the system. Responsible for support documentation as well.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2-4 years of related experience in a medium to large network distributed and computing environment. BS in Computer Science or related field.
75630	System Administrator 3-IT	INFTECH	DCS	IC3	Define, design, and implement network communications and solutions within a fast-paced, leading edge database/applications company.	Perform performance trend analysis and manage the server/network capacity. Propose client configuration and implement technical solutions to enhance and/or troubleshoot the system. Work with others to define, coordinate vendor purchase needs. Responsible for support documentation as well.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years of related experience in a medium to large network distributed and computing environment. BS in Computer Science or related field.
75640	System Administrator 4-IT	INFTECH	DCS	IC4	Define, design, and implement network communications and solutions within a fast-paced, leading edge database/applications company.	Responsible for creating and implementing system enhancements that will improve the performance and reliability of the system. Manage the load configurations of a central data communication processor and make recommendations for purchase or upgrade of data networks. Coordinate terminal orders and cable installation, network system planning, upgrading, monitoring, testing, and servicing. Approve action requests and specifies purchase requisitions. Negotiates and places orders with common carriers. May play a team leader role for developing System Administrators.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Eight years of related experience in a medium to large network distributed and computing environment. BS in Computer Science or related field.
75650	System Administrator 5-IT	INFTECH	DCS	IC5	Define, design, and implement network communications and solutions within a fast-paced, leading edge database/applications company.	Responsible for creating and implementing system enhancements that will improve the performance and reliability of the system. Manage the load configurations of a central data communication processor and make recommendations for purchase or upgrade of data networks. Works on significant and unique issues where analysis of situations or data consists of an evaluation of intangibles.	Individual should hold at least ten years of related experience in a medium to large network distributed and computing environment. Individual should hold a BS in Computer Science or related field.
78610	Systems Analyst 1-IT	INFTECH	DCS	IC1	Be a part of the E-Business Suite success story. Work with Oracle's world class technology to develop, implement, and support Oracle's global infrastructure.	Provide support to internal users of Oracle Applications and legacy applications and ensure maximum efficiency in the use of those applications. Respond to requests for support by users. Test and coordinate testing of new releases of Oracle Applications. Log bugs against applications and follow up with IT and Development. Monitor future applications releases. Train users on features of applications. Maintain applications responsibilities based on work group of user. Act as reporting resource. Represent users at Data Center meetings, user meetings at quarter end and whenever necessary. Carry a pager during designated support periods.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. BS or equivalent experience in programming on enterprise or department servers or systems with 0 - 2 year experience.
78620	Systems Analyst 2-IT	INFTECH	DCS	IC2	Be a part of the E-Business Suite success story. Work with Oracle's world class technology to develop, implement, and support Oracle's global infrastructure.	Provide support to internal users of Oracle Applications and legacy applications and ensure maximum efficiency in the use of those applications. Respond to requests for support by users. Test and coordinate testing of new releases of Oracle Applications. Log bugs against applications and follow up with IT and Development. Monitor future applications releases. Train users on features of applications. Maintain applications responsibilities based on work group of user. Act as reporting resource. Represent users at Data Center meetings, user meetings at quarter end and whenever necessary. Carry a pager during designated support periods.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2-4 years of related experience in a medium to large network distributed and computing environment. BS or equivalent experience in programming on enterprise or department servers or systems.
78630	Systems Analyst 3-IT	INFTECH	DCS	IC3	Be a part of the E-Business Suite success story. Work with Oracle's world class technology to develop, implement, and support Oracle's global infrastructure.	Work closely with Oracle's internal business and development teams to drive the technical/functional global implementation of Oracle's applications internally. The main responsibilities may include: Manage all aspects of internal deployment projects and work closely with the internal teams on status, issues and communications. Define business specifications with the internal user community for the global deployment of the application. Define and drive business specifications for product and component integration points. Map standard application functionality to global/local business specifications. Manage product gaps from business specifications to product enhancement and/or business process change. Gather specifications and drive solutions from a global perspective across the e-Business Suite. Define product enhancements to drive solutions across the e-Business Suite for all customers. Manage product setup definition and configuration along with internal business process teams. Manage all aspect of product rollout and coordination with internal teams. Define specifications for data migration from legacy systems into newer applications. Define specifications for data interfaces between applications for product rollouts. Manage user acceptance testing and transfer of information to internal teams. Provide technical support for implemented applications; diagnosing and reporting bugs, applying patches and upgrades as needed. Establish priorities for feasibility studies, systems design and implementation to develop new and/or modify the company's information processing systems. Coordinate with functional departments involved to collect system specifications, techniques, and controls. Interact with senior management within Product Development, Business organizations and Global IT.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2-4 years of related experience in a medium to large network distributed and computing environment. BS or equivalent experience in programming on enterprise or department servers or systems.
78640	Systems Analyst 4-IT	INFTECH	DCS	IC4	Be a part of the E-Business Suite success story. Work with Oracle's world class technology to develop, implement, and support Oracle's global infrastructure.	Work closely with Oracle's internal business and development teams to drive the technical/functional global implementation of Oracle's applications internally. The main responsibilities may include: Manage all aspects of internal deployment projects and work closely with the internal teams on status, issues and communications. Define business specifications with the internal user community for the global deployment of the application. Define and drive business specifications for product and component integration points. Map standard application functionality to global/local business specifications. Manage product gaps from business specifications to product enhancement and/or business process change. Gather specifications and drive solutions from a global perspective across the e-Business Suite. Define product enhancements to drive solutions across the e-Business Suite for all customers. Manage product setup definition and configuration along with internal business process teams. Manage all aspect of product rollout and coordination with internal teams. Define specifications for data migration from legacy systems into newer applications. Define specifications for data interfaces between applications for product rollouts. Manage user acceptance testing and transfer of information to internal teams. Provide technical support for implemented applications; diagnosing and reporting bugs, applying patches and upgrades as needed. Establish priorities for feasibility studies, systems design and implementation to develop new and/or modify the company's information processing systems. Coordinate with functional departments involved to collect system specifications, techniques, and controls. Interact with senior management within Product Development, Business organizations and Global IT.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Individual should hold at least eight years of related experience in a medium to large network distributed and computing environment. BS or equivalent experience in programming on enterprise or department servers or systems.
78650	Systems Analyst 5-IT	INFTECH	DCS	IC5	Be a part of the E-Business Suite success story. Work with Oracle's world class technology to develop, implement, and support Oracle's global infrastructure.	Manage all aspects of internal deployment projects and work closely with the internal teams on status, issues and communications. Define business specifications with the internal user community for the global deployment of the application. Define and drive business specifications for product and component integration points. Map standard application functionality to global/local business specifications. Manage product gaps from business specifications to product enhancement and/or business process change. Gather specifications and drive solutions from a global perspective across the e-Business Suite. Define product enhancements to drive solutions across the e-Business Suite for all customers. Manage product setup definition and configuration along with internal business process teams. Manage all aspect of product rollout and coordination with internal teams. Define specifications for data migration from legacy systems into newer applications. Define specifications for data interfaces between applications for product rollouts. Manage user acceptance testing and transfer of information to internal teams. Provide technical support for implemented applications; diagnosing and reporting bugs, applying patches and upgrades as needed. Establish priorities for feasibility studies, systems design and implementation to develop new and/or modify the company's information processing systems. Coordinate with functional departments involved to collect system specifications, techniques, and controls. Interact with senior management within Product Development, Business organizations and Global IT.	Provide leadership and expertise in extremely complex internal systems, frequently operating at the leading edge of technology. Recommend and justify major changes to existing internal systems. BS or MS degree or equivalent experience relevant to functional area. Ten or more years of related experience recommended.
94910	Legal Support A1	LEGAL	GENLEGAL	IC0	Provides administrative and legal support to Oracle's attorneys in one of the Legal Department's specialty practice groups, including the areas of corporate, commercial, employment, general, financing, intellectual property, litigation, development and strategic initiatives, government sector & compliance, and privacy & security.	Assists corporate attorneys with the drafting and review of legal agreements, correspondence, and other documents. Responds to inquiries and assists with factual investigations. Responsibilities also include some level of clerical work, including photocopying and faxing documents, indexing pleadings and maintaining case and correspondence files. Other various administrative and clerical projects as assigned.	Works on assignments that are routine in nature where limited judgment is needed. Normally receives detailed instructions on all work. Work involves minimal problem resolution following detailed instructions. Strong written and verbal communication skills. Prefer strong organizational skills and be detail oriented. Computer proficient. BA/BS degree. 0 - 1 years of administrative or legal experience.

94920	Legal Support A2	LEGAL	GENLEGAL	IC0	Provides administrative support for Oracle's attorneys including the areas of corporate, commercial, employment, general, financing, intellectual property, litigation and strategic initiatives.	Assists corporate attorneys with the drafting and review of legal agreements, correspondence, and other documents. Responses to legal inquires and assists with factual investigations. Other various administrative projects as assigned.	Works on assignments that are semi-routine in nature where ability to recognize deviation from standard practice is needed. Normally receives detailed instructions for new assignments. Computer proficient with strong organizational skills and be detail oriented. Strong written and verbal communication skills. BA/BS degree. 1 - 2 years of administrative or legal experience.
94930	Legal Support A3	LEGAL	GENLEGAL	IC0	Provides administrative support for Oracle's attorneys including the areas of corporate, commercial, employment, general, financing, intellectual property, litigation and strategic initiatives.	Assists corporate attorneys with the drafting and review of legal agreements, correspondence, and other documents. Responses to legal inquires and assists with factual investigations. Other various administrative projects as assigned.	Works on assignments that are routine in nature where limited judgment is needed. Normally receives general instructions for new assignments. Work involves general supervision and application of standard policies and procedures. Strong written and verbal communication skills. Computer proficient. Strong organizational skills and be detail oriented. BA/BS degree. 2 - 4 years of related experience.
94940	Legal Support A4	LEGAL	GENLEGAL	IC0	Provides administrative support for Oracle's attorneys including the areas of corporate, commercial, employment, general, financing, intellectual property, litigation and strategic initiatives.	Assists corporate attorneys with the drafting and review of legal agreements, correspondence, and other documents. Responses to legal inquires and assists with factual investigations. Other various administrative projects as assigned.	Works on assignments that are routine in nature where limited judgment is needed. May determine methods and procedures on new assignments. May provide guidance to other support members. Applies technical aspects of the job to complete tasks. Strong written, verbal, and interpersonal skills. Computer proficient. Strong organizational skills and be detail oriented. BA/BS degree. 4 - 6 years of related experience.
90510	Legal Counsel 1	LEGAL	GENLEGAL	IC1	Provision of legal advice and services to the business; management of the legal systems.	Responsible for managing legal matters pertaining to the organization. Provides a variety of corporate and commerical legal services and counseling to Oracle's departments and divisions. Represents Oracle in litigation and other legal or administrative actions or investigations. Provides a variety of corporate and commerical legal services to Oracle's departments and divisions. Acts as an advisor on legal issues involving the organization"s government and regulatory compliance. Reviews legal data and advises organization on appropriate legal action to be taken. Coordinates legal matters handled by outside counsel. May develop and provide legal training to internal clients on an as-needed basis. Demonstrates experience in general corporate matters, including corporate organization, securities compliance, drafting transactional documents, license/technology agreements, employment law, immigration law, intellectual property, regulatory matters, contract management, and financing. Experience in trade secrets, advertising law, registration and other resolution specific to the computer and technology industry as well as SEC reporting.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically law graduate with 0 - 2 year related work experience. Passed state bar or meets country specifications. Solid written, verbal, and interpersonal skills.
90520	Legal Counsel 2	LEGAL	GENLEGAL	IC2	Provision of legal advice and services to the business; management of the legal systems.	Responsible for managing legal matters pertaining to the organization. Provides a variety of corporate and commerical legal services and counseling to Oracle's departments and divisions. Represents Oracle in litigation and other legal or administrative actions or investigations. Provides a variety of corporate and commerical legal services to Oracle's departments and divisions. Acts as an advisor on legal issues involving the organization"s government and regulatory compliance. Reviews legal data and advises organization on appropriate legal action to be taken. Coordinates legal matters handled by outside counsel. May develop and provide legal training to internal clients on an as-needed basis. Demonstrates experience in general corporate matters, including corporate organization, securities compliance, drafting transactional documents, license/technology agreements, employment law, immigration law, intellectual property, regulatory matters, contract management, and financing. Experience in trade secrets, advertising law, registration and other resolution specific to the computer and technology industry as well as SEC reporting.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years related experience. Passed state bar or meets country specifications. Proficient writing skills.
90530	Legal Counsel 3	LEGAL	GENLEGAL	IC3	Provision of legal advice and services to the business; management of the legal systems.	Responsible for managing legal matters pertaining to the organization. Provides a variety of corporate and commerical legal services and counseling to Oracle's departments and divisions. Represents Oracle in litigation and other legal or administrative actions or investigations. Provides a variety of corporate and commerical legal services to Oracle's departments and divisions. Acts as an advisor on legal issues involving the organization's government and regulatory compliance. Reviews legal data and advises organization on appropriate legal action to be taken. Coordinates legal matters handled by outside counsel. May develop and provide legal training to internal clients on an as-needed basis. Demonstrates experience in general corporate matters, including corporate organization, securities compliance, drafting transactional documents, license/technology agreements, employment law, immigration law, intellectual property, regulatory matters, contract management, and financing. Experience in trade secrets, advertising law, registration and other resolution specific to the computer and technology industry as well as SEC reporting.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years related experience. Proficient with both U.S. and foreign patent prosecution. B.S. in computer science, computer engineering, or similar background. Passed state bar or meets country specifications. Proficient writing skills.
90540	Legal Counsel 4	LEGAL	GENLEGAL	IC4	Provision of legal advice and services to the business; management of the legal systems.	Responsible for managing legal matters pertaining to the organization. Provides a variety of corporate and commerical legal services and counseling to Oracle's department and divisions. Represents Oracle in litigation and other legal or administrative actions or investigations. Provides a variety of corporate and commerical legal services to Oracle's departments and divisions. Acts as an advisor on legal issues involving the organization's government and regulatory compliance. Reviews legal data and advises organization on appropriate legal action to be taken. Coordinates legal matters handled by outside counsel. May develop and provide legal training to internal clients on an as-needed basis. Demonstrates experience in general corporate matters, including corporate organization, securities compliance, drafting transactional documents, license/technology agreements, employment law, immigration law, intellectual property, regulatory matters, contract management, and financing. Experience in trade secrets, advertising law, registration and other resolution specific to the computer and technology industry as well as SEC reporting.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years related experience. Proficient with both U.S. and foreign patent prosecution. B.S. in computer science, computer engineering, or similar background. Passed state bar or meets country specifications. Proficient writing skills.
90550	Legal Counsel 5	LEGAL	GENLEGAL	IC5	Provision of legal advice and services to the business; management of the legal systems.	Responsible for managing legal matters pertaining to the organization. Provides a variety of corporate and commerical legal services and counseling to Oracle's department and divisions. Represents Oracle in litigation and other legal or administrative actions or investigations. Provides a variety of corporate and commerical legal services to Oracle's departments and divisions. Acts as an advisor on legal issues involving the organization's government and regulatory compliance. Reviews legal data and advises organization on appropriate legal action to be taken. Coordinates legal matters handled by outside counsel. May develop and provide legal training to internal clients on an as-needed basis. Demonstrates experience in general corporate matters, including corporate organization, securities compliance, drafting transactional documents, license/technology agreements, employment law, immigration law, intellectual property, regulatory matters, contract management, and financing. Experience in trade secrets, advertising law, registration and other resolution specific to the computer and technology industry as well as SEC reporting.	Acknowledged authority within the Corporation. Provides leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Proficient with both U.S. and foreign patent prosecution. B.S. in computer science, computer engineering, or similar background. Passed state bar or meets country specifications. Proficient writing skills.
90560	Legal Counsel 6	LEGAL	GENLEGAL	IC6			
90125	Legal Manager	LEGAL	GENLEGAL	M2	Provision of legal advice and services to the business; management of the legal systems. Manages a staff of attorneys.	Manages the legal business matters pertaining to Oracle to minimize business and legal risks. Acts as an advisor to internal staff and internal divisions/departments concerning the rights, obligations, and privileges of the corporation. Coordinates external counsel on legal issues involving Oracles government and regulatory compliance. Prepares supporting documents. Reviews legal data to determine advisability of defending or prosecuting lawsuits and advises organization on appropriate legal action to be taken. May coordinate legal matters handled by outside counsel related to personnel matters.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Outstanding academic and professional background. Ability to travel as needed. Demonstrated leadership skills. BA/BS degree and law degree. Passed state bar or meets country specifications. Experience in high tech industry desirable.
90130	Legal Snr Manager	LEGAL	GENLEGAL	M3	Provision of legal advice and services to the business; management of the legal systems. Manages a staff of managers.	Manages the legal business matters pertaining to Oracle to minimize business and legal risks. Acts as an advisor to internal staff and internal divisions/departments concerning the rights, obligations, and privileges of the corporation. Coordinates external counsel on legal issues involving Oracles government and regulatory compliance. Prepares supporting documents. Reviews legal data to determine advisability of defending or prosecuting lawsuits and advises organization on appropriate legal action to be taken. May coordinate legal matters handled by outside counsel related to personnel matters.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet business needs. Solid written, verbal, and interpersonal skills. Ability to travel as needed. Passed state bar or meets country specifications.
90140	Legal Director	LEGAL	GENLEGAL	M4	Provision of legal advice and services to the business; management of the legal systems. Manages a staff of managers.	Manages the legal business matters pertaining to Oracle to minimize business and legal risks. Acts as an advisor to internal staff and internal divisions/departments concerning the rights, obligations, and privileges of the corporation. Coordinates external counsel on legal issues involving Oracles government and regulatory compliance. Prepares supporting documents. Reviews legal data to determine advisability of defending or prosecuting lawsuits and advises organization on appropriate legal action to be taken. May coordinate legal matters handled by outside counsel related to personnel matters.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Ability to travel. Passed state bar or meets country specifications. Successful professional track record.
90150	Legal Snr Director	LEGAL	GENLEGAL	M5	Provision of legal advice and services to the business; management of the legal systems. Manages a staff of managers.	Manages the legal business matters pertaining to Oracle to minimize business and legal risks. Ensures the implementation of Oracles legal policies and procedures. Acts as an advisor to internal staff and internal divisions/departments concerning the rights, obligations, and privileges of the corporation. Coordinates external counsel on legal issues involving Oracles government and regulatory compliance. Prepares supporting documents. Reviews legal data to determine advisability of defending or prosecuting lawsuits and advises organization on appropriate legal action to be taken. May coordinate legal matters handled by outside counsel related to personnel matters.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Passed state bar or meets country specifications. 12 years related experience. Ability to travel.

90160	Legal VP	LEGAL	GENLEGAL	M6	Provision of legal advice and services to the business; management of the legal systems. Manages a staff of managers.	Manages the legal business matters pertaining to Oracle to minimize business and legal risks. Ensures the implementation of Oracles legal policies and procedures. Acts as an advisor to internal staff and internal divisions/departments concerning the rights, obligations, and privileges of the corporation. Coordinates external counsel on legal issues involving Oracles government and regulatory compliance. Prepares supporting documents. Reviews legal data to determine advisability of defending or prosecuting lawsuits and advises organization on appropriate legal action to be taken. May coordinate legal matters handled by outside counsel related to personnel matters.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Passed state bar or meets country specifications. Ability to travel.
90170	Legal SVP	LEGAL	GENLEGAL	M7	Provision of legal advice and services to the business; management of the legal systems.	Responsible for setting global legal strategies and functional plans for the company. Responsible for overseeing all legal matters pertaining to the organization, including patent, copyright, intellectual property and employment law matters and the coordination of any legal matters handled by outside counsel. Develops functional plans for managing legal matters, including activities to be performed in-house or through third-party relationships to best manage the company's legal activities and minimize risk for the business.	0
90610	Paralegal 1	LEGAL	SLEGAL	IC1	Provides paralegal support to one of the Legal Department's specialty practice groups.	Drafts legal agreements, correspondence and other legal documents. Proficient in a specific area of law. Responds to legal inquiries. Performs legal research and legal filings. Other various projects as assigned.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Computer proficient. Has strong management, research and organizational skills and is detail oriented. Strong written and verbal communication skills. BA/BS degree or related experience and 0 - 2 years relevant legal experience. Paralegal certificate preferred but not necessary.
90620	Paralegal 2	LEGAL	SLEGAL	IC2	Provides paralegal support to one of the Legal Department's specialty practice groups.	Drafts legal agreements, correspondence and other legal documents. Proficient in a specific area of law. Responds to legal inquiries. Performs legal research and legal filings. Other various projects as assigned.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Computer proficient. Has strong management, research and organizational skills and is detail oriented. Strong written and verbal communication skills. BA/BS degree or related experience and 2 - 5 years relevant legal experience. Paralegal certificate preferred.
90630	Paralegal 3	LEGAL	SLEGAL	IC3	Provides paralegal support to one of the Legal Department's specialty practice groups.	Drafts legal agreements, correspondence and other legal documents. Proficient in a specific area of law. Responds to legal inquiries. Performs legal research and legal filings. Other various projects as assigned.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Computer proficient. Has strong management, research and organizational skills and is detail oriented. Strong written and verbal communication skills. BA/BS degree or related experience and 5 - 8 years relevant legal experience. Paralegal certificate preferred but not necessary.
90640	Paralegal 4	LEGAL	SLEGAL	IC4	Provides paralegal support to one of the Legal Department's specialty practice groups.	Drafts legal agreements, correspondence and other legal documents. Proficient in a specific area of law. Responds to legal inquiries. Performs legal research and legal filings. Other various projects as assigned.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Computer proficient. Has strong management, research and organizational skills and is detail oriented. Strong written and verbal communication skills. BA/BS degree or related experience and 8 plus years relevant legal experience. Paralegal certificate preferred.
90513	Contracts Negotiator 3-Legal	LEGAL	SLEGAL	IC3	As a member of the legal department you will work with Oracle legal counsel to draft non-standard contractual provisions and to complete agreements between Oracle and its strategic customers.	Work with various internal organizations to ensure that Oracle contracts comply with company policies. Responsible for providing legal support for complex software license, hardware systems and services transactions with Oracle customers and partners. Focus on transactions involving proprietary and open source software licensing, software as a service, software hosting, professional consulting services, business process outsourcing, data privacy/security, hardware sales, distribution arrangements, as well as general corporate matters.	Commercial negotiating and contracting experience. Ability to manage a variety of tasks, evaluate alternatives quickly, and provide top quality assistance and support to internal clients. Outstanding written and oral communication skills. Prefer two to three years of relevant experience in a major corporation with five plus overall years of experience.
90514	Contracts Negotiator 4-Legal	LEGAL	SLEGAL	IC4	As a member of the legal department you will work with Oracle legal counsel to draft non-standard contractual provisions and to complete agreements between Oracle and its strategic customers.	Work with various internal organizations to ensure that Oracle contracts comply with company policies. Responsible for providing legal support for complex software license, hardware systems and services transactions with Oracle customers and partners. Focus on transactions involving proprietary and open source software licensing, software as a service, software hosting, professional consulting services, business process outsourcing, data privacy/security, hardware sales, distribution arrangements, as well as general corporate matters.	Commercial negotiating and contracting experience. Ability to manage a variety of tasks, evaluate alternatives quickly, and provide top quality assistance and support to internal clients. Outstanding written and oral communication skills. Prefer four to five years of relevant experience in a major corporation with eight plus overall years of experience.
90515	Contracts Negotiator 5-Legal	LEGAL	SLEGAL	IC5	As a member of the legal department you will work with Oracle legal counsel to draft non-standard contractual provisions and to complete agreements between Oracle and its strategic customers.	Work with various internal organizations to ensure that Oracle contracts comply with company policies. Responsible for providing legal support for complex software license, hardware systems and services transactions with Oracle customers and partners. Focus on transactions involving proprietary and open source software licensing, software as a service, software hosting, professional consulting services, business process outsourcing, data privacy/security, hardware sales, distribution arrangements, as well as general corporate matters..	Significant commercial negotiating and contracting experience. Ability to manage a variety of tasks, evaluate alternatives quickly, and provide top quality assistance and support to internal clients. Outstanding written and oral communication skills. Prefer two to four years of relevant experience in a major corporation with ten plus overall years of experience.
90410	Patent Agent 1-Legal	LEGAL	GENLEGAL	IC1	Generate quality patent applications. Assist Oracle Counsel in the investigation and determination of patent infringement.	Assists in the continued development and implementation of patent strategy. Partners with product development to identify Oracle inventions. Prepares analysis of patents with relation to infringement and validity. Responsible for coordinating with counsel the drafting, filing and prosecution of U.S. and foreign patent applications, and maintaining all related documentation. Assists counsel with investigation of third party patents and prepare office action responses. Collects and maintains data relating to the competitive patent landscape.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Software development experience in database development and database application preferred. Graduate or equivalent with 0 - 2 year experience. B.S. in computer science, computer engineering, or similar background. Proficient writing skills.
90420	Patent Agent 2-Legal	LEGAL	GENLEGAL	IC2	Generate quality patent applications. Assist Oracle Counsel in the investigation and determination of patent infringement.	Assists in the continued development and implementation of patent strategy. Partners with product development to identify Oracle inventions. Prepares analysis of patents with relation to infringement and validity. Responsible for coordinating with counsel the drafting, filing and prosecution of U.S. and foreign patent applications, and maintaining all related documentation. Assists counsel with investigation of third party patents and prepare office action responses. Collects and maintains data relating to the competitive patent landscape.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years experience in patent application preparation and prosecution. Registered to practice before the U.S. Patent and Trademark Office. B.S. in computer science, computer engineering, or similar background. Proficient writing skills.
90430	Patent Agent 3-Legal	LEGAL	GENLEGAL	IC3	Generate quality patent applications. Assist Oracle Counsel in the investigation and determination of patent infringement.	Assists in the continued development and implementation of patent strategy. Partners with product development to identify Oracle inventions. Prepares analysis of patents with relation to infringement and validity. Responsible for coordinating with counsel the drafting, filing and prosecution of U.S. and foreign patent applications, and maintaining all related documentation. Assists counsel with investigation of third party patents and prepare office action responses. Collects and maintains data relating to the competitive patent landscape.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years experience in patent application preparation and prosecution. Proficient with both U.S. and foreign patent prosecution. B.S. in computer science, computer engineering, or similar background. Proficient writing skills.
90435	Patent Agent 4-Legal	LEGAL	GENLEGAL	IC4	Generate quality patent applications. Assist Oracle Counsel in the investigation and determination of patent infringement.	Assists in the continued development and implementation of patent strategy. Partners with product development to identify Oracle inventions. Prepares analysis of patents with relation to infringement and validity. Responsible for coordinating with counsel the drafting, filing and prosecution of U.S. and foreign patent applications, and maintaining all related documentation. Assists counsel with investigation of third party patents and prepare office action responses. Collects and maintains data relating to the competitive patent landscape.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years experience in patent application preparation and prosecution. Proficient with both U.S. and foreign patent prosecution. B.S. in computer science, computer engineering, or similar background. Proficient writing skills.
85310	Materials Handler A1-Mfg&Dist	MANUDIST	MATPLAN	IC0	Responsible for shipping, receiving, storing, and distributing materials, parts supplies, and equipment.	Responsible for receiving, storing, and shipping of inventory material. Assembles kitted inventory. Provides measurements of warehouse processes such as cycle counting. Ensures processes meet or exceed ISO needs. May lift heavy items and may operate a forklift. Assists with warehouse projects as needed.	Works on assignments that are routine in nature where limited judgment is needed. Normally receives detailed instructions on all work. Work involves minimal problem resolution following detailed instructions. Computer literate. BA/BS degree. 0 - 1 years of experience in high volume warehouse environment. Proficient in shipping processes and specifications both domestically and internationally. Self motivated. Attention to detail.
85320	Materials Handler A2-Mfg&Dist	MANUDIST	MATPLAN	IC0	Responsible for shipping, receiving, storing, and distributing materials, parts supplies, and equipment.	Responsible for receiving, storing, and shipping of inventory material. Assembles kitted inventory. Provides measurements of warehouse processes such as cycle counting. Ensures processes meet or exceed ISO needs. May lift heavy items and may operate a forklift. Assists with warehouse projects as needed.	Works on assignments that are semi-routine in nature where ability to recognize deviation from standard practice is needed. Normally receives detailed instructions for new assignments. Be computer literate/familiar with MS Office Suite. BA/BS degree. 1 - 2 years of experience in high volume warehouse environment. Proficient in shipping processes and specifications both domestically and internationally. Self motivated. Attention to detail.
85330	Materials Handler A3-Mfg&Dist	MANUDIST	MATPLAN	IC0	Responsible for shipping, receiving, storing, and distributing materials, parts supplies, and equipment.	Responsible for receiving, storing, and shipping of inventory material. Assembles kitted inventory. Provides measurements of warehouse processes such as cycle counting. Ensures processes meet or exceed ISO needs. May lift heavy items and may operate a forklift. Assists with warehouse projects as needed.	Works on assignments that are routine in nature where limited judgment is needed. Normally receives general instructions for new assignments. Works under general supervision and applies standard policies and procedures. Computer literate familiar with MS Office Suite. BA/BS degree. 2 - 4 years of experience in high volume warehouse environment. Proficient in shipping processes and specifications both domestically and internationally. Self motivated. Attention to detail.
85340	Materials Handler A4-Mfg&Dist	MANUDIST	MATPLAN	IC0	Responsible for shipping, receiving, storing, and distributing materials, parts supplies, and equipment.	Responsible for receiving, storing, and shipping of inventory material. Assembles kitted inventory. Provides measurements of warehouse processes such as cycle counting. Ensures processes meet or exceed ISO business needs. May lift heavy items and may operate a forklift. Assists with warehouse projects as needed.	Works on assignments that are routine in nature where limited judgment is needed. May determine methods and procedures on new assignments. May provide guidance to other support members. Applies technical aspects of the job to complete tasks. Strong written, verbal, and interpersonal skills. Computer literate, familiar with MS Office Suite. 4 - 6 years of experience in high volume warehouse environment. Proficient in shipping processes and specifications both domestically and internationally. Self motivated. Attention to detail.

85410	Materials Planner 1-Mfg&Dist	MANUDIS T	MATPLAN	IC1	Responsible for shipping, receiving, storing, and distributing materials, parts supplies, and equipment. Includes material planning and scheduling.	Responsible for planning, scheduling, and monitoring the movement of material through the production cycle to ensure availability for customer orders. Coordinates the manufacture of new products at approved suppliers. Creates purchase orders and resolves invoice issues. Continuous assessment of manufacturing processes to ensure cost effectiveness and efficiency. Meets with suppliers to ensure highest quality product deliveries within established lead times. Maintains accurate data for purchasing, bill of material, and inventory management. Verifies assembled products conform to defined specifications.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience. B.S. degree. Strong attention to detail. Ability to multitask in a dynamic environment. Analytical skills and ability to meet deadlines. Strong written and verbal communication skills. Negotiation skills.
85420	Materials Planner 2-Mfg&Dist	MANUDIS T	MATPLAN	IC2	Responsible for shipping, receiving, storing, and distributing materials, parts supplies, and equipment. Includes material planning and scheduling.	Responsible for planning, scheduling, and monitoring the movement of material through the production cycle to ensure availability for customer orders. Coordinates the manufacture of new products at approved suppliers. Creates purchase orders and resolves invoice issues. Continuous assessment of manufacturing processes to ensure cost effectiveness and efficiency. Meets with suppliers to ensure highest quality product deliveries within established lead times. Maintains accurate data for purchasing, bill of material, and inventory management. Verifies assembled products conform to defined specifications.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years experience preferably in supplier management. B.S. degree. Strong attention to detail. Ability to multitask in a dynamic environment. Analytical skills and ability to meet deadlines. Strong written and verbal communication skills. Negotiation skills.
85430	Materials Planner 3-Mfg&Dist	MANUDIS T	MATPLAN	IC3	Responsible for shipping, receiving, storing, and distributing materials, parts supplies, and equipment. Includes material planning and scheduling.	Responsible for planning, scheduling, and monitoring the movement of material through the production cycle to ensure availability for customer orders. Coordinates the manufacture of new products at approved suppliers. Creates purchase orders and resolves invoice issues. Continuous assessment of manufacturing processes to ensure cost effectiveness and efficiency. Meets with suppliers to ensure highest quality product deliveries within established lead times. Maintains accurate data for purchasing, bill of material, and inventory management. Verifies assembled products conform to defined specifications.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years experience preferably in supplier management. B.S. degree. Strong attention to detail. Ability to multitask in a dynamic environment. Analytical skills and ability to meet deadlines. Strong written and verbal communication skills. Negotiation skills.
85440	Materials Planner 4-Mfg&Dist	MANUDIS T	MATPLAN	IC4	Responsible for shipping, receiving, storing, and distributing materials, parts supplies, and equipment. Includes material planning and scheduling.	Responsible for planning, scheduling, and monitoring the movement of material through the production cycle to ensure availability for customer orders. Coordinates the manufacture of new products at approved suppliers. Creates purchase orders and resolves invoice issues. Continuous assessment of manufacturing processes to ensure cost effectiveness and efficiency. Meets with suppliers to ensure highest quality product deliveries within established lead times. Maintains accurate data for purchasing, bill of material, and inventory management. Verifies assembled products conform to defined specifications.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years related experience. B.S. degree. Strong attention to detail. Ability to multitask in a dynamic environment. Analytical skills and ability to meet deadlines. Strong written and verbal communication skills. Negotiation skills.
68010	Mfg & Distribution Supervisor	MANUDIS T	MATPLAN	M1	Construction of the finished product incorporating appropriate techniques and responding to quality initiatives.	Responsible for planning and implementing activities related to the management of Oracle's manufacturing suppliers. Manage supplier activities in the areas of material purchase, material control, inventory control, and shipping/receiving. Develops, implements, and maintains policies, procedures, and material control systems. Ensures materials are ordered and in stock to meet internal needs. Maintains acceptable inventory levels. Manages the supplier relationship to meet performance indicators. Develops material schedules and coordinates the efficient movement of materials. Coordinates contract implementation with Oracle Legal. Supports planning, procurement, and distribution activities.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority. Experience in manufacturing desirable.
66020	Mfg & Distribution Manager	MANUDIS T	MATPLAN	M2	Construction of the finished product incorporating appropriate techniques and responding to quality initiatives.	Responsible for planning and implementing activities related to the management of Oracle's manufacturing suppliers. Manage supplier activities in the areas of material purchase, material control, inventory control, and shipping/receiving. Develops, implements, and maintains policies, procedures, and material control systems. Ensures materials are ordered and in stock to meet internal needs. Maintains acceptable inventory levels. Manages the supplier relationship to meet performance indicators. Develops material schedules and coordinates the efficient movement of materials. Coordinates contract implementation with Oracle Legal. Supports planning, procurement, and distribution activities.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership skills. BA/BS degree or equivalent. Experience in manufacturing desirable.
66030	Mfg & Distribution Snr Manager	MANUDIS T	MATPLAN	M3	Construction of the finished product incorporating appropriate techniques and responding to quality initiatives.	Responsible for planning and implementing activities related to the management of Oracle's manufacturing suppliers. Manage supplier activities in the areas of material purchase, material control, inventory control, and shipping/receiving. Develops, implements, and maintains policies, procedures, and material control systems. Ensures materials are ordered and in stock to meet internal needs. Maintains acceptable inventory levels. Manages the supplier relationship to meet performance indicators. Develops material schedules and coordinates the efficient movement of materials. Coordinates contract implementation with Oracle Legal. Supports planning, procurement, and distribution activities.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. 5 yrs experience with manufacturing supplier outsourcing activities. Specifically, contract negotiation, site qualification, pricing assessment and negotiation, and supplier performance measurement. International experience in these areas a plus. Team-player with an ability to work in a fast-paced and challenging environment. Successful track record in the area of process improvement. Strong interpersonal skills. BA/BS degree or equivalent.
66040	Mfg & Distribution Director	MANUDIS T	MATPLAN	M4	Construction of the finished product incorporating appropriate techniques and responding to quality initiatives.	Responsible for planning and implementing activities related to the management of Oracle's manufacturing suppliers. Manage supplier activities in the areas of material purchase, material control, inventory control, and shipping/receiving. Develops, implements, and maintains policies, procedures, and material control systems. Ensures materials are ordered and in stock to meet internal needs. Maintains acceptable inventory levels. Manages the supplier relationship to meet performance indicators. Develops material schedules and coordinates the efficient movement of materials. Coordinates contract implementation with Oracle Legal. Supports planning, procurement, and distribution activities.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Experience with manufacturing supplier outsourcing activities. Successful professional track record.
66050	Mfg & Distribution Snr Director	MANUDIS T	MATPLAN	M5	Construction of the finished product incorporating appropriate techniques and responding to quality initiatives.	Responsible for planning and implementing activities related to the management of Oracle's manufacturing suppliers. Manage supplier activities in the areas of material purchase, material control, inventory control, and shipping/receiving. Develops, implements, and maintains policies, procedures, and material control systems. Ensures materials are ordered and in stock to meet internal needs. Manages the supplier relationship to meet performance indicators. Develops material schedules and coordinates the efficient movement of materials. Coordinates contract implementation with Oracle Legal. Supports planning, procurement, and distribution activities.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Excellent verbal and written communication skills. Experience with manufacturing supplier outsourcing activities. Demonstrated leadership skills preferably in a high technology environment.
69360	Mfg & Distribution VP	MANUDIS T	MATPLAN	M6	Construction of the finished product incorporating appropriate techniques and responding to quality initiatives.	Responsible for planning and implementing activities related to the management of Oracle's manufacturing suppliers. Manage supplier activities in the areas of material purchase, material control, inventory control, and shipping/receiving. Develops, implements, and maintains policies, procedures, and material control systems. Ensures materials are ordered and in stock to meet internal needs. Maintains acceptable inventory levels. Manages the supplier relationship to meet performance indicators. Develops material schedules and coordinates the efficient movement of materials. Coordinates contract implementation with Oracle Legal. Supports planning, procurement, and distribution activities.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Ability to work effectively with others. Strong written and verbal communication skills. BA/BS degree or equivalent in Business or related field.
101610	Inventory Control Analyst 1	MANUDIS T	MATPLAN	IC1	Ensures security and accountability of inventory through transaction documentation, process and procedure verification, and system review.	Ensures security and accountability of inventory through transaction documentation, process and procedure verification, and system review. Conducts physical inventories and leads cycle counts. Analyzes and, when able, corrects cycle count discrepancies. Audits incoming and outgoing shipments to assure quality and accuracy. Compiles and documents all transactions for data entry.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience.
101620	Inventory Control Analyst 2	MANUDIS T	MATPLAN	IC2	Ensures security and accountability of inventory through transaction documentation, process and procedure verification, and system review.	Ensures security and accountability of inventory through transaction documentation, process and procedure verification, and system review. Conducts physical inventories and leads cycle counts. Analyzes and, when able, corrects cycle count discrepancies. Audits incoming and outgoing shipments to assure quality and accuracy. Compiles and documents all transactions for data entry.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience and BA/BS degree preferred.
101630	Inventory Control Analyst 3	MANUDIS T	MATPLAN	IC3	Ensures security and accountability of inventory through transaction documentation, process and procedure verification, and system review.	Ensures security and accountability of inventory through transaction documentation, process and procedure verification, and system review. Conducts physical inventories and leads cycle counts. Analyzes and, when able, corrects cycle count discrepancies. Audits incoming and outgoing shipments to assure quality and accuracy. Compiles and documents all transactions for data entry.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years relevant work experience. BS/BA preferred.
101640	Inventory Control Analyst 4	MANUDIS T	MATPLAN	IC4	Ensures security and accountability of inventory through transaction documentation, process and procedure verification, and system review.	Ensures security and accountability of inventory through transaction documentation, process and procedure verification, and system review. Conducts physical inventories and leads cycle counts. Analyzes and, when able, corrects cycle count discrepancies. Audits incoming and outgoing shipments to assure quality and accuracy. Compiles and documents all transactions for data entry.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years relevant work experience. BS/BA preferred.
101710	Logistics Analyst 1	MANUDIS T	MATPLAN	IC1	Organizes and handles a variety of logistics issues in a manufacturing environment.	Duties involve but are not limited to supply chain services, inventory control, critical parts availability, material handling, import-export licensing, shipment of products, and third-party warehousing. Evaluates customer support and field service commitments to ensure customer specifications are met. Serves as liaison between sales and operations teams to develop concepts and coordinate product knowledge; provides data analysis for production planning and volume studies; and participates in process/staling improvement efforts. Assists in developing logistics plans and procedures.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience.
101720	Logistics Analyst 2	MANUDIS T	MATPLAN	IC2	Organizes and handles a variety of logistics issues in a manufacturing environment.	Duties involve but are not limited to supply chain services, inventory control, critical parts availability, material handling, import-export licensing, shipment of products, and third-party warehousing. Evaluates customer support and field service commitments to ensure customer specifications are met. Serves as liaison between sales and operations teams to develop concepts and coordinate product knowledge; provides data analysis for production planning and volume studies; and participates in process/staling improvement efforts. Assists in developing logistics plans and procedures.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience and BA/BS degree preferred.

101730	Logistics Analyst 3	MANUDIS T	MATPLAN	IC3	Organizes and handles a variety of logistics issues in a manufacturing environment.	Duties involve but are not limited to supply chain services, inventory control, critical parts availability, material handling, import-export licensing, shipment of products, and third-party warehousing. Evaluates customer support and field service commitments to ensure customer specifications are met. Serves as liaison between sales and operations teams to develop concepts and coordinate product knowledge; provides data analysis for production planning and volume studies; and participates in process/ating improvement efforts. Assists in developing logistics plans and procedures.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years relevant work experience. BS/BA preferred.
101740	Logistics Analyst 4	MANUDIS T	MATPLAN	IC4	Organizes and handles a variety of logistics issues in a manufacturing environment.	Duties involve but are not limited to supply chain services, inventory control, critical parts availability, material handling, import-export licensing, shipment of products, and third-party warehousing. Evaluates customer support and field service commitments to ensure customer specifications are met. Serves as liaison between sales and operations teams to develop concepts and coordinate product knowledge; provides data analysis for production planning and volume studies; and participates in process/ating improvement efforts. Assists in developing logistics plans and procedures.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years relevant work experience. BS/BA preferred.
101820	Manufacturing Test Manager	MANUDIS T	MANUENG	M2	Oversees the planning, development, implementation and maintenance of manufacturing methods, processes and operations for new and existing products.	Oversees the planning, development, implementation and maintenance of manufacturing methods, processes and operations for new and existing products. Ensures the effective use of materials, equipment, and personnel in producing quality products at low costs. Acts as liaison with engineering in releasing new products. Develops systems to maintain reports and record keeping of company products. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership and people management skills.BA/BS degree preferred.
101830	Manufacturing Test Srv Manager	MANUDIS T	MANUENG	M3	Oversees the planning, development, implementation and maintenance of manufacturing methods, processes and operations for new and existing products.	Oversees the planning, development, implementation and maintenance of manufacturing methods, processes and operations for new and existing products. Ensures the effective use of materials, equipment, and personnel in producing quality products at low costs. Acts as liaison with engineering in releasing new products. Develops systems to maintain reports and record keeping of company products. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Demonstrated leadership and people management skills. BA/BS degree preferred.
101840	Manufacturing Test Director	MANUDIS T	MANUENG	M4	Oversees the planning, development, implementation and maintenance of manufacturing methods, processes and operations for new and existing products.	Oversees the planning, development, implementation and maintenance of manufacturing methods, processes and operations for new and existing products. Ensures the effective use of materials, equipment, and personnel in producing quality products at low costs. Acts as liaison with engineering in releasing new products. Develops systems to maintain reports and record keeping of company products. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations is important. Demonstrated leadership and people management skills. BA/BS degree preferred.
101850	Manufacturing Test Ser Director	MANUDIS T	MANUENG	M5	Oversees the planning, development, implementation and maintenance of manufacturing methods, processes and operations for new and existing products.	Oversees the planning, development, implementation and maintenance of manufacturing methods, processes and operations for new and existing products. Ensures the effective use of materials, equipment, and personnel in producing quality products at low costs. Acts as liaison with engineering in releasing new products. Develops systems to maintain reports and record keeping of company products. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management; negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Demonstrated leadership and people management skills. BA/BS degree preferred.
101860	Manufacturing Test VP	MANUDIS T	MANUENG	M6	Oversees the planning, development, implementation and maintenance of manufacturing methods, processes and operations for new and existing products.	Oversees the planning, development, implementation and maintenance of manufacturing methods, processes and operations for new and existing products. Ensures the effective use of materials, equipment, and personnel in producing quality products at low costs. Acts as liaison with engineering in releasing new products. Develops systems to maintain reports and record keeping of company products. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Strong written and verbal communication skills. Bachelors or Masters degree.
101910	Master Scheduler 1	MANUDIS T	MANUENG	IC1	Develops and communicates high level supply plans that convey Oracle liability to suppliers.	Develops and communicates high level supply plans that convey Oracle liability to suppliers. Interfaces regularly with marketing new product teams and finance planning teams to assure plans are as accurate as possible. Analyzes historical volumes and integrates learnings into plans query writing and/or analysis is often needed. Monitors consumption at all levels and update plans as needed to diagnose consumption issues and drive resolution with the appropriate functions. Maintains all planning item attributes. Manages geographical splits for the plans. Ensures plans flowing out to supplier portals are accurate; performs plan validations an extract commitments from to supply base judge the quality of those commitments and escalate as needed. Supports new product teams, end of life teams and excess and obsolete inventory teams waterfalls and other management reports as needed.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience.
101920	Master Scheduler 2	MANUDIS T	MANUENG	IC2	Develops and communicates high level supply plans that convey Oracle liability to suppliers.	Develops and communicates high level supply plans that convey Oracle liability to suppliers. Interfaces regularly with marketing new product teams and finance planning teams to assure plans are as accurate as possible. Analyzes historical volumes and integrates learnings into plans query writing and/or analysis is often needed. Monitors consumption at all levels and update plans as needed to diagnose consumption issues and drive resolution with the appropriate functions. Maintains all planning item attributes. Manages geographical splits for the plans. Ensures plans flowing out to supplier portals are accurate; performs plan validations an extract commitments from to supply base judge the quality of those commitments and escalate as needed. Supports new product teams, end of life teams and excess and obsolete inventory teams waterfalls and other management reports as needed.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience and BA/BS degree preferred.
101930	Master Scheduler 3	MANUDIS T	MANUENG	IC3	Develops and communicates high level supply plans that convey Oracle liability to suppliers.	Develops and communicates high level supply plans that convey Oracle liability to suppliers. Interfaces regularly with marketing new product teams and finance planning teams to assure plans are as accurate as possible. Analyzes historical volumes and integrates learnings into plans query writing and/or analysis is often needed. Monitors consumption at all levels and update plans as needed to diagnose consumption issues and drive resolution with the appropriate functions. Maintains all planning item attributes. Manages geographical splits for the plans. Ensures plans flowing out to supplier portals are accurate; performs plan validations an extract commitments from to supply base judge the quality of those commitments and escalate as needed. Supports new product teams, end of life teams and excess and obsolete inventory teams waterfalls and other management reports as needed.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years relevant work experience. BS/BA preferred.
101940	Master Scheduler 4	MANUDIS T	MANUENG	IC4	Develops and communicates high level supply plans that convey Oracle liability to suppliers.	Develops and communicates high level supply plans that convey Oracle liability to suppliers. Interfaces regularly with marketing new product teams and finance planning teams to assure plans are as accurate as possible. Analyzes historical volumes and integrates learnings into plans query writing and/or analysis is often needed. Monitors consumption at all levels and update plans as needed to diagnose consumption issues and drive resolution with the appropriate functions. Maintains all planning item attributes. Manages geographical splits for the plans. Ensures plans flowing out to supplier portals are accurate; performs plan validations an extract commitments from to supply base judge the quality of those commitments and escalate as needed. Supports new product teams, end of life teams and excess and obsolete inventory teams waterfalls and other management reports as needed.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years relevant work experience. BS/BA preferred.
102210	Process Manufacturing Analyst 1	MANUDIS T	MANUENG	IC1	Provides technical and sustaining engineering support in a manufacturing area.	Provides technical and sustaining engineering support in a manufacturing area. Recommends and implements equipment and process modifications to improve production efficiencies, manufacturing techniques and production yields for existing products. Develops and conducts statistical analysis such as Design of Experiments (DOE) and Statistical Process Control (SPC) targeting physical causes of failure for yield loss and improving quality. Interacts with product design and development personnel to ensure that processes and designs are compatible.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience.
102220	Process Manufacturing Analyst 2	MANUDIS T	MANUENG	IC2	Provides technical and sustaining engineering support in a manufacturing area.	Provides technical and sustaining engineering support in a manufacturing area. Recommends and implements equipment and process modifications to improve production efficiencies, manufacturing techniques and production yields for existing products. Develops and conducts statistical analysis such as Design of Experiments (DOE) and Statistical Process Control (SPC) targeting physical causes of failure for yield loss and improving quality. Interacts with product design and development personnel to ensure that processes and designs are compatible.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience and BA/BS degree preferred.
102230	Process Manufacturing Analyst 3	MANUDIS T	MANUENG	IC3	Provides technical and sustaining engineering support in a manufacturing area.	Provides technical and sustaining engineering support in a manufacturing area. Recommends and implements equipment and process modifications to improve production efficiencies, manufacturing techniques and production yields for existing products. Develops and conducts statistical analysis such as Design of Experiments (DOE) and Statistical Process Control (SPC) targeting physical causes of failure for yield loss and improving quality. Interacts with product design and development personnel to ensure that processes and designs are compatible.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years relevant work experience. BS/BA preferred.
102240	Process Manufacturing Analyst 4	MANUDIS T	MANUENG	IC4	Provides technical and sustaining engineering support in a manufacturing area.	Provides technical and sustaining engineering support in a manufacturing area. Recommends and implements equipment and process modifications to improve production efficiencies, manufacturing techniques and production yields for existing products. Develops and conducts statistical analysis such as Design of Experiments (DOE) and Statistical Process Control (SPC) targeting physical causes of failure for yield loss and improving quality. Interacts with product design and development personnel to ensure that processes and designs are compatible.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years relevant work experience. BS/BA preferred.

102310	Product Manufacturing Analyst 1	MANUDIS T	MANUENG	IC1	Manages production support engineering for a specific product or group of products after transfer from design to high volume production.	Manages production support engineering for a specific product or group of products after transfer from design to high volume production. Interfaces with design, process, test and reliability engineering to solve problems. Sustains products with cost reduction and yield improvements.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience.
102320	Product Manufacturing Analyst 2	MANUDIS T	MANUENG	IC2	Manages production support engineering for a specific product or group of products after transfer from design to high volume production.	Manages production support engineering for a specific product or group of products after transfer from design to high volume production. Interfaces with design, process, test and reliability engineering to solve problems. Sustains products with cost reduction and yield improvements.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience and BA/BS degree preferred.
102330	Product Manufacturing Analyst 3	MANUDIS T	MANUENG	IC3	Manages production support engineering for a specific product or group of products after transfer from design to high volume production.	Manages production support engineering for a specific product or group of products after transfer from design to high volume production. Interfaces with design, process, test and reliability engineering to solve problems. Sustains products with cost reduction and yield improvements.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years relevant work experience. BS/BA preferred.
102340	Product Manufacturing Analyst 4	MANUDIS T	MANUENG	IC4	Manages production support engineering for a specific product or group of products after transfer from design to high volume production.	Manages production support engineering for a specific product or group of products after transfer from design to high volume production. Interfaces with design, process, test and reliability engineering to solve problems. Sustains products with cost reduction and yield improvements.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years relevant work experience. BS/BA preferred.
102610	Test Analyst 1	MANUDIS T	MANUENG	IC1	Designs, develops, and implements cost-effective methods of testing and troubleshooting systems and equipment.	Designs, develops, and implements cost-effective methods of testing and troubleshooting systems and equipment. Prepares test and diagnostic programs, designs test fixtures and equipment, and completes specifications and procedures for new products. Plans the labor, schedules, and equipment needed for testing and evaluating standard and special devices.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience.
102620	Test Analyst 2	MANUDIS T	MANUENG	IC2	Designs, develops, and implements cost-effective methods of testing and troubleshooting systems and equipment.	Designs, develops, and implements cost-effective methods of testing and troubleshooting systems and equipment. Prepares test and diagnostic programs, designs test fixtures and equipment, and completes specifications and procedures for new products. Plans the labor, schedules, and equipment needed for testing and evaluating standard and special devices.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience and BA/BS degree preferred.
102630	Test Analyst 3	MANUDIS T	MANUENG	IC3	Designs, develops, and implements cost-effective methods of testing and troubleshooting systems and equipment.	Designs, develops, and implements cost-effective methods of testing and troubleshooting systems and equipment. Prepares test and diagnostic programs, designs test fixtures and equipment, and completes specifications and procedures for new products. Plans the labor, schedules, and equipment needed for testing and evaluating standard and special devices.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years relevant work experience. BS/BA preferred.
102640	Test Analyst 4	MANUDIS T	MANUENG	IC4	Designs, develops, and implements cost-effective methods of testing and troubleshooting systems and equipment.	Designs, develops, and implements cost-effective methods of testing and troubleshooting systems and equipment. Prepares test and diagnostic programs, designs test fixtures and equipment, and completes specifications and procedures for new products. Plans the labor, schedules, and equipment needed for testing and evaluating standard and special devices.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years relevant work experience. BS/BA preferred.
102710	Test Technician A1	MANUDIS T	MANUENG	IC0	Performs the set-up, calibration, testing and troubleshooting of circuits, components, instruments and mechanical assemblies.	Performs the set-up, calibration, testing and troubleshooting of circuits, components, instruments and mechanical assemblies. Determines and may develop test specifications, methods and procedures from blueprints, drawings and diagrams. Tests and troubleshoots assemblies and/or final systems. May complete rework on assemblies and/or systems as a result of testing. Prepares technical reports summarizing findings and recommending solutions to technical problems. May assist in the selection and set-up of specialized test equipment	Works on assignments that are routine in nature where limited judgment is utilized. Normally receives detailed instructions on all work. Work involves minimal problem resolution following detailed instructions. Basic reading, writing, arithmetic skills. Typically 0 - 1 years of experience.
102720	Test Technician A2	MANUDIS T	MANUENG	IC0	Performs the set-up, calibration, testing and troubleshooting of circuits, components, instruments and mechanical assemblies.	Performs the set-up, calibration, testing and troubleshooting of circuits, components, instruments and mechanical assemblies. Determines and may develop test specifications, methods and procedures from blueprints, drawings and diagrams. Tests and troubleshoots assemblies and/or final systems. May complete rework on assemblies and/or systems as a result of testing. Prepares technical reports summarizing findings and recommending solutions to technical problems. May assist in the selection and set-up of specialized test equipment	Works on assignments that are semi-routine in nature where ability to recognize deviation from standard practice is needed. Normally receives detailed instructions for new assignments. Typically 1 - 2 years of related experience.
102730	Test Technician A3	MANUDIS T	MANUENG	IC0	Performs the set-up, calibration, testing and troubleshooting of circuits, components, instruments and mechanical assemblies.	Performs the set-up, calibration, testing and troubleshooting of circuits, components, instruments and mechanical assemblies. Determines and may develop test specifications, methods and procedures from blueprints, drawings and diagrams. Tests and troubleshoots assemblies and/or final systems. May complete rework on assemblies and/or systems as a result of testing. Prepares technical reports summarizing findings and recommending solutions to technical problems. May assist in the selection and set-up of specialized test equipment	Works on assignments that are routine in nature where limited judgment is needed. Normally receives general instructions for new assignments. Works under general supervision and applies standard policies and procedures. Basic reading, writing, arithmetic skills. Typically 2 - 4 years of related experience.
102740	Test Technician A4	MANUDIS T	MANUENG	IC0	Performs the set-up, calibration, testing and troubleshooting of circuits, components, instruments and mechanical assemblies.	Performs the set-up, calibration, testing and troubleshooting of circuits, components, instruments and mechanical assemblies. Determines and may develop test specifications, methods and procedures from blueprints, drawings and diagrams. Tests and troubleshoots assemblies and/or final systems. May complete rework on assemblies and/or systems as a result of testing. Prepares technical reports summarizing findings and recommending solutions to technical problems. May assist in the selection and set-up of specialized test equipment	Works on assignments that are routine in nature where limited judgment is needed. May determine methods and procedures on new assignments. May provide guidance to other support members. Applies technical aspects of the job to complete tasks. Strong written, verbal, and interpersonal skills. Typically 4 - 6 years of experience in high volume warehouse environment.
101310	Assembler A1	MANUDIS T	PRODCON	IC0	Performs a wide variety of electronic or electro-mechanical assembly operations on assemblies or sub-assemblies.	Determines and/or follows methods and sequence of operations in performing wiring, component installation, hand soldering and cable harnessing on assembly units. Makes setups and adjustments holding tolerances to blueprint specifications.	Works on assignments that are routine in nature where limited judgment is utilized. Normally receives detailed instructions on all work. Work involves minimal problem resolution following detailed instructions. Basic reading, writing, arithmetic skills. Typically 0 - 1 years of experience.
101320	Assembler A2	MANUDIS T	PRODCON	IC0	Performs a wide variety of electronic or electro-mechanical assembly operations on assemblies or sub-assemblies.	Determines and/or follows methods and sequence of operations in performing wiring, component installation, hand soldering and cable harnessing on assembly units. Makes setups and adjustments holding tolerances to blueprint specifications.	Works on assignments that are semi-routine in nature where ability to recognize deviation from standard practice is needed. Normally receives detailed instructions for new assignments. Typically 1 - 2 years of related experience.
101330	Assembler A3	MANUDIS T	PRODCON	IC0	Performs a wide variety of electronic or electro-mechanical assembly operations on assemblies or sub-assemblies.	Determines and/or follows methods and sequence of operations in performing wiring, component installation, hand soldering and cable harnessing on assembly units. Makes setups and adjustments holding tolerances to blueprint specifications.	Works on assignments that are routine in nature where limited judgment is needed. Normally receives general instructions for new assignments. Works under general supervision and applies standard policies and procedures. Basic reading, writing, arithmetic skills. Typically 2 - 4 years of related experience.
101340	Assembler A4	MANUDIS T	PRODCON	IC0	Performs a wide variety of electronic or electro-mechanical assembly operations on assemblies or sub-assemblies.	Determines and/or follows methods and sequence of operations in performing wiring, component installation, hand soldering and cable harnessing on assembly units. Makes setups and adjustments holding tolerances to blueprint specifications.	Works on assignments that are routine in nature where limited judgment is needed. May determine methods and procedures on new assignments. May provide guidance to other support members. Applies technical aspects of the job to complete tasks. Strong written, verbal, and interpersonal skills. Typically 4 - 6 years of experience in high volume warehouse environment.
36310	Quality Assurance Analyst 1	MANUDIS T	PRODCON	IC1			0
36320	Quality Assurance Analyst 2	MANUDIS T	PRODCON	IC2			0
36330	Quality Assurance Analyst 3	MANUDIS T	PRODCON	IC3			0
36340	Quality Assurance Analyst 4	MANUDIS T	PRODCON	IC4			0
102810	Water Equip Maintenance Tech A1	MANUDIS T	PRODCON	IC0	Provides production and/or technical support essential in the design manufacturing and system integration/optimization of Oracle's products.	Performs maintenance/repairs and at times upgrades on equipment used to fabricate wafers used to build Thin Film recording heads. Performs electrical or mechanical troubleshooting on semi-conductor equipment. Can troubleshoot at a electrical or mechanic gas and chemical distribution systems. Applies PLC and or Controller firmware and software for systems and system sub-components. Sets up and troubleshoots AC/DC motors servo motors and encoders. Sets up and troubleshoot RF generators. Solders (repairs/replaces) electrical sensors and components as well as PCB's. Reads and understands blue prints electrical schematics operating and maintenance manuals. Writes preventive maintenance procedures. Uses test and diagnostic equipment to perform maintenance and troubleshooting work. Effectively leads a team or provide direction to less experienced co-workers and technicians.	Works on assignments that are routine in nature where limited judgment is utilized. Normally receives detailed instructions on all work. Work involves minimal problem resolution following detailed instructions. Basic reading, writing, arithmetic skills. Typically 0 - 1 years of experience.
102820	Water Equip Maintenance Tech A2	MANUDIS T	PRODCON	IC0	Provides production and/or technical support essential in the design manufacturing and system integration/optimization of Oracle's products.	Performs maintenance/repairs and at times upgrades on equipment used to fabricate wafers used to build Thin Film recording heads. Performs electrical or mechanical troubleshooting on semi-conductor equipment. Can troubleshoot at a electrical or mechanic gas and chemical distribution systems. Applies PLC and or Controller firmware and software for systems and system sub-components. Sets up and troubleshoots AC/DC motors servo motors and encoders. Sets up and troubleshoot RF generators. Solders (repairs/replaces) electrical sensors and components as well as PCB's. Reads and understands blue prints electrical schematics operating and maintenance manuals. Writes preventive maintenance procedures. Uses test and diagnostic equipment to perform maintenance and troubleshooting work. Effectively leads a team or provide direction to less experienced co-workers and technicians.	Works on assignments that are semi-routine in nature where ability to recognize deviation from standard practice is needed. Normally receives detailed instructions for new assignments. Typically 1 - 2 years of related experience.

102830	Water Equip Maintenance Tech A3	MANUDIS T	PRODCON	IC0	Provides production and/or technical support essential in the design manufacturing and system integration/optimization of Oracle"s products.	Performs maintenance/repairs and at times upgrades on equipment used to fabricate wafers used to build Thin Film recording heads. Performs electrical or mechanical troubleshooting on semi-conductor equipment. Can troubleshoot at a electrical or mechanic gas and chemical distribution systems. Applies PLC and or Controller firmware and software for systems and system sub-components. Sets up and troubleshoots AC/DC motors servo motors and encoders. Sets up and troubleshoot RF generators. Solders (repairs/replaces) electrical sensors and components as well as PCB's. Reads and understands blue prints electrical schematics operating and maintenance manuals. Writes preventive maintenance procedures. Uses test and diagnostic equipment to perform maintenance and troubleshooting work. Effectively leads a team or provide direction to less experienced co-workers and technicians.	Works on assignments that are routine in nature where limited judgment is needed. Normally receives general instructions for new assignments. Works under general supervision and applies standard policies and procedures. Basic reading, writing, arithmetic skills. Typically 2 - 4 years of related experience.
102830	Water Operator A3	MANUDIS T	PRODCON	IC0	Provides production and/or technical support essential in the design manufacturing and system integration/optimization of Oracle"s products.	Performs routine and complex process operations in the fabrication of wafers modules or tape/head assemblies. Visually inspects product and/or operate electronic devices to measure process performance and ensure specification compliance Interprets system data against control specification for pass/all disposition lot serial tracking material handling and equipment status Performs equipment set-up calibrates runs on equipment and monitors system operating conditions to ensure optimal process performance Supports the team environment and business execution through various and frequent business and operational communication methods including email input at team meetings engineering product meetings yield improvement meetings and day-to-day pass downs to off shift engineering and operations personnel identifies and communicates improper equipment operations faulty equipment defective material or product and unsafe conditions and/or practices Works in a collaborative approach with peers and managers to initiate problem identification and solution efforts on process improvement. Senior levels will participate and/or lead improvement Team projects Senior I statistical process control and yield assessments Assists engineering by performing system qualification testing(2 set up and runs product test cycles for a product).Applies skills to support production of multiple products.Training in technical discipline.	Works on assignments that are routine in nature where limited judgment is needed. Normally receives general instructions for new assignments. Works under general supervision and applies standard policies and procedures. Basic reading, writing, arithmetic skills. Typically 2 - 4 years of related experience.
102940	Wafer Operator A4	MANUDIS T	PRODCON	IC0	Provides production and/or technical support essential in the design manufacturing and system integration/optimization of Oracle"s products.	Performs routine and complex process operations in the fabrication of wafers modules or tape/head assemblies. Visually inspects product and/or operate electronic devices to measure process performance and ensure specification compliance Interprets system data against control specification for pass/all disposition lot serial tracking material handling and equipment status Performs equipment set-up calibrates runs on equipment and monitors system operating conditions to ensure optimal process performance Supports the team environment and business execution through various and frequent business and operational communication methods including email input at team meetings engineering product meetings yield improvement meetings and day-to-day pass downs to off shift engineering and operations personnel identifies and communicates improper equipment operations faulty equipment defective material or product and unsafe conditions and/or practices Works in a collaborative approach with peers and managers to initiate problem identification and solution efforts on process improvement. Senior levels will participate and/or lead improvement Team projects Senior I statistical process control and yield assessments Assists engineering by performing system qualification testing(2 set up and runs product test cycles for a product).Applies skills to support production of multiple products.Training in technical discipline.	Works on assignments that are routine in nature where limited judgment is needed. May determine methods and procedures on new assignments. May provide guidance to other support members. Applies technical aspects of the job to complete tasks. Strong written, verbal, and interpersonal skills. Typically 4 - 6 years of experience in high volume warehouse environment.
101210	Production Control A1	MANUDIS T	PRODCON	IC0	Performs clerical tasks in the production control function.	Sorts, posts and files inventory records and production schedules. Estimates and records production rates, prepares shop orders and reviews stock records to determine stock status against project specifications.	Works on assignments that are routine in nature where limited judgment is utilized. Normally receives detailed instructions on all work. Work involves minimal problem resolution following detailed instructions. Basic reading, writing, arithmetic skills. Typically 0 - 1 years of experience.
101220	Production Control A2	MANUDIS T	PRODCON	IC0	Performs clerical tasks in the production control function.	Sorts, posts and files inventory records and production schedules. Estimates and records production rates, prepares shop orders and reviews stock records to determine stock status against project specifications.	Works on assignments that are semi-routine in nature where ability to recognize deviation from standard practice is needed. Normally receives detailed instructions for new assignments. Typically 1 - 2 years of related experience.
101230	Production Control A3	MANUDIS T	PRODCON	IC0	Performs clerical tasks in the production control function.	Sorts, posts and files inventory records and production schedules. Estimates and records production rates, prepares shop orders and reviews stock records to determine stock status against project specifications.	Works on assignments that are routine in nature where limited judgment is needed. Normally receives general instructions for new assignments. Works under general supervision and applies standard policies and procedures. Basic reading, writing, arithmetic skills. Typically 2 - 4 years of related experience.
101240	Production Control A4	MANUDIS T	PRODCON	IC0	Performs clerical tasks in the production control function.	Sorts, posts and files inventory records and production schedules. Estimates and records production rates, prepares shop orders and reviews stock records to determine stock status against project specifications.	Works on assignments that are routine in nature where limited judgment is needed. May determine methods and procedures on new assignments. May provide guidance to other support members. Applies technical aspects of the job to complete tasks. Strong written, verbal, and interpersonal skills. Typically 4 - 6 years of experience in high volume warehouse environment.
65510	Production Planner 1-Mfg&Dist	MANUDIS T	PRODCON	IC1	Construction of the finished product incorporating appropriate techniques and responding to quality initiatives.	Responsible for planning optimal inventory levels that ensure the highest level of product availability while reducing overall costs and minimizing excess due to product obsolescence. Analyze and manage excess inventory levels, product obsolescence and necessary scrap process. Establish initial production build quantities, maintain appropriate inventory levels and determine optimal ordering strategies. Reduce total cost of goods sold through optimal planning techniques. Maintain ISO certification through internal/supplier audits and administrator document control processes and correction actions. Develop expertise in customer/product demand patterns, model configurations, product development and life cycles, manufacturing options and other factors affecting production plans. Forecast product demand and analyze lifecycle trends to reduce risk of excess inventory. Measure, report and analyze critical performance measurements. Monitor blanket email account and respond to customer inquiries. Improve planning process and tools.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Graduate with 0 - 2 year related work experience. Knowledge of quality concepts needed. Detail oriented. Analytical skills.
65520	Production Planner 2-Mfg&Dist	MANUDIS T	PRODCON	IC2	Construction of the finished product incorporating appropriate techniques and responding to quality initiatives.	Responsible for planning optimal inventory levels that ensure the highest level of product availability while reducing overall costs and minimizing excess due to product obsolescence. Analyze and manage excess inventory levels, product obsolescence and necessary scrap process. Establish initial production build quantities, maintain appropriate inventory levels and determine optimal ordering strategies. Reduce total cost of goods sold through optimal planning techniques. Maintain ISO certification through internal/supplier audits and administrator document control processes and correction actions. Develop expertise in customer/product demand patterns, model configurations, product development and life cycles, manufacturing options and other factors affecting production plans. Forecast product demand and analyze lifecycle trends to reduce risk of excess inventory. Measure, report and analyze critical performance measurements. Monitor blanket email account and respond to customer inquiries. Improve planning process and tools.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years related experience. Educated in quality concepts. Strong attention to detail. Formal training in auditing.
65530	Production Planner 3-Mfg&Dist	MANUDIS T	PRODCON	IC3	Construction of the finished product incorporating appropriate techniques and responding to quality initiatives.	Responsible for planning optimal inventory levels that ensure the highest level of product availability while reducing overall costs and minimizing excess due to product obsolescence. Analyze and manage excess inventory levels, product obsolescence and necessary scrap process. Establish initial production build quantities, maintain appropriate inventory levels and determine optimal ordering strategies. Reduce total cost of goods sold through optimal planning techniques. Maintain ISO certification through internal/supplier audits and administrator document control processes and correction actions. Develop expertise in customer/product demand patterns, model configurations, product development and life cycles, manufacturing options and other factors affecting production plans. Forecast product demand and analyze lifecycle trends to reduce risk of excess inventory. Measure, report and analyze critical performance measurements. Monitor blanket email account and respond to customer inquiries. Improve planning process and tools.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years related experience. Ability to apply quality concepts. Strong attention to detail. Formal training in auditing.
65540	Production Planner 4-Mfg&Dist	MANUDIS T	PRODCON	IC4	Construction of the finished product incorporating appropriate techniques and responding to quality initiatives.	Responsible for planning optimal inventory levels that ensure the highest level of product availability while reducing overall costs and minimizing excess due to product obsolescence. Analyze and manage excess inventory levels, product obsolescence and necessary scrap process. Establish initial production build quantities, maintain appropriate inventory levels and determine optimal ordering strategies. Reduce total cost of goods sold through optimal planning techniques. Maintain ISO certification through internal/supplier audits and administrator document control processes and correction actions. Develop expertise in customer/product demand patterns, model configurations, product development and life cycles, manufacturing options and other factors affecting production plans. Forecast product demand and analyze lifecycle trends to reduce risk of excess inventory. Measure, report and analyze critical performance measurements. Monitor blanket email account and respond to customer inquiries. Improve planning process and tools.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years related experience. Ability to apply quality concepts. Strong attention to detail. Formal training in auditing.

100910	Quality Assurance Specialist 1	MANUDIST	PRODCON	IC1	Develops, evaluates, revises, and applies technical quality assurance protocols/methods to inspect and test in-process raw materials, production equipment, and finished products.	Develops, evaluates, revises, and applies technical quality assurance protocols/methods to inspect and test in-process raw materials, production equipment, and finished products. Ensures activities and items are in compliance with both company quality assurance standards and applicable government regulations. Performs analysis and identifies trends in the inspection of finished products, in-process materials and bulk raw materials, and recommends corrective actions when necessary. Ensures that established manufacturing inspection, sampling and statistical process control procedures are followed. May assure compliance to in-house and/or external specifications and standards, such as GMPs and ISO regulations. Evaluates and analyzes the efforts in organizing, documenting, and interpreting inspection support documents and records.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience.
100920	Quality Assurance Specialist 2	MANUDIST	PRODCON	IC2	Develops, evaluates, revises, and applies technical quality assurance protocols/methods to inspect and test in-process raw materials, production equipment, and finished products.	Develops, evaluates, revises, and applies technical quality assurance protocols/methods to inspect and test in-process raw materials, production equipment, and finished products. Ensures activities and items are in compliance with both company quality assurance standards and applicable government regulations. Performs analysis and identifies trends in the inspection of finished products, in-process materials and bulk raw materials, and recommends corrective actions when necessary. Ensures that established manufacturing inspection, sampling and statistical process control procedures are followed. May assure compliance to in-house and/or external specifications and standards, such as GMPs and ISO regulations. Evaluates and analyzes the efforts in organizing, documenting, and interpreting inspection support documents and records.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience and BA/BS degree preferred.
100930	Quality Assurance Specialist 3	MANUDIST	PRODCON	IC3	Develops, evaluates, revises, and applies technical quality assurance protocols/methods to inspect and test in-process raw materials, production equipment, and finished products.	Develops, evaluates, revises, and applies technical quality assurance protocols/methods to inspect and test in-process raw materials, production equipment, and finished products. Ensures activities and items are in compliance with both company quality assurance standards and applicable government regulations. Performs analysis and identifies trends in the inspection of finished products, in-process materials and bulk raw materials, and recommends corrective actions when necessary. Ensures that established manufacturing inspection, sampling and statistical process control procedures are followed. May assure compliance to in-house and/or external specifications and standards, such as GMPs and ISO regulations. Evaluates and analyzes the efforts in organizing, documenting, and interpreting inspection support documents and records.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years relevant work experience. BS/BA preferred.
100940	Quality Assurance Specialist 4	MANUDIST	PRODCON	IC4	Develops, evaluates, revises, and applies technical quality assurance protocols/methods to inspect and test in-process raw materials, production equipment, and finished products.	Develops, evaluates, revises, and applies technical quality assurance protocols/methods to inspect and test in-process raw materials, production equipment, and finished products. Ensures activities and items are in compliance with both company quality assurance standards and applicable government regulations. Performs analysis and identifies trends in the inspection of finished products, in-process materials and bulk raw materials, and recommends corrective actions when necessary. Ensures that established manufacturing inspection, sampling and statistical process control procedures are followed. May assure compliance to in-house and/or external specifications and standards, such as GMPs and ISO regulations. Evaluates and analyzes the efforts in organizing, documenting, and interpreting inspection support documents and records.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years relevant work experience. BS/BA preferred.
15600	Business Development Consultant 1-Corp Plan	MARKET	CHMARKT	IC1	Engages in business development strategies and programs in support of Oracle's Sales Organization.	Assists in the development of strategic market/product line business plans and marketing programs to support sales in designated market segments. Assists in analyzing market data to identify trends/opportunities and develops strategic direction from market information. Assists in identification of volume and strategic customers. Primary interaction is with Oracle sales force; however, may interact with external customers as it relates to the development and facilitation of ongoing business and/or business relationship. Supports the business by interfacing with the sales organization and other internal groups (such as Product Development, Operations, GBUs, Marketing, etc.)	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. 0-2 years of Marketing/Business Development experience in the technology industry, preferably software industry. Experience should include relationship management. Strong written, verbal, and interpersonal skills. BA/BS degree or equivalent.
15601	Business Development Consultant 2-Corp Plan	MARKET	CHMARKT	IC2	Engages in business development strategies and programs in support of Oracle's Sales Organization.	Assists in the development of strategic market/product line business plans and marketing programs to support sales in designated market segments. Assists in analyzing market data to identify trends/opportunities and develops strategic direction from market information. Assists in identification of volume and strategic customers. Primary interaction is with Oracle sales force; however, may interact with external customers as it relates to the development and facilitation of ongoing business and/or business relationship. Supports the business by interfacing with the sales organization and other internal groups (such as Product Development, Operations, GBUs, Marketing, etc.)	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2-5 years of Marketing/Business Development experience in the technology industry, preferably software industry. Experience should include relationship management. Conversant in Oracle technology and product strategies. Strong written, verbal, and interpersonal skills. BA/BS degree or equivalent.
15602	Business Development Consultant 3-Corp Plan	MARKET	CHMARKT	IC3	Engages in business development strategies and programs in support of Oracle's Sales Organization.	Participates in the development of strategic market/product line business plans and marketing programs to support sales in designated market segments. Engages in many areas of business development to include strategy, programs, demand generation, building pipeline, increasing deal size, and account planning. Participates in analyzing market data to identify trends/opportunities and develops strategic direction from market information. Participates in identification of volume and strategic customers. Primary interaction is with Oracle sales force; however, may interact with external customers as it relates to the development and facilitation of ongoing business and/or business relationship. Supports the business by interfacing with the sales organization and other internal groups (such as Product Development, Operations, GBUs, Marketing, etc.)	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5-8 years of Marketing/Business Development experience in the technology industry, preferably software industry. Experience should include relationship management. Conversant in Oracle technology and product strategies. Strong written, verbal, and interpersonal skills. BA/BS degree or equivalent.
15603	Business Development Consultant 4-Corp Plan	MARKET	CHMARKT	IC4	Engages in business development strategies and programs in support of Oracle's Sales Organization.	Oversees the development of strategic market/product line business plans and marketing programs to support sales in designated market segments. Engages in many areas of business development to include strategy, programs, demand generation, building pipeline, increasing deal size, and account planning. Analyzes market data to identify trends/opportunities and develops strategic direction from market information. Identifies volume and strategic customers. Primary interaction is with Oracle sales force; however, may interact with external customers as it relates to the development and facilitation of ongoing business and/or business relationship. Supports the business by interfacing with the sales organization and other internal groups (such as Product Development, Operations, GBUs, Marketing, etc.)	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8-12 years of Marketing/Business Development experience in the technology industry, preferably software industry. Experience should include relationship management. Conversant in Oracle technology and product strategies. Ability to determine strategy and tactical plans that deliver tangible results. Strong written, verbal, and interpersonal skills. BA/BS degree or equivalent, advanced degree highly desirable.
15604	Business Development Consultant 5-Corp Plan	MARKET	CHMARKT	IC5	Engages in business development strategies and programs in support of Oracle's Sales Organization.	Oversees the development of strategic market/product line business plans and marketing programs to support sales in designated market segments. Engages in many areas of business development to include strategy, programs, demand generation, building pipeline, increasing deal size, and account planning. Analyzes market data to identify trends/opportunities and develops strategic direction from market information. Identifies volume and strategic customers. Primary interaction is with Oracle sales force; however, may interact with external customers as it relates to the development and facilitation of ongoing business and/or business relationship. Supports the business by interfacing with the sales organization and other internal groups (such as Product Development, Operations, GBUs, Marketing, etc.)	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. 12+ years of Marketing/Business Development experience in the technology industry, preferably software industry. Experience should include relationship management. Conversant in Oracle technology and product strategies. Ability to determine strategy and tactical plans that deliver tangible results. Strong written, verbal, and interpersonal skills. BA/BS degree or equivalent, advanced degree highly desirable.
15610	Business Development Supervisor - Corp Plan	MARKET	CHMARKT	M1	Leads a team that engages in business development strategies and programs in support of Oracle's Sales Organization.	Supervises a team of business development consultants. Team is responsible for developing new accounts and/or expanding existing accounts within an established geographic territory, industry, product segment or channel. With frequent guidance from the manager or senior manager, oversees and monitors daily tasks related to market analysis, competitive activity, and identification of customer needs.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority. Marketing/Business Development experience in the high-tech industry preferred. Professional credentials in Marketing. Academic credentials desirable. Working knowledge of business development job. Thorough understanding of Oracle's products and services. Ability to lead a team in all areas of strategic business development. Effective written and verbal communication skills.
15620	Business Development Manager - Corp Plan	MARKET	CHMARKT	M2	Manages a team that engages in business development strategies and programs in support of Oracle's Sales Organization.	Manages a team of business development consultants. Team is responsible for developing new accounts and/or expanding existing accounts within an established geographic territory, industry, product segment or channel. Participates as a team member in tactical planning for the division. With frequent guidance from the senior manager or director, oversees and monitors activities related to market analysis, competitive activity, and identification of customer needs. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and provides hiring recommendations to senior management. Manages budget. Provides support to marketing and sales programs.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Business management experience, and Marketing/Business Development experience in the high-tech industry preferred. Professional credentials in Marketing. Academic credentials desirable. Working knowledge of business development job. Thorough understanding of Oracle's products and services. Ability to lead a team in all areas of strategic business development. Effective written and verbal communication skills. Strong quantitative, analytical, and conflict resolution ability.
15630	Business Development Sr/ Manager - Corp Plan	MARKET	CHMARKT	M3	Manages a team that engages in business development strategies and programs in support of Oracle's Sales Organization.	Manages a team of business development consultants/managers. Team is responsible for developing new accounts and/or expanding existing accounts within an established geographic territory, industry, product segment or channel. Participates as a team member in tactical planning for the division. With frequent guidance from the director or senior director, oversees and monitors activities related to market analysis, competitive activity, and identification of customer needs. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and provides hiring recommendations to senior management. Manages budget. Provides support to marketing and sales programs.	Manages and controls activities in multi-functional areas or sections of the business. Ensures appropriate operational planning is effectively executed to meet business needs. Business management experience, and Marketing/Business Development experience in the high-tech industry preferred. Demonstrated leadership skills. 2 - 5 years previous people management experience. Professional credentials in Marketing. Academic credentials desirable. Working knowledge of business development job. Thorough understanding of Oracle's products and services. Ability to lead a team in all areas of strategic business development. Effective written and verbal communication skills. Strong quantitative, analytical, and conflict resolution ability.

15640	Business Development Director - Corp Plan	MARKET	CHMARKT	M4	Manages a team that engages in business development strategies and programs in support of Oracle's Sales Organization.	Manages, through lower-level managers, a team of business development consultants. Team is responsible for developing new accounts and/or expanding existing accounts within an established geographic territory, industry, product segment or channel. Participates as a team member in strategic and tactical planning for the division. With guidance from the senior director or vice president, oversees market analysis, monitors competitive activity and identification of customer needs. Provides leadership in the planning, designing, due diligence, and implementing of strategic business objectives. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and makes hiring decisions. Manages budget. Provides support to marketing and sales programs. Participates in implementation of organizational changes in line with changing business and market.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Business management experience, and Marketing/Business Development experience in the high-tech industry preferred. Demonstrated leadership skills. 5-7 years previous people management experience. Professional credentials in Marketing. Academic credentials desirable. Working knowledge of business development job. Thorough understanding of Oracle's products and services. Ability to lead a team in all areas of strategic business development. Effective written and verbal communication skills. Strong quantitative, analytical, and conflict resolution ability.
15650	Business Development Snr Director - Corp Plan	MARKET	CHMARKT	M5	Manages a team that engages in business development strategies and programs in support of Oracle's Sales Organization.	Manages, through lower level managers and directors, a team of business development consultants. Team is responsible for developing new accounts and/or expanding existing accounts within an established geographic territory, industry, product segment or channel. Participates as a team member in strategic and tactical planning for the division. With guidance from the vice president, oversees market analysis, monitors competitive activity and identification of customer needs. Provides leadership in the planning, designing, due diligence, and implementing of strategic business objectives. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and makes hiring decisions. Manages budget. Provides support to marketing and sales programs. Participates in implementation of organizational changes in line with changing business and market.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge important. Business management experience, and Marketing/Business Development experience in the high-tech industry preferred. Proven leadership skills. Effective written and verbal communication skills. 7 - 10 years previous people management experience. Proven ability to manage budget, approval processes, resource allocations. Professional credentials in Marketing. Academic credentials desirable. Working knowledge of business development job. Thorough understanding of Oracle's products and services. Ability to lead a team in all areas of strategic business development. Effective written and verbal communication skills. Strong quantitative, analytical, and conflict resolution ability.
15660	Business Development VP - Corp Plan	MARKET	CHMARKT	M6	Manages a team that engages in business development strategies and programs in support of Oracle's Sales Organization.	Oversees and manages, through managers, directors, and senior directors, a team of business development consultants focused on market analysis, monitoring of competitive activity, and identification of customer needs. Provides leadership in the planning, designing, due diligence, and implementing of strategic business objectives. Defines vision, strategies, and tactics. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and makes hiring decisions. Manages budget. Develops objectives and strategies for the overall effectiveness of business development. Manages and executes projects and marketing plans intended to maximize company exposure. Implements organizational changes in line with changing business and market.	Creates the overall business development strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. Business management experience, and Marketing/Business Development experience in the high-tech industry preferred. Proven leadership skills. Effective written and verbal communication skills. 10+ years previous people management experience. Proven ability to manage budget, approval processes, resource allocations. Professional credentials in Marketing. Academic credentials desirable. Working knowledge of business development job. Thorough understanding of Oracle's products and services. Ability to lead a team in all areas of strategic business development. Effective written and verbal communication skills. Strong quantitative, analytical, and conflict resolution ability.
40510	Channel Marketing Specialist 1	MARKET	CHMARKT	IC1	As a member of the global Channel Marketing organization, establish joint marketing plans with partners and identify effective distribution channels to promote Oracle's products, services, and business programs in support of Corporate objectives. Drive delivery of the Oracle message and monitor business results of e-marketing by acting as an integration point for all marketing initiatives within your product or geography.	Works alongside established Channel Marketing staff on advertising / public relations and communication activities as defined and communicated by management. Disseminate key corporate information to the product or geography operations pertaining to new product development/launches. Assist in identifying effective distribution channels. Following guidance from more senior team members, ensure that marketing activities are in support of sales plans. Implement and monitor advertising campaigns on a product or geographical basis as needed; following procedures and policy. Following strict procedures and working alongside established marketing staff work on joint marketing plans with partners. Establish and maintain necessary contact with selected suppliers, agencies, customers, industry associations and government representatives to achieve marketing objectives.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Graduate or equivalent with 0 - 2 year experience. Software business management experience, Sales and Marketing experience in the IT industry. E-business + Internet practical know-how.
40520	Channel Marketing Specialist 2	MARKET	CHMARKT	IC2	As a member of the global Channel Marketing organization, establish joint marketing plans with partners and identify effective distribution channels to promote Oracle's products, services, and business programs in support of Corporate objectives. Drive delivery of the Oracle message and monitor business results of e-marketing by acting as an integration point for all marketing initiatives within your product or geography.	Work with more experience team members manage advertising / public relations and communication activities within the context of the overall corporate plan for the achievement of short and long term business objectives, increased profit and market control; as defined and communicated by senior Marketing management. Disseminate key corporate information to the geography operations pertaining to new product development/launches. Working with others ensure that marketing activities are in support of sales plans. Direct marketing resources and budget to be deployed using the most appropriate marketing mix for the geography. Exercising judgement within defined procedures and practices ensure consistency between global directions and single-geography implementation choices. Maintain necessary contact with major suppliers, agencies, customers, industry associations and government representatives to achieve marketing objectives. Implement organizational changes in line with changing business & market needs.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience. Software business management experience. Sales and Marketing experience in the IT industry. E-business + Internet practical know-how.
40530	Channel Marketing Specialist 3	MARKET	CHMARKT	IC3	As a member of the global Channel Marketing organization, establish joint marketing plans with partners and identify effective distribution channels to promote Oracle's products, services, and business programs in support of Corporate objectives. Drive delivery of the Oracle message and monitor business results of e-marketing by acting as an integration point for all marketing initiatives within your product or geography.	Manage advertising / public relations and communication activities within the context of the overall corporate plan for the achievement of short and long term business objectives, increased profit and market control; as defined and communicated by senior Marketing management. Assist subordinates to meet business targets and best practice solutions. Disseminate key corporate information to the geography operations pertaining to new product development/launches. Liaise with managing directors to ensure that marketing activities are in support of sales plans. Working alongside more senior staff and management provide budget input for channel marketing projects and activities. Ensure consistency between global directions and single-geography implementation choices. Implement and monitor advertising campaigns on a geographical basis as needed. Maintain necessary contact with major suppliers, agencies, customers, industry associations and government representatives to achieve marketing objectives. Provide effective performance management: set clear goals for all staff, provide regular feedback on performance and conduct a formal appraisal at the conclusion of the fiscal year. Use professional concepts, company policies/procedures and creativity on Oracle / Partner assigned initiatives. Implement organizational changes in line with changing business & market needs.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years relevant work experience. Software business management experience. Sales and Marketing experience in the IT industry. E-business + Internet practical know-how.
40540	Channel Marketing Specialist 4	MARKET	CHMARKT	IC4	As a member of the global Channel Marketing organization, establish joint marketing plans with partners and identify effective distribution channels to promote Oracle's products, services, and business programs in support of Corporate objectives. Drive delivery of the Oracle message and monitor business results of e-marketing by acting as an integration point for all marketing initiatives within your product or geography.	Manage advertising / public relations and communication activities within the context of the overall corporate plan for the achievement of short and long term business objectives, increased profit and market control; as defined and communicated by higher management. Provide subordinates with best practice solutions: this will include coaching and development of team members, to meet business goals. Disseminate key corporate information to the geography operations pertaining to new product development/launches. Liaise with managing directors to ensure that marketing activities are in support of sales plans. Direct marketing resources and budget to be deployed using the most appropriate marketing mix for the geography. Ensure consistency between global directions and single-geography implementation choices. Implement and monitor advertising campaigns on a geographical basis as needed. Maintain necessary contact with major suppliers, agencies, customers, industry associations and government representatives to achieve marketing objectives. Provide effective performance management: set clear goals for all staff, provide regular feedback on performance and conduct a formal appraisal at the conclusion of the fiscal year. Implement organizational changes in line with changing business & market needs.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years relevant work experience. Software business management experience. Sales and Marketing experience in the IT industry. E-business + Internet practical know-how.
31710	Event Specialist 1	MARKET	ADPRCOM	IC1	Assist in the development and execution of corporate event marketing programs	Assist other team members in the execution of corporate marketing events. Supports team with execution of event program including but not limited to: event registration and demand generation, venue and event logistics management (Food and Beverage, A/V specifications, etc.), and event creative concept and production execution. Follows outlined policies and established procedures, working with internal groups such as purchasing, accounts payable, shared services, etc. Assists team in on-site event execution of event programs. Assists in the execution of post event activities such as execution of follow up communications for event attendees, uploading and tracking leads, ensuring final payments to vendors are made, etc.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience. Sales and Marketing experience in the IT industry desirable but not necessary. Professional credentials (or may be studying) in Marketing. Academic credentials desirable.
31720	Event Specialist 2	MARKET	ADPRCOM	IC2	Assist in the development and execution of corporate event marketing programs.	Assists in all aspects of pre-event program needs including but not limited to vendor selection and management, budget development and approvals, event registration and demand generation, venue selection and management (F & B, operations, etc.), event creative concept design and production. Manages all aspects of on-site event execution either directly or through outsourced vendors. Manages all post-event activities including development and execution of follow up plans for event attendees, uploading and tracking leads, wrap-up reports etc. Ensures that programs are executed successfully, efficiently and on budget so that customers experience a high degree of satisfaction in attending the event.	Duties and tasks are standard with some variation. Completes own role largely independently with some assistance and guidance within defined policies and procedures. 2 years relevant experience. Marketing experience in the IT industry desired. Professional credentials in Marketing. Academic credentials desirable. Past experience in marketing, or event production/execution desirable.

31730	Event Specialist 3	MARKET	ADPRCOM	IC3	Project leader of a team of event producers who develop and execute event marketing programs.	Meets with Product Marketing, Product Development, Field Sales, Field Marketing, Channels, and other internal groups to evaluate event objectives and requests and provides a recommendation for overall event strategy which maps to stated objective. Engages in research and competitive analysis to achieve an understanding of industry events and event strategies by topic area, audience segmentation etc. Researches market conditions which impact/influence event content and messaging such as social, economic, demographic and political factors. Develops overall strategy for event demand generation. Engages with Product Marketing, Development, and Programs Teams to develop and refine messaging and creative for invitations, web sites and other external and internal communication vehicles. Tracks and measures return on investment (event) through analysis of leads and impact on sales pipeline. Tracks trending of events by type (size, audience, seminar vs. c-level) and refines event strategies and overall event portfolio based on trending.	Job duties are varied and complex, independent judgment needed. Will have project lead role. 5 years relevant work experience, Marketing experience in the IT Industry. Knowledge of budget, approval processes and resource allocations. Professional credentials in Marketing. Academic credentials desirable. Past experience in event production and design needed.
31740	Event Specialist 4	MARKET	ADPRCOM	IC4	Project manages diverse event portfolio and event marketing team.	Project manages diverse portfolio of corporate event types (seminars, executive roundtables, sponsorships) with specific teams mapped as event type specialists. Drives alignment of messaging and overall strategy; helps to ensure that the right event is delivered to the right audience at the right time. Drives creative thought process and continuous evaluation and refinement of Oracle's event marketing portfolio. Provides management with reports and analysis on program efficacy for future program selection and budget allocation. Provides effective performance management: set clear goals for all staff, provide regular feedback on performance and conduct a formal appraisal at the conclusion of the fiscal year. Manage the activities of the staff according to overall marketing strategies and budgets. Implement organizational changes in line with changing business & market.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced business skills in area of event production and design. 8 years relevant work experience. Software business management experience. Marketing experience in the IT industry. Proven ability to manage budget, approval processes, resource allocations in terms of both people and money. Professional credentials in Marketing. Academic credentials desirable.
31750	Event Specialist 5	MARKET	ADPRCOM	IC5	Participate in the development and execution of corporate events marketing programs.	Project manages diverse portfolio of corporate event types (seminars, executive roundtables, sponsorships) with specific teams mapped as event type specialists. Drives alignment of messaging and overall strategy; helps to ensure that the right event is delivered to the right audience at the right time. Drives creative thought process and continuous evaluation and refinement of Oracle's event marketing portfolio. Provides management with reports and analysis on program efficacy for future program selection and budget allocation.	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. 12+ years relevant work experience. Software business management experience, and Marketing experience in the high-tech industry preferred. Proven ability to manage budget, approval processes, resource allocations in terms of both people and money. Professional credentials in Marketing. Academic credentials desired.
31820	Events Manager	MARKET	ADPRCOM	M2	Participate in the development and execution of corporate events marketing programs.	Manages a team of events specialists in support of objectives and strategies for the overall effectiveness and execution of marketing events globally. Held accountable to map events to influenced and direct pipeline. Participates as a team member in strategic and tactical planning for the division. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and provides hiring recommendations to senior management. Manages budget. Manages and executes projects and marketing plans intended to maximize company exposure. Works with internal/external resources to obtain needed materials and services.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Business management experience, and Marketing experience in the high-tech industry preferred. E-business + internal practical know-how. Professional credentials in Marketing. Academic credentials desirable. Past experience in event planning and execution desired.
31830	Events Sr/ Manager	MARKET	ADPRCOM	M3	Participate in the development and execution of corporate events marketing programs.	Manages a team of events specialists in support of objectives and strategies for the overall effectiveness and execution of marketing events globally. Held accountable to map events to influenced and direct pipeline. Participates as a team member in strategic and tactical planning for the division. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and provides hiring recommendations to senior management. Manages budget. Manages and executes projects and marketing plans intended to maximize company exposure. Works with internal/external resources to obtain needed materials and services.	Manages and controls activities in multi-functional areas or sections of the business. Ensures appropriate operational planning is effectively executed to meet business needs. Business management experience, and Marketing experience in the high-tech industry preferred. Demonstrated leadership skills. Effective written and verbal communication skills. 2 - 5 years previous people management experience. Professional credentials in Marketing. Academic credentials desirable. Past experience in event planning and execution desirable.
31840	Events Director	MARKET	ADPRCOM	M4	Participate in the development and execution of corporate events marketing programs.	Manages, through lower-level managers, a team of events specialists in support of objectives and strategies for the overall effectiveness and execution of marketing events globally. Held accountable to map events to influenced and direct pipeline. Contributes to strategic and tactical planning for the division. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and makes hiring decisions. Manages budget. Participates in development of objectives and strategies for the overall effectiveness and execution of marketing events. Manages and executes projects and marketing plans intended to maximize company exposure. Works with internal/external resources to obtain needed materials and services. Manages relationships with outside vendors. Participates in implementation of organizational changes in line with changing business and market.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Software business management experience, and Marketing experience in the high-tech industry preferred. Proven leadership skills. Effective written and verbal communication skills. 5 - 7 years previous people management experience. Professional credentials in Marketing. Academic credentials desirable. Past experience in event planning and execution desirable.
31850	Events Sr/ Director	MARKET	ADPRCOM	M5	Participate in the development and execution of corporate events marketing programs.	Manages, through lower level managers and directors, a team of events specialists in support of objectives and strategies for the overall effectiveness and execution of marketing events globally. Held accountable to map events to influenced and direct pipeline. Contributes to strategic and tactical planning for the division. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and makes hiring decisions. Manages budget. Participates in development of objectives and strategies for the overall effectiveness and execution of marketing events. Manages and executes projects and marketing plans intended to maximize company exposure. Works with internal/external resources to obtain needed materials and services. Manages relationships with outside vendors. Participates in implementation of organizational changes in line with changing business and market.	Directs and ensures the implementation of operational policies through subordinate managers. Interact internally and externally with executive management, providing negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge important. Software business management experience, and Marketing experience in the high-tech industry preferred. Proven leadership skills. Effective written and verbal communication skills. 7 - 10 years previous people management experience. Proven ability to manage budget, approval processes, resource allocations. Professional credentials in Marketing. Academic credentials desirable. Past experience in event planning and execution desirable.
31860	Events VP	MARKET	ADPRCOM	M6	Participate in the development and execution of corporate events marketing programs.	Oversees and manages, through managers, directors, and senior directors, a team of events specialists in support of objectives and strategies for the overall effectiveness and execution of marketing events globally. Develops strategic and tactical plans for the division. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and makes hiring decisions. Manages budget. Develops objectives and strategies for the overall effectiveness and execution of marketing events. Manages and executes projects and marketing plans intended to maximize company exposure. Works with internal/external resources to obtain needed materials and services. Manages relationships with outside vendors. Receives and reviews feedback for ROI evaluations of events and makes decisions for future events. Determines event participation and calendar of events. Implements organizational changes in line with changing business and market.	Creates the overall Events strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Software business management experience, and Marketing experience in the high-tech industry preferred. Proven leadership skills. Effective written and verbal communication skills. 10+ years previous people management experience. Proven ability to manage budget, approval processes, resource allocations. Professional credentials in Marketing. Academic credentials desirable. Past experience in event planning and execution desirable.
30610	Field Marketing Specialist 1	MARKET	ADPRCOM	IC1	Plans, executes, and measures demand generation marketing programs to grow sales pipeline and revenue for Field Sales organization.	Develops and implements tactical marketing programs in conjunction with Sales, Channels, Product Marketing, Product Management, Oracle Direct (Telesales), and external influencers such as user groups and industry trade associations. Provides onsite execution support for marketing programs. Tracks lead flow to ensure the appropriate Sales channels are following up with event attendees and campaign responders in a timely manner.	Excellent interpersonal skills and ability to work on far-flung virtual teams. Basic understanding of Technology, Applications, and industry solutions being marketed. Attention to detail and discipline to follow established policies and processes from event design to execution to lead flow.
30620	Field Marketing Specialist 2	MARKET	ADPRCOM	IC2	Plans, executes, and measures demand generation marketing programs to grow sales pipeline and revenue for Field Sales organization.	Contributes to creation of strategic marketing plan in support of Sales pipeline and revenue objectives. Develops and implements tactical marketing programs in conjunction with Sales, Channels, Product Marketing, Product Management, Oracle Direct (Telesales), and external influencers such as user groups and industry trade associations. Provides onsite execution support for marketing programs. Tracks lead flow to ensure the appropriate Sales channels are following up with event attendees and campaign responders in a timely manner. Creates and manages program budget, measures ROI through metrics analysis and reporting.	Proven track record executing multi-faceted event programs. Excellent interpersonal skills. Excellent written and verbal skills, and ability to work on far-flung virtual teams. Moderate technical and strategic understanding of Technology, Applications, and industry solutions being marketed. Attention to detail and discipline to follow established policies and processes from event design to execution to lead flow.
30630	Field Marketing Specialist 3	MARKET	ADPRCOM	IC3	Plans, executes, and measures demand generation marketing programs to grow sales pipeline and revenue for Field Sales organization.	Meets with Sales leaders to create strategic marketing plan in support of Sales pipeline and revenue objectives. Participant in regular pipeline and forecast review meetings. Develops and implements tactical marketing programs in conjunction with Sales, Channels, Product Marketing, Product Management, Oracle Direct (Telesales), and external influencers such as user groups and industry trade associations. Provides onsite execution support for marketing programs. Tracks lead flow to ensure the appropriate Sales channels are following up with event attendees and campaign responders in a timely manner. Creates and manages program budget, measures ROI through metrics analysis and reporting.	Proven track record executing multi-faceted event programs. Excellent interpersonal skills. Able to engage customers in dialogue about their business needs and IT solutions. Excellent written and verbal skills, and ability to work on far-flung virtual teams. Understands principles of Sales business/revenue/pipeline management. Moderate technical and strategic understanding of Technology, Applications, and industry solutions being marketed. Attention to detail and discipline to follow established policies and processes from event design to execution to lead flow.
30640	Field Marketing Specialist 4	MARKET	ADPRCOM	IC4	Plans, executes, and measures demand generation marketing programs to grow sales pipeline and revenue for Field Sales organization.	Meets with Sales leaders to create strategic marketing plan in Sales support of pipeline and revenue objectives. Participant in regular pipeline and forecast review meetings. Develops and implements tactical marketing programs in conjunction with Sales, Channels, Product Marketing, Product Management, Oracle Direct (Telesales), and external influencers such as user groups and industry trade associations. Provides onsite execution support for marketing programs. Tracks lead flow to ensure the appropriate Sales channels are following up with event attendees and campaign responders in a timely manner. Creates and manages program budget, measures ROI through metrics analysis and reporting. Acts as a virtual team liaison for corporate business initiatives, programs and launches. Communicates program status, action items, and deliverables across Field Marketing team and Sales.	Proven track record executing multi-faceted event programs. Excellent interpersonal skills. Ability to provide consultative input to senior Sales leaders. Basic understanding of business management and operations, including financial/revenue/pipeline principles. Able to engage customers in dialogue about their business needs and IT solutions. Excellent written and verbal skills, and ability to work on far-flung virtual teams. Moderate technical and strategic understanding of Technology, Applications, and industry solutions being marketed. Attention to detail and discipline to follow established policies and processes from event design to execution to lead flow.

30650	Field Marketing Specialist 5	MARKET	ADPROOM	IC5	Plans, executes, and measures demand generation marketing programs to grow sales pipeline and revenue for Field Sales organization.	Meets with Sales leaders to create strategic marketing plan in support of pipeline and revenue objectives. Participant on Sales leadership team and regular pipeline and forecast review meetings. Develops and implements tactical marketing programs in conjunction with Sales, Channels, Product Marketing, Product Management, Oracle Direct (Telesales), and external influencers such as user groups and industry trade associations. Provides onsite execution support for marketing programs. Tracks lead flow to ensure the appropriate Sales channels are following up with event attendees and campaign responders in a timely manner. Creates and manages program budget, measures ROI through metrics analysis and reporting. Acts as a virtual team liaison for corporate business initiatives, programs and launches. Provides recommendations on program delivery to HQ virtual team leads. Communicates program status, action items, and deliverables across Field Marketing team and Sales.	Excellent interpersonal skills. Exhibits a high degree of resourcefulness and persistence. Ability to provide consultative input to senior Sales leaders. Experience with business management and operations, including financal/revenue/pipeline principles. Proven ability to engage customers in dialogue about their business needs and IT solutions. Excellent written and verbal skills, and ability to work as far-flung virtual teams. High degree of technical and strategic understanding of Technology, Applications, and Industry solutions being marketed. Attention to detail and discipline to follow established policies and processes from event design to execution to lead flow.
32710	Graphics Designer 1-Mkt	MARKET	GRAPHIC	IC1	As part of Oracle's marketing team, develop integrated marketing design for events, campaigns, collateral, launches, direct mail, logo design, e-marketing efforts, corporate identity and design for a global community. Set the tone for Direct Marketing, Events, and Branding Development. Work with team to build new technology demonstrations and content to support Oracle's global marketing programs.	Collaborate with project teams to plan, analyze, organize, and execute assigned projects that define the aesthetics, visual design, and/or layout of product artwork, component design, marketing materials, and packaging that enhances Oracle's product image.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience.
32720	Graphics Designer 2-Mkt	MARKET	GRAPHIC	IC2	As part of Oracle's marketing team, develop integrated marketing design for events, campaigns, collateral, launches, direct mail, logo design, e-marketing efforts, corporate identity and design for a global community. Set the tone for Direct Marketing, Events, and Branding Development. Work with team to build new technology demonstrations and content to support Oracle's global marketing programs.	Collaborate with project teams to plan, analyze, organize, and execute assigned projects that define the aesthetics, visual design, and/or layout of product artwork, component design, marketing materials, and packaging that enhances Oracle's product image. Assess the effectiveness of the project image and presentation needs.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Strong attention to detail and organizational skills. 2 years relevant experience.
32730	Graphics Designer 3-Mkt	MARKET	GRAPHIC	IC3	As part of Oracle's marketing team, develop integrated marketing design for events, campaigns, collateral, launches, direct mail, logo design, e-marketing efforts, corporate identity and design for a global community. Set the tone for Direct Marketing, Events, and Branding Development. Work with team to build new technology demonstrations and content to support Oracle's global marketing programs.	Interact confidently with clients and present ideas. Be proactive in researching design and going beyond expectations. Work independently and as part of a team to develop integrated marketing design for events, campaigns, collateral, launches, direct mail, logo design, e-marketing efforts, corporate identity and design for a global community.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Great skill with all current design tools. Thorough knowledge of web publishing and web restrictions. Good sense of classic typography and modernist design principles, but comfortable in a variety of styles. Passion, interest and energy to keep knowledgeable of innovative design trends and methodologies. Strong written and oral communication skill. Ability to work under tight deadlines. Detail oriented. Self starter able to prioritize given responsibilities. 5 years relevant work experience with a design studio, agency, or corporate design group. Degree in graphic design preferred.
32740	Graphics Designer 4-Mkt	MARKET	GRAPHIC	IC4	As part of Oracle's marketing team, develop integrated marketing design for events, campaigns, collateral, launches, direct mail, logo design, e-marketing efforts, corporate identity and design for a global community. Set the tone for Direct Marketing, Events, and Branding Development. Work with team to build new technology demonstrations and content to support Oracle's global marketing programs.	Interact confidently with clients and present ideas. Be proactive in researching design and going beyond expectations. Work independently and/or as an excellent project manager to develop integrated marketing design for events, campaigns, collateral, launches, direct mail, logo design, e-marketing efforts, corporate identity and design for a global community.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Ability to partner across functions. 8 years relevant work experience.
99651	Market Research Analyst 1	MARKET	MARKETRES	IC1	As a member of the marketing organization, research and analyze the markets and competition to identify business opportunities for Oracle, the world's largest enterprise software company. As a key contributor to the worldwide marketing team, your research will help to drive delivery of Oracle's message to the marketplace, contributing to effectiveness and business results.	Assist other team members in research and analysis of current and future markets, products and services identifying business opportunities that support the achievement of short and long term business objectives, increased profit and market control. Disseminate key corporate information to the geography operations pertaining to new product development/launches; following set procedures and practices. Ensure consistency between global directions and single-geography implementation choices. Monitor advertising campaigns on a geographical basis as needed and assist with implentation. Maintain necessary contact with established suppliers, agencies, customers, industry associations and government representatives to achieve marketing objectives.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience. Software business management experience. Sales and Marketing experience in the IT industry. E-business + Internet practical know-how. Professional credentials (or may be studying) in Marketing. Academic credentials desirable. Past experience in Sales desirable.
99652	Market Research Analyst 2	MARKET	MARKETRES	IC2	As a member of the marketing organization, research and analyze the markets and competition to identify business opportunities for Oracle, the world's largest enterprise software company. As a key contributor to the worldwide marketing team, your research will help to drive delivery of Oracle's message to the marketplace, contributing to effectiveness and business results.	As a team member research and analysis of current and future markets, products and services identifying business opportunities that support the achievement of short and long term business objectives, increased profit and market control. Disseminate key corporate information to the geography operations pertaining to new product development/launches; following set procedures and practices. Act as a liaison with marketing management to ensure that assigned marketing activities are in support of sales plans. Follow established policy and procedures to ensure consistency between global directions and single-geography implementation choices. Use own experience and marketing knowledge - and initiative within standard procedures/practices - to perform and complete assign tasks. Assist with the implementation and monitoring of advertising campaigns on a geographical basis as needed. Maintain necessary contact with suppliers, agencies, customers, industry associations and government representatives to achieve marketing objectives.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience. Software business management experience. Sales and Marketing experience in the IT industry. E-business + Internet practical know-how. Professional credentials in Marketing. Academic credentials desirable. Past experience in Sales desirable.
99653	Market Research Analyst 3	MARKET	MARKETRES	IC3	As a member of the marketing organization, research and analyze the markets and competition to identify business opportunities for Oracle, the world's largest enterprise software company. As a key contributor to the worldwide marketing team, your research will help to drive delivery of Oracle's message to the marketplace, contributing to effectiveness and business results.	Initiate research and analysis of current and future markets, products and services identifying business opportunities that support the achievement of short and long term business objectives, increased profit and market control. Meet business targets and best practice solutions through the use of professional concepts, company policies/procedures and creativity. Disseminate key corporate information to the geography operations pertaining to new product development/launches. Act as a liaison with managing directors to ensure that marketing activities are in support of sales plans. Assist management with directing marketing resources and budget to be deployed using the most appropriate marketing mix for the geography. Ensure consistency between global directions and single-geography implementation choices. Implement and monitor advertising campaigns on a geographical basis as needed. Maintain necessary contact with major suppliers, agencies, customers, industry associations and government representatives to achieve marketing objectives.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years relevant work experience. Software business management experience. Sales and Marketing experience in the IT industry. Knowledge of budget, approval processes and resource allocations. E-business + Internet practical know-how. Professional credentials in Marketing. Academic credentials desirable. Past experience in Sales desirable.
99654	Market Research Analyst 4	MARKET	MARKETRES	IC4	As a senior member of the marketing organization, research and analyze the markets and competition to identify business opportunities for Oracle, the world's largest enterprise software company. As a key contributor to the worldwide marketing team, your research will help to drive delivery of Oracle's message to the marketplace, contributing to effectiveness and business results.	Initiate and develop techniques for research and analysis of current and future markets, products and services identifying business opportunities that support the achievement of short and long term business objectives, increased profit and market control. Advise management and assist in the management of subordinates to meet business targets and best practice solutions: this will include coaching and development of team members. Propose, influence and disseminate key corporate information to the geography operations pertaining to new product development/launches. Provide senior management with technical and professional advice to ensure that marketing activities are in support of sales plans. Assist management with directing marketing resources and budget to be deployed using the most appropriate marketing mix for the geography. Ensure consistency between global directions and single-geography implementation choices - and provide technical leadership in areas of risk management and leading edge solution. Implement and monitor advertising campaigns on a geographical basis as needed. Maintain necessary contact with major suppliers, agencies, customers, industry associations and government representatives to achieve marketing objectives. Provide effective performance management: set clear goals for all staff, provide regular feedback on performance and conduct a formal appraisal at the conclusion of the fiscal year. Manage the activities of the staff according to overall marketing strategies and budgets. Implement organizational changes in line with changing business & market needs.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years relevant work experience. Software business management experience. Sales and Marketing experience in the IT industry. Proven ability to manage budget, approval processes, resource allocations in terms of both people and money. E-business + Internet practical know-how. Professional credentials in Marketing. Academic credentials desirable. Past experience in Sales desirable.
30051	Market Research Analyst 5	MARKET	MARKETRES	IC5	Manage Oracle's relationship with the influential industry analyst community. This includes managing information flow and all aspects of the relationship.	As an Analyst Relations manager you will be responsible for managing the flow of information from Oracle to the analyst community. You will also be responsible for Oracle's commercial relationship with the analyst firms. You will be running a proactive briefing program for a product, service or industry. This includes lobbying the analysts to produce positive coverage of Oracle that the can be used by the field to support deals and Oracle's positioning.	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. Ability to work independently and to lead a virtual team across Oracle business units. Excellent project management skills as well as written and verbal communication. Thrives in a fast paced environment, enjoys working with people and managing relationships. Experience working with Industry Analysts either as an employee of an analyst firm, or as an analyst relations professional for a technology vendor. 10 years related experience and BA/BS degree in business, marketing, or technical major preferred.

30910	Marketing Comm / PR Specialist 1	MARKET	ADPRCOM	IC1	Development of communication programs to promote Oracle's products & services.	Assist management with implementation of corporate and local campaign media plans. Apply corporate and local campaign advertising with assistance and guidance. Support efforts to integrate advertising into the marketing campaigns and across the communications mix. Maintain and communicate brand advertising in line with standard practices and procedures. Assist more senior team members with partner advertising. Measure advertising effectiveness.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Graduate or equivalent with 0 - 2 year experience. Basic knowledge of marketing techniques and company wide products. Developing experience and understanding through exposure to production, media buying and campaign involvement.
30920	Marketing Comm / PR Specialist 2	MARKET	ADPRCOM	IC2	Development of communication programs to promote Oracle's products & services.	Integrate advertising into the marketing campaigns. Assist with planning and management of pan-geography corporate and local campaign media plans. Plan, manage and implement corporate and local campaign advertising creative. Manage standard / moderately complex advertising campaigns and arrange sign off with country / regional management. Anticipate problems when dealing with relatively complex projects, propose and develop business driven solutions to overcome them. Integrate all advertising across the communications mix. Maintain and communicate brand advertising guidelines. Provide support to others managing partner advertising. Develop and manage brand communications audit. Measure advertising effectiveness.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience. A proven track record in advertising across geography, two years experience, within a reputable global agency or major industry company.
30930	Marketing Comm / PR Specialist 3	MARKET	ADPRCOM	IC3	Development of communication programs to promote Oracle's products & services.	Integrate advertising into the marketing campaigns. Maintain regular interface within the organization and with external suppliers and agencies. Plan and manage pan-geography corporate and local campaign media plans. Plan, manage and implement corporate and local campaign advertising creative. Use professional concepts, company policies, procedures and own creativity handling local campaigns - and arrange sign off with appropriate management level. Integrate all advertising across the communications mix. Maintain and communicate brand advertising guidelines. Provide support and input when assisting with partner advertising. Manage resources within the terms of project budget. Develop and manage brand communications audit. Measure advertising effectiveness.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Five years relevant work experience. A proven track record in advertising across geography, five years experience, within a reputable global agency or major industry leader.
30940	Marketing Comm / PR Specialist 4	MARKET	ADPRCOM	IC4	Development of communication programs to promote Oracle's products & services.	Integrate advertising into the marketing campaigns, exercising judgment and business acumen in selecting methods and techniques for best practice / creative solution. As a recognized authority and leading contributor maintain regular interface between the division and Corporate. Plan and manage pan-geography corporate and local campaign media plans. Plan, manage and implement corporate and local campaign advertising creative. Manage far 2 local advertising and arrange sign off with Corporate. Integrate all advertising across the communications mix. Maintain and communicate brand advertising guidelines. Oversee partner advertising. Develop and manage brand communications audit. Measure advertising effectiveness.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years relevant work experience. A proven track record in advertising across line-of-business and/or geography as an account manager, with experience of creative production and media buying.
30950	Marketing Comm / PR Specialist 5	MARKET	ADPRCOM	IC5	Development of communication programs to promote Oracle's products & services.	Evaluates and manages new strategic business opportunities, initiatives, mergers, acquisitions, partnerships, alliances and/or joint ventures. Oversees market analysis, monitors competitive activity, and identifies customer needs. Provides leadership in the planning, designing, due diligence, and implementing of strategic business objectives. Defines vision, strategies, and tactics. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Primarily a resource/ allocation role, coordinating the daily activities of a work group and setting priorities to ensure task completion. Supervises within prescribed procedures with management review and approval. Maintains orderly work processes by coordinating work flow and work quality. Provides technical/functional leadership, as well as first line supervision, but does not have hire/fire authority. Uses individual knowledge and skills to develop team members.
30000	Marketing Research Supervisor	MARKET	MARKETRES	M1	As a key member of the Marketing Mgmt team, direct the development of company marketing programs.	Implement and manage advertising / public relations and communication activities within the context of the overall corporate plan for the achievement of short and long term business objectives, increased profit and market control; as defined and communicated by higher management. Manage subordinates to meet business targets and best practice solutions; this will include coaching and development of team members. Disseminate key corporate information pertaining to new product development/launches. Liaise with management to ensure that marketing activities are in support of sales plans. Direct marketing resources and budget to be deployed using the most appropriate marketing mix for the geography. Ensure consistency between global directions and single-geography / product implementation choices. Maintain necessary contact with major suppliers, agencies, customers, industry associations and government representatives to achieve marketing objectives. Provide effective performance management: set clear goals for all staff, provide regular feedback on performance and conduct a formal appraisal at the conclusion of the fiscal year. Manage the activities of the staff according to overall marketing strategies and budgets. Implement organizational changes in line with changing business & market needs.	Coordinates the daily activities of a workgroup, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority. Sales and Marketing experience in the IT industry preferred. E-business + Internet practical know-how. Professional credentials in Marketing. Academic credentials desirable. Past experience in Sales desirable.
30065	Marketing Research Manager	MARKET	MARKETRES	M2	As a key member of the Marketing Mgmt team, direct the development of company marketing programs.	Implement and manage advertising / public relations and communication activities within the context of the overall corporate plan for the achievement of short and long term business objectives, increased profit and market control; as defined and communicated by higher management. Manage subordinates to meet business targets and best practice solutions; this will include coaching and development of team members. Disseminate key corporate information pertaining to new product development/launches. Liaise with management to ensure that marketing activities are in support of sales plans. Direct marketing resources and budget to be deployed using the most appropriate marketing mix for the geography. Ensure consistency between global directions and single-geography / product implementation choices. Maintain necessary contact with major suppliers, agencies, customers, industry associations and government representatives to achieve marketing objectives. Provide effective performance management: set clear goals for all staff, provide regular feedback on performance and conduct a formal appraisal at the conclusion of the fiscal year. Manage the activities of the staff according to overall marketing strategies and budgets. Implement organizational changes in line with changing business & market needs.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. Software business management experience. Sales and Marketing experience in the IT industry. E-business + Internet practical know-how. Professional credentials in Marketing. Academic credentials desirable. Past experience in Sales desirable.
30030	Marketing Research Sr/ Manager	MARKET	MARKETRES	M3	As a key member of the Marketing Mgmt team, direct the development of company marketing programs.	Direct all marketing activities within the context of the overall corporate plan for the achievement of short and long term business objectives, increased profit and market control. Be an active member of the global Marketing team to ensure consistency of marketing campaigns and messages. Disseminate key corporate information to the geography operations pertaining to new product development/launches. Liaise with management to ensure that marketing activities are in support of sales plans. Direct marketing resources and budget to be deployed using the most appropriate marketing mix for the geography. Focus on best practice and continuous improvement in all business and management activities. Ensure consistency between global directions and single-geography / product implementation choices. Implement and monitor advertising campaigns on a geographical basis as needed. Maintain necessary contact with major suppliers, agencies, customers, industry associations and government representatives to achieve marketing objectives. Provide effective performance management: set clear goals for all staff, provide regular feedback on performance and conduct a formal appraisal at the conclusion of the fiscal year. Manage the activities of the staff according to overall marketing strategies and budgets; through motivation and maintaining high level of individual / team performance. Implement organizational changes in line with changing business & market needs.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Software business management experience. Sales and Marketing experience in the IT industry. E-business + Internet practical know-how. Professional credentials in Marketing. Academic credentials desirable. Past experience in Sales desirable.
30040	Marketing Research Director	MARKET	MARKETRES	M4	As a key member of the Marketing Mgmt team, direct the development of company marketing programs.	Direct all marketing activities within the context of the overall corporate plan for the achievement of short and long term business objectives, increased profit and market control. Be an active member of the global Marketing team to ensure consistency of marketing campaigns and messages. Disseminate key corporate information to the geography operations pertaining to new product development/launches. Liaise with management to ensure that marketing activities are in support of sales plans. Direct marketing resources and budget to be deployed using the most appropriate marketing mix for the geography. Ensure consistency between global directions and single-geography / product implementation choices. Implement and monitor advertising campaigns on a geographical basis as needed. Maintain necessary contact with major suppliers, agencies, customers, industry associations and government representatives to achieve marketing objectives. Provide effective performance management: set clear goals for all staff, provide regular feedback on performance and conduct a formal appraisal at the conclusion of the fiscal year. Manage the activities of the staff according to overall marketing strategies and budgets. Implement organizational changes in line with changing business & market needs.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Software business management experience, Sales and Marketing experience in the IT industry. E-business + Internet practical know-how. Professional credentials in Marketing. Academic credentials desirable. Past experience in Sales desirable.
30050	Marketing Research Sr/ Director	MARKET	MARKETRES	M5	As a key member of the Marketing Mgmt team, direct the development of company marketing programs.	Develop and implement corporate communication plan within own business area to ensure achievement of short and long term business objectives, increased profit and market control. Be an active member of the global Marketing team to ensure consistency of marketing campaigns and messages. Disseminate key corporate information to the geography operations pertaining to new product development/launches. Actively develop new approaches and opportunities for expanding company business base. Liaise with management to ensure that marketing activities are in support of sales plans. Direct marketing resources and budget to be deployed using the most appropriate marketing mix for the geography. Ensure consistency between global directions and single-geography implementation choices. Implement and monitor advertising campaigns on a geographical basis as needed. Maintain necessary contact with major suppliers, agencies, customers, industry associations and government representatives to achieve marketing objectives. Provide effective performance management: set clear goals for all staff, provide regular feedback on performance and conduct a formal appraisal at the conclusion of the fiscal year. Manage the activities of the staff according to overall marketing strategies and budgets. Implement organizational changes in line with changing business & market needs.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Software business management experience, Sales and Marketing experience in the IT industry. E-business + Internet practical know-how. Proven ability to manage budget, approval processes, resource allocations. Professional credentials in Marketing. Academic credentials desirable. Past experience in Sales desirable.

30060	Marketing Research VP	MARKET	MARKETRES	M6	As a key member of the Marketing Mgmt team, direct the development of company marketing programs.	Develop and implement corporate communication plan within own business area to ensure achievement of short and long term business objectives, increased profit and market control. Be an active member of the global Marketing team to ensure consistency of marketing campaigns and messages. Disseminate key corporate information to the geography operations pertaining to new product development/launches. Actively develop new approaches and opportunities for expanding company business base. Liaise with management to ensure that marketing activities are in support of sales plans. Direct marketing resources and budget to be deployed using the most appropriate marketing mix for the geography. Ensure consistency between global directions and single-geography implementation choices. Implement and monitor advertising campaigns on a geographical basis as needed. Provide effective performance management: set clear goals for all staff, provide regular feedback on performance and conduct a formal appraisal at the conclusion of the fiscal year. Manage the activities of the staff according to overall marketing strategies and budgets. Implement organizational changes in line with changing business & market needs.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Software business management experience. Sales and Marketing experience in the IT industry. E-business + Internet practical know-how. Proven ability to manage budget, approval processes, resource allocations. Professional credentials in Marketing. Academic credentials desirable. Past experience in Sales desirable.
99962	Marketing SVP	MARKET	PRODSOL	M7			
24210	Marketing Comm / PR Supervisor	MARKET	ADPRCOM	M1	Development of communication programs to promote Oracle's products & services.	Coordinate advertising / public relations and communication activities within the context of the overall corporate plan for the achievement of short and long term business objectives, increased profit and market control; as defined and communicated by higher management. Supervisor subordinates to meet business targets and best practice solutions; this will include coaching and development of team members. Disseminate key corporate information pertaining to new product development/launches. Act as a liaison with management to ensure that marketing activities are in support of sales plans. Direct marketing resources and budget to be deployed using the most appropriate marketing mix for the line-of-business or geography. Ensure consistency between corporate global directions and line-of-business or single-geography implementation choices. Implement and monitor advertising campaigns on a line-of-business or geographical basis. Maintain necessary contact with major suppliers, agencies, customers, industry associations and government representatives to achieve marketing objectives. Coordinate the activities of the staff according to overall marketing strategies and budgets. Implement organizational changes in line with changing business & market needs.	Coordinates the daily activities of a workgroup, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority.
24220	Marketing Comm / PR Manager	MARKET	ADPRCOM	M2	Development of communication programs to promote Oracle's products & services.	Manage advertising / public relations and communication activities within the context of the overall corporate plan for the achievement of short and long term business objectives, increased profit and market control; as defined and communicated by higher management. Manage subordinates to meet business targets and best practice solutions; this will include coaching and development of team members. Disseminate key corporate information pertaining to new product development/launches. Act as a liaison with management to ensure that marketing activities are in support of sales plans. Direct marketing resources and budget to be deployed using the most appropriate marketing mix for the line-of-business or geography. Ensure consistency between corporate global directions and line-of-business or single-geography implementation choices. Implement and monitor advertising campaigns on a line-of-business or geographical basis. Maintain necessary contact with major suppliers, agencies, customers, industry associations and government representatives to achieve marketing objectives. Manage the activities of the staff according to overall marketing strategies and budgets. Implement organizational changes in line with changing business & market needs.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. Software business management experience. Sales and Marketing experience in the IT industry. E-business + Internet practical know-how. Professional credentials in Marketing. Academic credentials desirable. Past experience in Sales desirable.
24230	Marketing Comm / PR Sor Manager	MARKET	ADPRCOM	M3	Development of communication programs to promote Oracle's products & services.	Direct all marketing activities within the context of the overall corporate plan for the achievement of short and long term business objectives, increased profit and market control. Be an active member of the global Marketing team to ensure consistency of marketing campaigns and messages. Disseminate key corporate information to the line-of-business or geography operations pertaining to new product development/launches. Act as a liaison with managing directors to ensure that marketing activities are in support of sales plans. Direct marketing resources and budget to be deployed using the most appropriate marketing mix for the line-of-business or geography. Focus on best practice and continuous improvement in all business and management activities. Ensure consistency between global directions and line-of-business and single-geography implementation choices. Implement and monitor advertising campaigns on a global or geographic basis. Maintain necessary contact with major suppliers, agencies, customers, industry associations and government representatives to achieve marketing objectives. Provide effective performance management: set clear goals for all staff, provide regular feedback on performance and conduct a formal appraisal at the conclusion of the fiscal year. Manage the activities of the staff according to overall marketing strategies and budgets; through motivation and maintaining high level of individual / team performance. Implement organizational changes in line with changing business & market needs.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet business needs. Software business management experience. Sales and Marketing experience in the IT industry. E-business+ Internet practical know-how. Professional credentials in Marketing. Academic credentials desirable. Past experience in Sales desirable.
24240	Marketing Comm / PR Director	MARKET	ADPRCOM	M4	Development of communication programs to promote Oracle's products & services.	Direct all marketing activities within the context of the overall corporate plan for the achievement of short and long term business objectives, increased profit and market control. Be an active member of the global Marketing team to ensure consistency of marketing campaigns and messages. Disseminate key corporate information to the line-of-business and geography operations pertaining to new product development/launches. Act as a liaison with management to ensure that marketing activities are in support of sales plans. Direct marketing resources and budget to be deployed using the most appropriate marketing mix for the line-of-business and/or geography. Ensure consistency between global directions and single-geography and/or line-of-business implementation choices. Implement and monitor advertising campaigns on a line-of-business and/or geographical basis. Maintain necessary contact with major suppliers, agencies, customers, industry associations and government representatives to achieve marketing objectives. Provide effective performance management: set clear goals for all staff, provide regular feedback on performance and conduct a formal appraisal at the conclusion of the fiscal year. Manage the activities of the staff according to overall marketing strategies and budgets. Implement organizational changes in line with changing business & market needs.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Software business management experience. Sales and Marketing experience in the IT industry. E-business + Internet practical know-how. Professional credentials in Marketing. Academic credentials desirable. Past experience in Sales desirable.
24250	Marketing Comm / PR Sor Director	MARKET	ADPRCOM	M5	Development of communication programs to promote Oracle's products & services.	Develop and implement corporate communication plan within own business area to ensure achievement of short and long term business objectives, increased profit and market control. Be an active member of the global Marketing team to ensure consistency of marketing campaigns and messages. Disseminate key corporate information to the line-of-business and geography operations pertaining to new product development/launches. Actively develop new approaches and opportunities for expanding company business base. Act as a liaison with senior management to ensure that marketing activities are in support of sales plans. Direct marketing resources and budget to be deployed using the most appropriate marketing mix for the line-of-business and/or the geography. Ensure consistency between global directions and line-of-business/single-geography implementation choices. Implement and monitor advertising campaigns on a line-of-business/geographical basis. Maintain necessary contact with major suppliers, agencies, customers, industry associations and government representatives to achieve marketing objectives. Provide effective performance management: set clear goals for all staff, provide regular feedback on performance and conduct a formal appraisal at the conclusion of the fiscal year. Manage the activities of the staff according to overall marketing strategies and budgets. Implement organizational changes in line with changing business & market needs.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge important. Software business management experience. Sales and Marketing experience in the IT industry. E-business + Internet practical know-how. Proven ability to manage budget, approval processes, resource allocations. Professional credentials in Marketing. Academic credentials desirable. Past experience in Sales desirable.
24260	Marketing Comm / PR VP	MARKET	ADPRCOM	M6	Development of communication programs to promote Oracle's products & services.	Direct all Advertising / Public Relations / Communications marketing activity within the context of the overall corporate plan for the achievement of short and long term business objectives, increased profit and market control. Be an active member of the global Marketing team to ensure consistency of marketing campaigns and messages. Disseminate key corporate information to the line-of-business and geography operations pertaining to new product development/launches. Act as liaison with senior management to ensure that marketing activities are in support of sales plans. Direct marketing resources and budget to be deployed using the most appropriate marketing mix for the line-of-business and/or geography. Ensure consistency between global directions and single-geography/line-of-business implementation choices. Implement and monitor advertising campaigns on a line-of-business / geographical basis. Maintain necessary contact with major suppliers, agencies, customers, industry associations and government representatives to achieve marketing objectives. Provide effective performance management: set clear goals for all staff, provide regular feedback on performance and conduct a formal appraisal at the conclusion of the fiscal year. Manage the activities of the staff according to overall marketing strategies and budgets; including profit and loss. Implement organizational changes in line with changing business & market needs.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Software business management experience. Sales and Marketing experience in the IT industry. E-business + Internet practical know-how. Proven ability to manage budget, approval processes, resource allocations. Professional credentials in Marketing. Academic credentials desirable. Past experience in Sales desirable.

24270	Marketing Comm / PR SVP	MARKET	ADPRCOM	M7	Development of communication programs to promote Oracle's products & services.	Oversees the direction of all Advertising / Public Relations / Communications marketing activity within the context of the overall corporate plan for the achievement of short and long term business objectives, increased profit and market control. Be an active member of the global Marketing team to ensure consistency of marketing campaigns and messages. Disseminate key corporate information to the line-of-business and geography operations pertaining to new product development/launches. Act as liaison with senior management to ensure that marketing activities are in support of sales plans. Direct marketing resources and budget to be deployed using the most appropriate marketing mix for the line-of-business and/or geography. Ensure consistency between global directions and single-geography/line-of-business implementation choices. Implement and monitor advertising campaigns on a line-of-business / geographical basis. Maintain necessary contact with major suppliers, agencies, customers, industry associations and government representatives to achieve marketing objectives. Provide effective performance management: set clear goals for all staff, provide regular feedback on performance and conduct a formal appraisal at the conclusion of the fiscal year. Manage the activities of the staff according to overall marketing strategies and budgets; including profit and loss. Implement organizational changes in line with changing business & market needs.	Single incumbent position
24275	Communications SVP	MARKET	ADPRCOM	M7	Development of communication programs to promote Oracle's products & services.	Oversees the direction of all Advertising / Public Relations / Communications marketing activity within the context of the overall corporate plan for the achievement of short and long term business objectives, increased profit and market control. Be an active member of the global Marketing team to ensure consistency of marketing campaigns and messages. Disseminate key corporate information to the line-of-business and geography operations pertaining to new product development/launches. Act as liaison with senior management to ensure that marketing activities are in support of sales plans. Direct marketing resources and budget to be deployed using the most appropriate marketing mix for the line-of-business and/or geography. Ensure consistency between global directions and single-geography/line-of-business implementation choices. Implement and monitor advertising campaigns on a line-of-business / geographical basis. Maintain necessary contact with major suppliers, agencies, customers, industry associations and government representatives to achieve marketing objectives. Provide effective performance management: set clear goals for all staff, provide regular feedback on performance and conduct a formal appraisal at the conclusion of the fiscal year. Manage the activities of the staff according to overall marketing strategies and budgets; including profit and loss. Implement organizational changes in line with changing business & market needs.	Single incumbent position
11510	Product Marketing Analyst 1	MARKET	PRODSOL	IC1	Development and implementation of business plans, marketing strategy, and forecasts for a product/service or vertical market.	As a product analyst you will participate in every stage of the product life cycle to ensure product meets the needs of users. Drive the implementation of programs in support of the marketing strategy, business plans, and forecasts for assigned product lines. Maintains current status of customer needs for existing and future products. Identify, evaluate, and recommend marketing opportunities in support of product line objectives. Drive product functionality delivering high quality product documentation. Lead products through scheduled release assisting others to manage commitments and resources. Measure and report progress and review deliverables.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Demonstrated product/project management experience. Excellent written and verbal communication. Self starter. Team player. Experience using or implementing Oracle, SAP, or PeopleSoft applications. Practical experience using the Internet. Typically graduate or equivalent with 0 - 2 year marketing experience.
11520	Product Marketing Analyst 2	MARKET	PRODSOL	IC2	Development and implementation of business plans, marketing strategy, and forecasts for a product/service or vertical market.	As a product analyst you will participate in every stage of the product life cycle to ensure product meets the needs of users. Drive the implementation of programs in support of the marketing strategy, business plans, and forecasts for assigned product lines. Maintains current status of customer specifications for existing and future products. Identify, evaluate, and recommend marketing opportunities in support of product line objectives. Drive product functionality delivering high quality product documentation. Lead products through scheduled release assisting others to manage commitments and resources. Measure and report progress and review deliverables.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Demonstrated product/project management experience. Excellent written and verbal communication. Demonstrated product/project management experience. Thrives in fast paced environment Team player. Experience using or implementing Oracle, SAP, or PeopleSoft applications. Practical experience using the Internet. 2 years generalist experience and BA/BS degree in marketing or technical major preferred.
11530	Product Marketing Analyst 3	MARKET	PRODSOL	IC3	Development and implementation of business plans, marketing strategy, and forecasts for a product/service or vertical market.	As a product analyst you will participate in every stage of the product life cycle to ensure product meets the needs of users. Drive the implementation of programs in support of the marketing strategy, business plans, and forecasts for assigned product lines. Maintains current status of customer specifications for existing and future products. Identify, evaluate, and recommend marketing opportunities in support of product line objectives. Drive product functionality delivering high quality product documentation. Lead products through scheduled release assisting others to manage commitments and resources. Measure and report progress and review deliverables.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Demonstrated product/project management experience. Excellent written and verbal communication. Demonstrated product/project management experience. Thrives in fast paced environment Team player. Experience using or implementing Oracle, SAP, or PeopleSoft applications. 5 years related experience and BA/BS degree in marketing or technical major preferred.
11540	Product Marketing Analyst 4	MARKET	PRODSOL	IC4	Development and implementation of business plans, marketing strategy, and forecasts for a product/service or vertical market.	As a product analyst you will participate in every stage of the product life cycle to ensure product meets the needs of users. Drive the implementation of programs in support of the marketing strategy, business plans, and forecasts for assigned product lines. Maintains current status of customer specifications for existing and future products. Identify, evaluate, and recommend marketing opportunities in support of product line objectives. Drive product functionality delivering high quality product documentation. Lead products through scheduled release assisting others to manage commitments and resources. Measure and report progress and review deliverables.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Demonstrated product/project management experience. Ability to work with Executives. Strong interpersonal skills. Excellent written and verbal communication. Demonstrated product/project management experience. Creative, energetic, and enthusiastic. Team player. Experience using or implementing Oracle, SAP, or PeopleSoft applications. Basic HTML and web technology skills a plus. 8 years technology/industry experience and BA/BS/MBA degree.
11550	Product Marketing Analyst 5	MARKET	PRODSOL	IC5	Development and implementation of business plans, marketing strategy, and forecasts for a product/service or vertical market.	As a product analyst you will participate in every stage of the product life cycle to ensure product meets the needs of users. Drive the implementation of programs in support of the marketing strategy, business plans, and forecasts for assigned product lines. Maintains current status of customer specifications for existing and future products. Identify, evaluate, and recommend marketing opportunities in support of product line objectives. Drive product functionality delivering high quality product documentation. Lead products through scheduled release assisting others to manage commitments and resources. Measure and report progress and review deliverables.	Acknowledged authority within the Corporation. Provides leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Demonstrated product/project management experience. Ability to work with Executives. Strong interpersonal skills. Excellent written and verbal communication. Demonstrated product/project management experience. Creative, energetic, and enthusiastic. Team player. Experience using or implementing Oracle, SAP, or PeopleSoft applications. Basic HTML and web technology skills a plus. BA/BS/MBA degree.
11020	Product Marketing Manager	MARKET	PRODSOL	M2	Development and implementation of business plans, marketing strategy, and forecasts for a product/service or vertical market. Manages a staff of individual contributors.	As a manager in product marketing, you will be responsible for leading the development of company marketing specifications for specific product(s) or product line(s). Manage marketing activities within the context of the overall corporate plan to meet company objectives. Monitor the development of business plans and business results of e-marketing. Manage lifecycles and product positioning in the market place. Identify customer needs, oversee market research, and monitor the market trends/competitive landscape. Implement and monitor advertising campaigns. Act as a technical advisor for specific product(s). Initiate and foster relationships with development, sales, and other groups to develop new products or enhance functionality of existing product(s) or product line(s). Ensure successful product releases based on corporate priorities.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership skills. Practical Internet knowledge. Sales and marketing experience desired. Software business management experience. 3 years technical marketing experience. Previous development experience or developer marketing experience desired. Ability to manage multiple projects and priorities. BA/BS degree.
11030	Product Marketing Snr Manager	MARKET	PRODSOL	M3	Development and implementation of business plans, marketing strategy, and forecasts for a product/service or vertical market. Manages a staff of managers.	As a manager in product marketing, you will be responsible for leading the development of company marketing specifications for specific product(s) or product line(s). Manage marketing activities within the context of the overall corporate plan to meet company objectives. Monitor the development of business plans and business results of e-marketing. Manage lifecycles and product positioning in the market place. Identify customer needs, oversee market research, and monitor the market trends/competitive landscape. Implement and monitor advertising campaigns. Act as a technical advisor for specific product(s). Initiate and foster relationships with development, sales, and other groups to develop new products or enhance functionality of existing product(s) or product line(s). Ensure successful product releases based on corporate priorities.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Practical Internet knowledge. Software business management experience. 4 years technical marketing experience. Previous development experience or developer marketing experience desired. Ability to manage multiple projects and priorities. Successful track record in management. BA/BS degree. MBA a plus.
11040	Product Marketing Director	MARKET	PRODSOL	M4	Development and implementation of business plans, marketing strategy, and forecasts for a product/service or vertical market. Manages a staff of managers.	As a manager in product marketing, you will be responsible for leading the development of company marketing specifications for specific product(s) or product line(s). Manage marketing activities within the context of the overall corporate plan to meet company objectives. Monitor the development of business plans and business results of e-marketing. Manage lifecycles and product positioning in the market place. Identify customer needs, oversee market research, and monitor the market trends/competitive landscape. Implement and monitor advertising campaigns. Act as a technical advisor for specific product(s). Initiate and foster relationships with development, sales, and other groups to develop new products or enhance functionality of existing product(s) or product line(s). Ensure successful product releases based on corporate priorities.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Practical Internet knowledge. Software business management experience. 7 years technical marketing experience. Previous development experience or developer marketing experience desired. Ability to manage multiple projects and priorities. Successful track record in management. BA/BS degree. MBA preferred.
11050	Product Marketing Snr Director	MARKET	PRODSOL	M5	Development and implementation of business plans, marketing strategy, and forecasts for a product/service or vertical market. Manages a staff of managers.	As a manager in product marketing, you will be responsible for leading the development of company marketing specifications for specific product(s) or product line(s). Manage marketing activities within the context of the overall corporate plan to meet company objectives. Monitor the development of business plans and business results of e-marketing. Manage lifecycles and product positioning in the market place. Identify customer needs, oversee market research, and monitor the market trends/competitive landscape. Implement and monitor advertising campaigns. Act as a technical advisor for specific product(s). Initiate and foster relationships with development, sales, and other groups to develop new products or enhance functionality of existing product(s) or product line(s). Ensure successful product releases based on corporate priorities.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. In-depth knowledge of the computer industry, database and development technology and markets. Extensive marketing analysis experience. BA/BS degree. MBA preferred.

11060	Product Marketing VP	MARKET	PRODSOL	M6	Development and implementation of business plans, marketing strategy, and forecasts for a product/service or vertical market. Manages a staff of managers.	As a vice president in product marketing, you will be responsible for driving awareness and leading the development of company marketing initiatives and specifications for specific product(s) or product line(s). Manage marketing activities within the context of the overall corporate plan to meet company objectives. Monitor the development of business plans and business results of e-marketing. Manage lifecycles and product positioning in the market place. Identify customer needs, oversee market research, and monitor the market trends/competitive landscape. Implement and monitor advertising campaigns. Act as a technical advisor for specific product(s). Initiate and foster relationships with development, sales, and other groups to develop new products or enhance functionality of existing product(s) or product line(s). Ensure successful product releases based on corporate priorities.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. In-depth knowledge of the computer industry, database and development technology and markets. Extensive marketing analysis experience. MBA desired.
32510	TV Production 1-Mkt	MARKET	TVPROD	IC1	Production and direction of TV based Corporate communications and events.	Responsible for all levels of video production including script writing, field and studio production, post production.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience.
32520	TV Production 2-Mkt	MARKET	TVPROD	IC2	Production and direction of TV based Corporate communications and events.	Responsible for all levels of video production including script writing, field and studio production, post production.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience. BA/BS degree.
32530	TV Production 3-Mkt	MARKET	TVPROD	IC3	Production and direction of TV based Corporate communications and events.	Responsible for all levels of video production including script writing, field and studio production, post production.	Job duties are varied and complex, needing independent judgment. May have project lead role. 5 years relevant work experience. BS/BA degree.
32540	TV Production 4-Mkt	MARKET	TVPROD	IC4	Production and direction of TV based Corporate communications and events.	Responsible for all levels of video production including script writing, field and studio production, post production.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 6 years relevant work experience. BS/BA degree.
3410	Associate Internet Sales Consultant	PRESALES	PRODAPPS	IC1	The primary focus of a Sales Consultant (Pre-sales) is to become an expert in a core set of Oracle products and solutions and to present the value proposition and benefits of our solutions to our partners, prospects and customers and internally to our sales force	As an Associate Internet Sales Consultant you will be responsible for providing presales technical/functional support to prospective clients and customers via the Internet, while ensuring customer satisfaction. Deliver high quality standard Oracle presentations and demonstrations. Present and articulate Oracle product's strengths, relative to competitors. Participate in the design, validation, and presentation of Oracle software solutions.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. 1 year experience with relevant computer applications or database/tools. Working knowledge of Windows or NT. UNIX knowledge a plus. Will provide supervision of manager or mentor. Bachelor degree or equivalent with 1 - 3 years prior business experience preferred.
3420	Staff Internet Sales Consultant	PRESALES	PRODAPPS	IC2	The primary focus of a Sales Consultant (Pre-sales) is to become an expert in a core set of Oracle products and solutions and to present the value proposition and benefits of our solutions to our partners, prospects and customers and internally to our sales force	As a Staff Internet Sales Consultant you will be responsible for providing presales technical/functional support to prospective clients and customers while ensuring customer satisfaction, through on-line/in person sales efforts. Develop and deliver high quality standard Oracle presentations and demonstrations via the Internet and/or in person. Present and articulate Oracle product's strengths, features, benefits, and competitive advantages. Design, validate, and present Oracle software solutions to include advanced product concepts, future direction, and 3rd party complimentary products. Support sales team in online/in-person selling efforts with some supervision. Develop and deliver proposed solution to customers. Approximate percentage of face to face interaction with customers to perform their responsibilities is 10%	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 3 - 5 years business experience preferred; vendor experience also preferred. 3 years relevant computer applications or database/tools preferred. Demonstrated proficiency in one multi-user operating system. Knowledge of system and application design preferred. Strong written, verbal, and interpersonal skills. Ability to travel as needed. BA/BS degree or equivalent preferred.
3430	Senior Internet Sales Consultant	PRESALES	PRODAPPS	IC3	The primary focus of a Sales Consultant (Pre-sales) is to become an expert in a core set of Oracle products and solutions and to present the value proposition and benefits of our solutions to our partners, prospects and customers and internally to our sales force	As a Senior Sales Consultant you will be responsible for providing presales technical / functional support to prospective clients and customers while ensuring customer satisfaction with minimal supervision, through on-line/in person sales efforts. Acts as a technical resource for less experienced Internet Sales Consultants. Develop and deliver high quality standard Oracle presentations and demonstrations. Present and articulate advanced product features and benefits, product future direction and overall Oracle solutions. Design, validate, and present Oracle software solutions to include advanced product concepts, future direction, and 3rd party complimentary products. Develop and manage reference sites through high quality technical, professional client relationships. Support sales team in online/in-person selling efforts with minimal supervision. Develop and deliver proposed solution to customers. Approximate percentage of face to face interaction with customers to perform responsibilities is 10%	Job duties are varied and complex, needing independent judgment. May have project lead role. 5 years vendor (sales and marketing) experience. 5 years relevant computer applications or database/tools. Demonstrated proficiency in one multi-user operating system. Through knowledge of system and application design. Strong verbal and written communication skills: needs analysis, positioning, business justification, closing techniques. Demonstrated ability to solve complex technical problems with accuracy in complex technical environments. Ability to travel as needed. BS degree or equivalent; advanced degree desirable.
3440	Principal Internet Sales Consultant	PRESALES	PRODAPPS	IC4	The primary focus of a Sales Consultant (Pre-sales) is to become an expert in a core set of Oracle products and solutions and to present the value proposition and benefits of our solutions to our partners, prospects and customers and internally to our sales force	As a Principal Sales Consultant you will be responsible as the expert for formulating and leading presales technical / functional support activity to prospective clients and customers while ensuring customer satisfaction, through on-line/in person sales efforts. Acts as a technical resource and mentor for less experienced Internet Sales Consultants. Focuses on large or complex sales opportunities that need creative and complex solutions. Develops productivity tools and training for other Internet Sales Consultants. Develops and delivers outstanding Oracle presentations and demonstrations. Leads any and all aspects of the technical sales process. Advises internal and external clients on overall architect solutions. Support sales team in online/in-person selling efforts. Expert level responsible for formulating and leading presales technical/functional sales support activity for customers, as well as Oracle community development of resources and solutions based on market needs. Approximate percentage of face to face interaction with customers to perform responsibilities is 15%	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 3 years vendor (sales and marketing) experience. 7 years business experience with relevant computer applications or database/tools. Ability to implement the most advanced product features. Thorough knowledge of system and application design. In depth knowledge of competitors. Demonstrated project management skills. Demonstrated excellent verbal and written communication skills: needs analysis, positioning, business justification, closing techniques. Ability to persuade others through presentations, demonstrations, and written communication. Ability to travel as needed. A/BS degree or equivalent, advanced degree highly desirable.
3445	TL Internet Sales Consultant	PRESALES	PRODAPPS	IC4	Provides direction and specialist knowledge in applying the technology/application to client business. Facilitation of customer product/application understanding through presentations demonstrations and benchmarks; provision of support throughout the sell.	As a TL Internet Sales Consultant you will be responsible as the expert for formulating and leading presales technical / functional support activity to prospective clients and customers, while ensuring customer satisfaction, through on-line/in person sales efforts. Leads and acts as a technical resource and mentor for less experienced Internet Sales Consultants. Focuses on large or complex sales opportunities that need creative and complex solutions. Develops productivity tools and training for other Internet Sales Consultants. Develops and delivers outstanding Oracle presentations and demonstrations. Leads any and all aspects of the technical sales process. Advises internal and external clients on overall architect solutions. Expert level responsible for formulating and leading presales technical/functional sales support activity for customers, as well as Oracle community development of resources and solutions based on market needs. Approximate percentage of face to face interaction with customers to perform responsibilities is 15%	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 3 years vendor (sales and marketing) experience. 7 years business experience with relevant computer applications or database/tools. Ability to implement the most advanced product features. Thorough knowledge of system and application design. In depth knowledge of competitors. Demonstrated project management skills. Demonstrated excellent verbal and written communication skills: needs analysis, positioning, business justification, closing techniques. Ability to persuade others through presentations, demonstrations, and written communication. Ability to travel as needed. BA/BS degree or equivalent, advanced degree highly desirable.
3450	Master Principal Internet Sales Consultant	PRESALES	PRODAPPS	IC5	Provides direction and specialist knowledge in applying the technology/application to client business. Facilitation of customer product/application understanding through presentations demonstrations and benchmarks; provision of support throughout the sell.	As a Master Principal Internet Sales Consultant you will be responsible as the expert for formulating and leading presales technical / functional support activity to prospective clients and customers while ensuring customer satisfaction, through on-line/in person sales efforts. Acts as a technical resource and mentor for less experienced Internet Sales Consultants. Focuses on large or complex sales opportunities that need creative and complex solutions. Develops productivity tools and training for other Internet Sales Consultants. Develops and delivers outstanding Oracle presentations and demonstrations. Leads any and all aspects of the technical sales process. Advises internal and external clients on overall architect solutions. Recognized authority and leading contributor responsible for formulating and leading presales technical/functional sales support activity for customers, as well as Oracle community development of resources and solutions based on market needs. Approximate percentage of face to face interaction with customers to perform responsibilities is 20%	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 3 years vendor (sales and marketing) experience. 7 years business experience with relevant computer applications or database/tools. Ability to implement the most advanced product features. Thorough knowledge of system and application design. In depth knowledge of competitors. Demonstrated project management skills. Demonstrated excellent verbal and written communication skills: needs analysis, positioning, business justification, closing techniques. Ability to persuade others through presentations, demonstrations, and written communication. Ability to travel as needed. BA/BS degree or equivalent, advanced degree highly desirable.
3610	Internet Sales Consulting Supervisor	PRESALES	PRODAPPS	M1	Provides direction and specialist knowledge in applying the technology/application to client business. Facilitation of customer product/application understanding through presentations demonstrations and benchmarks; provision of support throughout the sell.	As part of the Oracle sales team you will direct and supervisor through work coordination Internet pre-sales resources throughout the sales cycle. Provides technical/functional leadership to the sales team in the development and implementation of customer applications and customer products. Participates in account planning and strategy development. May publishes technical information of specific applications and/or technical articles. Works with management to define new products. Serves as the company liaison on specific technical projects with customers.	Provides direction and specialist knowledge in applying the technology/application to client business. Facilitation of customer product/application understanding through presentations demonstrations and benchmarks; provision of support throughout the sell.
3620	Internet Sales Consulting Manager	PRESALES	PRODAPPS	M2	Provides direction and specialist knowledge in applying the technology/application to client business. Facilitation of customer product/application understanding through presentations demonstrations and benchmarks; provision of support throughout the sell.	As part of the Oracle sales team you will direct and manage Internet pre-sales resources throughout the sales cycle. Provides technical/functional leadership to the sales team in the development and implementation of customer applications and customer products. Participates in account planning and strategy development. May publishes technical information of specific applications and/or technical articles. Works with management to define new products. Serves as the company liaison on specific technical projects with customers.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Knowledge of software industry relating to all aspects of ebusiness solutions. Demonstrated leadership skills. Strong presentation skills. Ability to travel as needed. BA/BS degree or equivalent.
3630	Internet Sales Consulting Srv Manager	PRESALES	PRODAPPS	M3	Provides direction and specialist knowledge in applying the technology/application to client business. Facilitation of customer product/application understanding through presentations demonstrations and benchmarks; provision of support throughout the sell.	As part of the Oracle sales team you will direct and manage internet pre-sales resources throughout the sales cycle. Provides technical/functional leadership to the sales team in the development and implementation of customer applications and customer products. Participates in account planning and strategy development. May publishes technical information of specific applications and/or technical articles. Works with management to define new products. Serves as the company liaison on specific technical projects with customers.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate business needs. Knowledge of software industry relating to all aspects of ebusiness solutions. Demonstrated leadership skills. Strong presentation skills. Ability to travel as needed. BA/BS degree or equivalent.

3640	Internet Sales Consulting Director	PRESALES	PRODAPPS	M4	Provides direction and specialist knowledge in applying the technology/application to client business. Facilitation of customer product/application understanding through presentations demonstrations and benchmarks; provision of support throughout the sell.	As part of the Oracle sales team you will direct and manage internet pre-sales resources throughout the sales cycle. Provides technical/functional leadership to the sales team in the development and implementation of customer applications and customer products. Participates in account planning and strategy development. May publishes technical information of specific applications and/or technical articles. Works with management to define new products. Serves as the company liaison on specific technical projects with customers.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations is important. Knowledge of software industry relating to all aspects of business solutions. Demonstrated leadership skills. Strong presentation skills. Ability to travel as needed. BA/BS degree or equivalent, advanced degree highly desirable.
3650	Internet Sales Consulting Snr Director	PRESALES	PRODAPPS	M5	Provides direction and specialist knowledge in applying the technology/application to client business. Facilitation of customer product/application understanding through presentations demonstrations and benchmarks; provision of support throughout the sell.	As part of the Oracle sales team you will direct and manage internet pre-sales resources throughout the sales cycle. Provides technical/functional leadership to the sales team in the development and implementation of customer applications and customer products. Participates in account planning and strategy development. May publishes technical information of specific applications and/or technical articles. Works with management to define new products. Serves as the company liaison on specific technical projects with customers.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations important. Knowledge of software industry relating to all aspects of business solutions. Demonstrated leadership skills. Strong presentation skills. Ability to Travel as needed. BA/BS degree or equivalent, advanced degree highly desirable.
3660	Internet Sales Consulting Vice President	PRESALES	PRODAPPS	M6	Provides direction and specialist knowledge in applying the technology/application to client business. Facilitation of customer product/application understanding through presentations demonstrations and benchmarks; provision of support throughout the sell.	As part of the Oracle sales team you will direct and manage internet pre-sales resources throughout the sales cycle. Provides technical/functional leadership to the sales team in the development and implementation of customer applications and customer products. Participates in account planning and strategy development. May publishes technical information of specific applications and/or technical articles. Works with management to define new products. Serves as the company liaison on specific technical projects with customers.	Assists in the creation of business plan to ensure growth and financial success. Regularly interacts across functional areas with senior management or executives to ensure LOB objectives are met. Ability to affect change with others of differing or conflicting goals in sensitive situations is important. Develops and maintains relationships with business partners. Identifies and manages business risk and opportunities. Demonstrated leadership skills. Strong presentation skills. Ability to Travel as needed. BA/BS degree or equivalent, advanced degree highly desirable.
9001	Associate Sales Consultant	PRESALES	PRODAPPS	IC1	Provides direction and specialist knowledge in applying the technology/application to client business. Facilitation of customer product/application understanding through presentations demonstrations and benchmarks; provision of support throughout the sell.	As an Associate Sales Consultant you will be responsible for providing presales technical / functional support to prospective clients and customers while ensuring customer satisfaction. Deliver high quality standard Oracle presentations and demonstrations. Present and articulate Oracle product's strengths, relative to competitors. Participate in the design, validation, and presentation of Oracle software solutions.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. 1 year experience with relevant computer applications or databases/tools. Working knowledge of Windows or NT, UNIX knowledge a plus. Will provide supervision of manager or mentor. Bachelor degree or equivalent with 1 - 3 years prior business experience preferred.
9101	Staff Sales Consultant	PRESALES	PRODAPPS	IC2	Provides direction and specialist knowledge in applying the technology/application to client business. Facilitation of customer product/application understanding through presentations demonstrations and benchmarks; provision of support throughout the sell.	As a Staff Sales Consultant you will be responsible for providing presales technical / functional support to prospective clients and customers while ensuring customer satisfaction. Develop and deliver high quality standard Oracle presentations and demonstrations. Present and articulate Oracle product's strengths, features, benefits, and competitive advantages. Design, validate, and present Oracle software solutions to include advanced product concepts, future direction, and 3rd party complimentary products.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures.3 - 5 years business experience preferred; vendor experience also preferred. 3 years relevant computer applications or database/tools preferred. Demonstrated proficiency in one multi-user operating system. Knowledge of system and application design preferred. Strong written, verbal, and interpersonal skills. Ability to travel as needed. BA/BS degree or equivalent preferred.
9201	Senior Sales Consultant	PRESALES	PRODAPPS	IC3	Provides direction and specialist knowledge in applying the technology/application to client business. Facilitation of customer product/application understanding through presentations demonstrations and benchmarks; provision of support throughout the sell.	As a Senior Sales Consultant you will be responsible for providing presales technical / functional support to prospective clients and customers while ensuring customer satisfaction with minimal supervision. Acts as a technical resource for less experienced Sales Consultants. Develop and deliver high quality standard Oracle presentations and demonstrations. Present and articulate advanced product features and benefits, product future direction and overall Oracle solutions. Design, validate, and present Oracle software solutions to include advanced product concepts, future direction, and 3rd party complimentary products. Develop and manage reference sites through high quality technical, professional client relationships.	Job duties are varied and complex, needing independent judgment. May have project lead role. 5 years vendor (sales and marketing) experience. 5 years relevant computer applications or databases/tools. Demonstrated proficiency in one multi-user operating system. Through knowledge of system and application design. Strong verbal and written communication skills; needs analysis, positioning, business justification, closing techniques. Demonstrated ability to solve complex technical problems with accounts in complex technical environments. Ability to travel as needed. BS degree or equivalent; advanced degree desirable.
9301	Principal Sales Consultant	PRESALES	PRODAPPS	IC4	Provides direction and specialist knowledge in applying the technology/application to client business. Facilitation of customer product/application understanding through presentations demonstrations and benchmarks; provision of support throughout the sell.	As a Principal Sales Consultant you will be responsible as the expert for formulating and leading presales technical / functional support activity to prospective clients and customers while ensuring customer satisfaction. Acts as a technical resource and mentor for less experienced Sales Consultants. Focuses on large or complex sales opportunities that need creative and complex solutions. Develops productivity tools and training for other Sales Consultants. Develops and delivers outstanding Oracle presentations and demonstrations. Leads any and all aspects of the technical sales process. Advises internal and external clients on overall architect solutions.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 3 years vendor (sales and marketing) experience. 7 years business experience with relevant computer applications or databases/tools. Ability to implement the most advanced product features. Thorough knowledge of system and application design. In depth knowledge of competitors. Demonstrated project management skills. Demonstrated excellent verbal and written communication skills; needs analysis, positioning, business justification, closing techniques. Ability to persuade others through presentations, demonstrations, and written communication. Ability to travel as needed. A/BS degree or equivalent, advanced degree highly desirable.
9401	TL Sales Consultant	PRESALES	PRODAPPS	IC4	Provides direction and specialist knowledge in applying the technology/application to client business. Facilitation of customer product/application understanding through presentations demonstrations and benchmarks; provision of support throughout the sell.	As a TL Sales Consultant you will be responsible as the expert for formulating and leading presales technical / functional support activity to prospective clients and customers while ensuring customer satisfaction. Leads and acts as a technical resource and mentor for less experienced Sales Consultants. Focuses on large or complex sales opportunities that need creative and complex solutions. Develops productivity tools and training for other Sales Consultants. Develops and delivers outstanding Oracle presentations and demonstrations. Leads any and all aspects of the technical sales process. Advises internal and external clients on overall architect solutions.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 3 years vendor (sales and marketing) experience. 7 years business experience with relevant computer applications or databases/tools. Ability to implement the most advanced product features. Thorough knowledge of system and application design. In depth knowledge of competitors. Demonstrated project management skills. Demonstrated excellent verbal and written communication skills; needs analysis, positioning, business justification, closing techniques. Ability to persuade others through presentations, demonstrations, and written communication. Ability to travel as needed. BA/BS degree or equivalent, advanced degree highly desirable.
9501	Master Principal Sales Consultant	PRESALES	PRODAPPS	IC5	Provides direction and specialist knowledge in applying the technology/application to client business. Facilitation of customer product/application understanding through presentations demonstrations and benchmarks; provision of support throughout the sell.	As a Master Principal Sales Consultant you will be responsible as the expert for formulating and leading presales technical / functional support activity to prospective clients and customers while ensuring customer satisfaction. Acts as a technical resource and mentor for less experienced Sales Consultants. Focuses on large or complex sales opportunities that need creative and complex solutions. Develops productivity tools and training for other Sales Consultants. Develops and delivers outstanding Oracle presentations and demonstrations. Leads any and all aspects of the technical sales process. Advises internal and external clients on overall architect solutions.	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. 3 years vendor (sales and marketing) experience. 7 years business experience with relevant computer applications or databases/tools. Ability to implement the most advanced product features. Thorough knowledge of system and application design. In depth knowledge of competitors. Demonstrated project management skills. Demonstrated excellent verbal and written communication skills; needs analysis, positioning, business justification, closing techniques. Ability to persuade others through presentations, demonstrations, and written communication. Ability to travel as needed. BA/BS degree or equivalent, advanced degree highly desirable.
9602	Distinguished Sales Consultant	PRESALES	PRODAPPS	IC6	Provides direction and specialist knowledge in applying the technology/application to client business. Facilitation of customer product/application understanding through presentations demonstrations and benchmarks; provision of support throughout the sell.	As a Distinguished Sales Consultant you will be considered the expert in formulating and leading presales strategic, technical, and/or functional sales activity to prospective clients and customers while ensuring customer satisfaction. Acts as the primary consultant on large and/or complex strategic sales opportunities that need creative and complex solutions. Develops productivity tools and training for other Sales Consultants. Develops and delivers outstanding Oracle presentations and demonstrations. Leads any and all aspects of the strategic and/or technical sales process. Advises internal and external clients on overall architect solutions.	Acknowledged expert/professional within company and/or industry nationally and internationally. Provides leadership in the development and strategic direction of new products, processes, techniques. Acts as primary consultant on large projects that affect the organization's long term objectives / strategy. BS or MS degree or equivalent experience relevant to functional area.
9910	Sales Consulting Manager	PRESALES	PRODAPPS	M2	Provides direction and specialist knowledge in applying the technology/application to client business. Facilitation of customer product/application understanding through presentations demonstrations and benchmarks; provision of support throughout the sales cycle.	As part of the Oracle sales team you will direct and manage pre-sales resources throughout the sales cycle. Provides technical/functional leadership to the sales team in the development and implementation of customer applications and customer products. Participates in account planning and strategy development. May publishes technical information of specific applications and/or technical articles. Works with management to define new products. Serves as the company liaison on specific technical projects with customers.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Knowledge of software industry relating to all aspects of business solutions. Demonstrated leadership skills. Strong presentation skills. Ability to travel as needed. BA/BS degree or equivalent.
9920	Sales Consulting Snr Manager	PRESALES	PRODAPPS	M3	Provides direction and specialist knowledge in applying the technology/application to client business. Facilitation of customer product/application understanding through presentations demonstrations and benchmarks; provision of support throughout the sales cycle.	As part of the Oracle sales team you will direct and manage pre-sales resources throughout the sales cycle. Provides technical/functional leadership to the sales team in the development and implementation of customer applications and customer products. Participates in account planning and strategy development. May publishes technical information of specific applications and/or technical articles. Works with management to define new products. Serves as the company liaison on specific technical projects with customers.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate business needs. Knowledge of software industry relating to all aspects of business solutions. Demonstrated leadership skills. Strong presentation skills. Ability to travel as needed. BA/BS degree or equivalent.

9930	Sales Consulting Director	PRESALES	PRODAPPS	M4	Provides direction and specialist knowledge in applying the technology/application to client business. Facilitation of customer product/application understanding through presentations demonstrations and benchmarks; provision of support throughout the sales cycle.	As part of the Oracle sales team you will direct and manage pre-sales resources throughout the sales cycle. Provides technical/functional leadership to the sales team in the development and implementation of customer applications and customer products. Participates in account planning and strategy development. May publishes technical information of specific applications and/or technical articles. Works with management to define new products. Serves as the company liaison on specific technical projects with customers.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations is important. Knowledge of software industry relating to all aspects of abusiness solutions. Demonstrated leadership skills. Strong presentation skills. Ability to travel as needed. BA/BS degree or equivalent, advanced degree highly desirable.
9931	Sales Consulting Sr Director	PRESALES	PRODAPPS	M5	Provides direction and specialist knowledge in applying the technology/application to client business. Facilitation of customer product/application understanding through presentations demonstrations and benchmarks; provision of support throughout the sales cycle.	As part of the Oracle sales team you will direct and manage pre-sales resources throughout the sales cycle. Provides technical/functional leadership to the sales team in the development and implementation of customer applications and customer products. Participates in account planning and strategy development. May publishes technical information of specific applications and/or technical articles. Works with management to define new products. Serves as the company liaison on specific technical projects with customers.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations important. Knowledge of software industry relating to all aspects of abusiness solutions. Demonstrated leadership skills. Strong presentation skills. Ability to Travel as needed. BA/BS degree or equivalent, advanced degree highly desirable.
9932	Sales Consulting Vice President	PRESALES	PRODAPPS	M6	Provides leadership and specialist knowledge in applying the technology/application to client business. Ensures LOB level customers product/application understanding through presentations, demonstrations and benchmarks. Facilitates provision of LOB level support throughout the sales cycle.	As part of the Oracle sales team you will direct and manage pre-sales resources throughout the sales cycle. Provides technical/functional leadership to the sales team in the development and implementation of customer applications and customer products. Participates in account planning and strategy development. May publishes technical information of specific applications and/or technical articles. Works with management to define new products. Serves as the company liaison on specific technical projects with customers.	Creates short, medium, and long term plans to achieve strategic objectives at the LOB level. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Strong ability to influence thinking or gain acceptance of others in sensitive situations important. In depth knowledge of software industry relating to all aspects of abusiness solutions. Superior leadership and presentation skills. Ability to travel as needed. BA/BS degree or equivalent, advanced degree highly desirable.
9555	Oracle Architect V	PRESALES	PRODAPPS	IC5	Responsible for leading business-focused, enterprise-level, architecture initiatives; engaged with business/IT customer stakeholders, partners, and Oracle sales and consulting teams; developing a customer's architecture vision, future state architecture, and implementable architecture roadmaps in the context of solutions Oracle can offer; using Oracle's EA framework, processes and portfolio; calculating and expressing the value of those solutions to the customer; able to align a customer's business strategy and objectives with an enabling Oracle based IT architecture and infrastructure.	Facilitates collaborative architecture development sessions with customer, IT and/or LOB executives. Analyzes and creates architecture models based on continuous feedback loop with key customer personnel. Implements and guides customer architecture teams in using EA frameworks, governance and architecture process. Leverages existing industry and Oracle reference architectures and utilizes specialty architecture knowledge. Influences and recommends architecture solutions and roadmaps to customer IT and/or LOB executives. Understand IT challenges and current state, influence IT strategy, suggest suitable Oracle products and services, collaborate on architecture development and future state of roadmap, collaborate with implementers on transition plan. Influence customers towards a recommended business/IT architecture anchored by Oracle solutions articulating its value to the customer.	Relevant Oracle Architect certification such as Oracle Enterprise Architect or Oracle Business Architect. Certification must be obtained within the first 12 months of entering the role if new hire. Strong analytical, facilitation and communication skills (informal, formal, written, verbal and graphical). Experience applying Enterprise and Business architecture and IT frameworks such as TOGAF, FEA/DODAF, MIT-Sloan, Zachman, Gartner, ITIL and COBIT. 12+ years of experience working with customers at an enterprise level. Enterprise and/or Business architecture credentials are highly valued. B.S. or B.A. college degree (or higher) preferred.
9565	Oracle Architect VI	PRESALES	PRODAPPS	IC6	Responsible for leading business-focused, enterprise-level, architecture initiatives; engaged with business/IT customer stakeholders, partners, and Oracle sales and consulting teams; developing a customer's architecture vision, future state architecture, and implementable architecture roadmaps in the context of solutions Oracle can offer; using Oracle's EA framework, processes and portfolio; calculating and expressing the value of those solutions to the customer; able to align a customer's business strategy and objectives with an enabling Oracle based IT architecture and infrastructure.	Drives collaborative architecture development sessions with customer, IT and/or LOB executives. Designs architecture models based on continuous feedback loop with key customer personnel. Implements and guides customer architecture teams in using EA frameworks, governance and architecture process. Leverages existing industry and Oracle reference architectures and utilizes specialty architecture knowledge. Influences and recommends architecture solutions and roadmaps to customer IT and/or LOB executives. Understand IT challenges and current state, influence IT strategy, suggest suitable Oracle products and services, collaborate on architecture development and future state of roadmap, collaborate with implementers on transition plan. Influence customers towards a recommended business/IT architecture anchored by Oracle solutions articulating its value to the customer.	Relevant Oracle Architect certification such as Oracle Enterprise Architect or Oracle Business Architect. Certification must be obtained within the first 12 months of entering the role if new hire. Strong analytical, facilitation and communication skills (informal, formal, written, verbal and graphical). Experience applying Enterprise and/or Business architecture and IT frameworks such as TOGAF, FEA/DODAF, MIT-Sloan, Zachman, Gartner, ITIL and COBIT. 15+ years of experience working with customers at an enterprise level. Enterprise and/or Business architecture credentials are highly valued. B.S. or B.A. college degree (or higher) preferred.
9810	Associate Telesales Sales Consultant	PRESALES	PRODAPPS	IC1		Identifies, creates, and manages business relationships with select companies to develop solutions and/or create complementary product/services. Defines mutual goals and objectives and builds awareness and support of overall strategic benefits of the alliance. Evangelizes company products in conjunction with recruiting key alliances/partnerships. Provides for financial analyses, long-range forecasting and analysis studies associated with potential alliances/partnerships. Establishes metrics to assess the sales impact of the solution(s) in the marketplace and the overall success of the alliance. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Assists in the creation of country, regional or LOB strategy and creates a business plan to ensure growth and financial success. Develops and advises on company policy. May have profit and loss responsibility for a product line, vertical market, or business line. Develops and maintains relationships with business partners. Identifies and manages business risk and opportunities.
9820	Staff Telesales Sales Consultant	PRESALES	PRODAPPS	IC2	Education Solution Consultants work with Oracle University Education Sales Representatives to develop and deliver comprehensive, customized education solutions that enable successful implementation, adoption, and usage of Oracle technologies to OU customers and prospects. This includes understanding the customer's business objectives and critical business issues, and creating comprehensive training readiness solutions to support the customer's proprietary business processes.	Analyze a customer's training needs through discovery, and develop a comprehensive training solution to address project team readiness specifications. Actively communicate the value of Oracle University throughout the sales lifecycle. Participate in professional development sessions for OU sales representatives and fellow sales consultants. Understand Oracle corporate direction around new product development, mergers and acquisitions, and curriculum delivery methods. Ensure a complete transfer of information to Oracle University's Delivery organization, and post-sales support personnel. Understand and utilize Oracle methodologies, standards and frameworks around customer communications, including RFPs, RFIs, proposals, and services descriptions. Understand and promote Oracle's implementation and education best practices, tools and methodology. Identify opportunities to expand the breadth of Oracle University solutions during throughout the sales lifecycle, including identifying User Adoption Services (change management, and user training, etc.). Understand how to build a message around the impact of the technology change on a customer's entire organization.	0 -2 years training experience in developing comprehensive training solutions, incorporating a variety of delivery methods. Demonstrate a desire to continually grow one's skill set. Good organizational skills and an attention to detail. Ability to effectively communicate ideas orally and in writing. Prefer strong interpersonal skills with the ability to work collaboratively on a team. Communication will occur regularly with sales representatives and management, sales consultants and management, customers, and other Oracle organizations. Ability to take advantage of learning opportunities, and apply knowledge and skill on the job. Demonstrate a positive, "can do" attitude. Ability to travel in the continental United States as needed to meet with customers, support Oracle hosted events, etc. Familiarity with Oracle training development tools (Tutor, UPK, SimBuilder).
9830	Senior Telesales Sales Consultant	PRESALES	PRODAPPS	IC3	Education Solution Consultants work with Oracle University Education Sales Representatives to develop and deliver comprehensive, customized education solutions that enable successful implementation, adoption, and usage of Oracle technologies to OU customers and prospects. This includes understanding the customer's business objectives and critical business issues, and creating comprehensive training readiness solutions to support the customer's proprietary business processes.	Analyze a customer's training needs through discovery, and develop a comprehensive training solution to address project team readiness specifications. Actively communicate the value of Oracle University throughout the sales lifecycle. Participate in professional development sessions for OU sales representatives and fellow sales consultants. Understand Oracle corporate direction around new product development, mergers and acquisitions, and curriculum delivery methods. Ensure a complete transfer of information to Oracle University's Delivery organization, and post-sales support personnel. Understand and utilize Oracle methodologies, standards and frameworks around customer communications, including RFPs, RFIs, proposals, and services descriptions. Understand and promote Oracle's implementation and education best practices, tools and methodology. Identify opportunities to expand the breadth of Oracle University solutions during throughout the sales lifecycle, including identifying User Adoption Services (change management, and user training, etc.). Understand how to build a message around the impact of the technology change on a customer's entire organization.	2 years training experience in developing comprehensive training solutions, incorporating a variety of delivery methods. Demonstrate the ability to discuss projects with various levels of customer management at a comfortable depth. Demonstrate a desire to continually grow one's skill set. Strong organizational skills and an attention to detail. Ability to effectively communicate ideas orally and in writing. Prefer strong interpersonal skills with the ability to work collaboratively on a team. Communication will occur regularly with sales representatives and management, sales consultants and management, customers, and other Oracle organizations. Ability to take advantage of learning opportunities, and apply knowledge and skill on the job. Demonstrate a positive, "can do" attitude. Ability to travel in the continental United States as needed to meet with customers, support Oracle hosted events, etc. College degree, or equivalent experience. Familiarity with Oracle training development tools (Tutor, UPK, SimBuilder).
9840	Principal Telesales Sales Consultant	PRESALES	PRODAPPS	IC4	Education Solution Consultants work with Oracle University Education Sales Representatives to develop and deliver comprehensive, customized education solutions that enable successful implementation, adoption, and usage of Oracle technologies to OU customers and prospects. This includes understanding the customer's business objectives and critical business issues, and creating comprehensive training readiness solutions to support the customer's proprietary business processes.	Analyze a customer's training needs through discovery, and develop a comprehensive training solution to address project team readiness specifications. Actively communicate the value of Oracle University throughout the sales lifecycle. Participate in professional development sessions for OU sales representatives and fellow sales consultants. Understand Oracle corporate direction around new product development, mergers and acquisitions, and curriculum delivery methods. Ensure a complete transfer of information to Oracle University's Delivery organization, and post-sales support personnel. Understand and utilize Oracle methodologies, standards and frameworks around customer communications, including RFPs, RFIs, proposals, and services descriptions. Understand and promote Oracle's implementation and education best practices, tools and methodology. Identify opportunities to expand the breadth of Oracle University solutions during throughout the sales lifecycle, including identifying User Adoption Services (change management, and user training, etc.). Understand how to build a message around the impact of the technology change on a customer's entire organization.	5 years training experience in developing comprehensive training solutions, incorporating a variety of delivery methods. Demonstrate the ability to discuss projects with various levels of customer management (including C-Level positions) at a comfortable depth. Demonstrate a desire to continually grow one's skill set. Strong organizational skills and an attention to detail. Ability to effectively communicate ideas orally and in writing. Strong interpersonal skills with the ability to work collaboratively on a team, or individually, without direct supervision. Communication will occur regularly with sales representatives and management, sales consultants and management, customers, and other Oracle organizations. Demonstrated ability to translate complex ideas into easily understood concepts. Ability to take advantage of learning opportunities, and apply knowledge and skill on the job. Demonstrate a positive, "can do" attitude. Ability to travel in the continental United States as needed to meet with customers, support Oracle hosted events, etc. College degree, or equivalent experience. Familiarity with Oracle training development tools (Tutor, UPK, SimBuilder).
9710	Telesales Sales Consulting Supervisor	PRESALES	PRODAPPS	M1	As part of the Oracle sales team you will supervises OU pre-sales resources throughout the sales cycle.	Provides functional leadership to the sales team in the development of customer Education solutions. Works with management to define new education products. Serves as the company liaison on specific projects with customers.	Primarily a resource/allocation role, co-ordinating the daily activities of a work group and setting priorities to ensure task completion. Supervises within prescribed procedures with management review and approval. Maintains orderly work processes by coordinating work flow and work quality. Provides technical/functional leadership, as well as first line supervision, but does not have hire/fire authority Uses individual knowledge and skills to develop team members. Preferred BA/BS degree with 0-2 years of management experience.

9720	Telesales Sales Consulting Manager	PRESALES	PRODAPPS	M2	As part of the Oracle sales team you will direct and manage Oracle University pre-sales resources throughout the sales cycle.	Provides functional leadership to the sales team in the development and implementation of customer Education solutions. Participates in account planning and strategy development. Works with management and Oracle Direct to define new Education products. Serves as the company liaison on specific projects with customers.	Ensures that operational policies are followed. Leads a specialized area, which may have diverse functional elements. Responsible for business results, costs, and people management. Manages tasks and projects, as defined by senior management, to meet business targets. Manages subordinates to meet business targets and "best practice" solutions as set by higher management. Responsible for the delivery of a service to agreed standards or service levels. Preferred BA/BS degree or equivalent with 0-2 years of management experience.
9730	Telesales Sales Consulting Snr Manager	PRESALES	PRODAPPS	M3	As part of the Oracle sales team you will direct and manage OU pre-sales resources throughout the sales cycle.	Provides functional leadership to the sales team in the development and implementation of customer Education solutions. Participates in account planning and strategy development. Works with management and Oracle Direct to define new Education products. Serves as the company liaison on specific projects with customers.	Ensures that operational policies are followed. Leads a specialized area, which may have diverse functional elements. Responsible for business results, costs, and people management. Manages tasks and projects, as defined by senior management, to meet business targets. Manages subordinates to meet business targets and "best practice" solutions as set by higher management. Responsible for the delivery of a service to agreed standards or service levels. Preferred BA/BS degree or equivalent with 0-2 years of management experience.
9740	Telesales Sales Consulting Director	PRESALES	PRODAPPS	M4	As part of the Oracle sales team you will direct and manage OU pre-sales resources throughout the sales cycle.	Provides functional leadership to the sales team in the development and implementation of customer Education solutions. Participates in account planning and strategy development. Works with management and Sales Management to define new Education products. Serves as the company liaison on specific projects with customers.	Ensures that operational policies are followed and that business objectives are achieved. Manages and controls activities in multi-functional areas or sections. Manages a number of projects varying in complexity needing technical/business expertise. Focus on best practices and process improvements ensuring effective execution of operational plan while meeting Corporate specifications. Plans, implements, and maintains budget for functional areas or sections. Preferred BA/BS degree or equivalent with 2-5 years of management experience.
9750	Telesales Sales Consulting Snr Director	PRESALES	PRODAPPS	M5	As part of the Oracle sales team you will direct and manage OU pre-sales resources throughout the sales cycle.	Provides technical/functional leadership to the sales team in the development and implementation of customer Education solutions. Participates in account planning and strategy development. Works with management and Sales Management to define new Education products. Serves as the company liaison on specific projects with customers.	Develops short/medium and long term plans to successfully implement operational policies and achieve business plan / strategic objectives. Manages highly complex/technical areas requiring a high degree of business knowledge or a major contributor to revenue stream. Ensures current and evolving needs of internal and external customers are met while maintaining strategic direction and goal attainment. Manages business operations/resources in a manner that fulfils business goals, meets budgets, and maintains strategic direction. Ability to travel as needed. Preferred BA/BS degree or equivalent with 5-8 years of management experience.
9760	Telesales Sales Consulting VP	PRESALES	PRODAPPS	M6	As part of the Oracle sales team you will direct and manage OU pre-sales resources throughout the sales cycle.	Provides technical/functional leadership to the sales team in the development and implementation of customer Education solutions. Participates in account planning and strategy development. Works with management and Sales Management to define new Education products.	Creates operational policies to ensure timely and appropriate delivery of the business plan/strategy. May participate in strategy development for corporate function. Functional expertise and broad company knowledge. Responsible for cultivating cross-functional communication preferred. Interacts with executive levels both internal and external regarding matters that influence policies and strategies. Assumes and manages business risk in pursuit of overall business goals Actively develops new approaches and opportunities for expanding business base. Preferred BA/BS degree or equivalent with 8+ years of management experience, advanced degree highly desirable.
109200	Sales Consultant Acq	PRESALES	PRODAPPS	N/A			0
109220	Sales Consulting Manager Acq	PRESALES	PRODAPPS	M2			0
109230	Sales Consulting Snr Manager Acq	PRESALES	PRODAPPS	M3			0
109240	Sales Consulting Director Acq	PRESALES	PRODAPPS	M4			0
109250	Sales Consulting Snr Director Acq	PRESALES	PRODAPPS	M5			0
10710	Applications Developer 1	PRODEV	SWENG	IC1	Analyze, design develop, troubleshoot and debug software programs for commercial or end user applications. Writes code, completes programming and performs testing and debugging of applications.	As a member of the software engineering division, you will develop software according to provided design specifications. Analyze system specifications and existing business processes and information systems. Build enhancements and resolve bugs. Build and execute unit tests and unit test plans.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and processes. Gaining competence in own area and acquiring a higher level understanding of role, processes and procedures. BS degree or equivalent experience relevant to functional area. 0-2 years of previous software engineering or related experience.
10720	Applications Developer 2	PRODEV	SWENG	IC2	Analyze, design develop, troubleshoot and debug software programs for commercial or end user applications. Writes code, completes programming and performs testing and debugging of applications.	As a member of the software engineering division, you will perform detailed design based on provided high level design specifications. Assist in system planning, scheduling and implementation. Build enhancements (including new product features) and resolve bugs. Build and execute unit test and unit test plans. Review integration and regression test plans created by QA. Interact with QA and porting engineering about problems in the code.	Duties and tasks are standard with some variation; displays understanding of roles, processes and procedures. Performs moderately complex problem solving with assistance and guidance in understanding and applying company policies and processes. BS degree or equivalent experience relevant to functional area. 1 year of software engineering or related experience.
10730	Applications Developer 3	PRODEV	SWENG	IC3	Analyze, design develop, troubleshoot and debug software programs for commercial or end user applications. Writes code, completes programming and performs testing and debugging of applications.	As a member of the software engineering division, you will perform high-level design based on provided external specifications. Specify, design and implement minor changes to existing software architecture. Build highly complex enhancements and resolve complex bugs. Build and execute unit tests and unit plans. Review integration and regression test plans created by QA. Communicate with QA and porting engineering as necessary to discuss minor changes to product functionality and to ensure quality and consistency across specific products.	Duties and tasks are varied and complex needing independent judgment. Fully competent in own area of expertise. May have project lead role and or supervise lower level personnel. BS or MS degree or equivalent experience relevant to functional area. 4 years of software engineering or related experience.
10740	Applications Developer 4	PRODEV	SWENG	IC4	Analyze, design develop, troubleshoot and debug software programs for commercial or end user applications. Writes code, completes programming and performs testing and debugging of applications.	As a member of the software engineering division, you will analyze and integrate external customer specifications. Specify, design and implement modest changes to existing software architecture. Build new products and development tools. Build and execute unit tests and unit test plans. Review integration and regression test plans created by QA. Communicate with QA and porting engineering to discuss major changes to functionality.	Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Leading contributor individually and as a team member, providing direction and mentoring to others. BS or MS degree or equivalent experience relevant to functional area. 7 years of software engineering or related experience.
10750	Applications Developer 5	PRODEV	SWENG	IC5	Analyze, design develop, troubleshoot and debug software programs for commercial or end user applications. Writes code, completes programming and performs testing and debugging of applications.	As a member of the software engineering division, you will specify, design and implement major changes to existing software architecture. Create new architecture for a moderate size product or a portion of a major product. Build and execute unit tests and unit test plans. Review integration and regression test plans created by QA. Communicate with QA and porting engineering to ensure consistency, testability and portability across products in general.	Provide leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Recommends and justifies major changes to existing products/services/processes. BS or MS degree or equivalent experience relevant to functional area. 8 or more years of software engineering or related experience.
10760	Applications Developer - Architect	PRODEV	SWENG	IC6	Analyze, design develop, troubleshoot and debug software programs for commercial or end user applications. Writes code, completes programming and performs testing and debugging of applications.	As a member of the software engineering division, you will specify, design and implement major changes to existing software architecture. Create new architecture for a moderate size product or a portion of a major product. Build and execute unit tests and unit test plans. Review integration and regression test plans created by QA. Communicate with QA and porting engineering to ensure consistency, testability and portability across products in general.	Acknowledged expert/professional within company and/or industry nationally and internationally. Provides leadership in the development and strategic direction of new products, processes, techniques. Acts as primary consultant on large projects that effect the organization's long term objectives / strategy. BS or MS degree or equivalent experience relevant to functional area. 10 or more years of software engineering or related experience.
106110	Development Systems Administrator 1	PRODEV	ENGSVCS	IC1	Provides day-to-day technical support to employees for network infrastructure and internal desktop systems software and hardware. Installs, configures and troubleshoots desktop systems, workstations, servers and network issues in a heterogeneous environment.	Maintains passwords, data integrity and file system security for the desktop environment. Communicates highly technical information to both technical and nontechnical personnel. Recommends hardware and software solutions, including new acquisitions and upgrades. May participate in development of information technology and infrastructure projects. May conduct training programs	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience.
106120	Development Systems Administrator 2	PRODEV	ENGSVCS	IC2	Provides day-to-day technical support to employees for network infrastructure and internal desktop systems software and hardware. Installs, configures and troubleshoots desktop systems, workstations, servers and network issues in a heterogeneous environment.	Maintains passwords, data integrity and file system security for the desktop environment. Communicates highly technical information to both technical and nontechnical personnel. Recommends hardware and software solutions, including new acquisitions and upgrades. May participate in development of information technology and infrastructure projects. May conduct training programs	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience and BA/BS degree preferred.
106130	Development Systems Administrator 3	PRODEV	ENGSVCS	IC3	Provides day-to-day technical support to employees for network infrastructure and internal desktop systems software and hardware. Installs, configures and troubleshoots desktop systems, workstations, servers and network issues in a heterogeneous environment.	Maintains passwords, data integrity and file system security for the desktop environment. Communicates highly technical information to both technical and nontechnical personnel. Recommends hardware and software solutions, including new acquisitions and upgrades. May participate in development of information technology and infrastructure projects. May conduct training programs	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years relevant work experience, BA/BA preferred.

106140	Development Systems Administrator 4	PRODEV	ENGSVCS	IC4	Provides day-to-day technical support to employees for network infrastructure and internal desktop systems software and hardware. Installs, configures and troubleshoots desktop systems, workstations, servers and network issues in a heterogeneous environment.	Maintains passwords, data integrity and file system security for the desktop environment. Communicates highly technical information to both technical and nontechnical personnel. Recommends hardware and software solutions, including new acquisitions and upgrades. May participate in development of information technology and infrastructure projects. May conduct training programs	Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Leading contributor individually and as a team member, providing direction and mentoring to others. BS or MS degree or equivalent experience relevant to functional area.
106150	Development Systems Administrator 5	PRODEV	ENGSVCS	IC5	Provides day-to-day technical support to employees for network infrastructure and internal desktop systems software and hardware. Installs, configures and troubleshoots desktop systems, workstations, servers and network issues in a heterogeneous environment.	Maintains passwords, data integrity and file system security for the desktop environment. Communicates highly technical information to both technical and nontechnical personnel. Recommends hardware and software solutions, including new acquisitions and upgrades. May participate in development of information technology and infrastructure projects. May conduct training programs	Provide leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Recommends and justifies major changes to existing products/services/processes. BS or MS degree or equivalent experience relevant to functional area.
100110	PC Board Designer 1	PRODEV	ENGSVCS	IC1	Provides coordination between PC Design and engineering in conceptual and overall equipment packaging design.	Carries development work through to manufacturing release, ensuring that design objectives are met and documentation is completed.Coordinates and performs CAD design tasks on complex, multi-layer printed wiring boards. Translates, encodes and formats schematic and mechanical information using traditional schematics, previously inputted data, data books and company design standards.Gathers and investigates information of component parts and technical information to create and maintain CAD system libraries.Performs manual design tasks as needed. Maintains drawing control and security using knowledge of CAD design techniques, computer systems and file structures.Assists in minimal computer operator functions, such as database control, back-up and archive.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience.
100120	PC Board Designer 2	PRODEV	ENGSVCS	IC2	Provides coordination between PC Design and engineering in conceptual and overall equipment packaging design.	Carries development work through to manufacturing release, ensuring that design objectives are met and documentation is completed.Coordinates and performs CAD design tasks on complex, multi-layer printed wiring boards. Translates, encodes and formats schematic and mechanical information using traditional schematics, previously inputted data, data books and company design standards.Gathers and investigates information of component parts and technical information to create and maintain CAD system libraries.Performs manual design tasks as needed. Maintains drawing control and security using knowledge of CAD design techniques, computer systems and file structures.Assists in minimal computer operator functions, such as database control, back-up and archive.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience and BA/BS degree preferred.
100130	PC Board Designer 3	PRODEV	ENGSVCS	IC3	Provides coordination between PC Design and engineering in conceptual and overall equipment packaging design.	Carries development work through to manufacturing release, ensuring that design objectives are met and documentation is completed.Coordinates and performs CAD design tasks on complex, multi-layer printed wiring boards. Translates, encodes and formats schematic and mechanical information using traditional schematics, previously inputted data, data books and company design standards.Gathers and investigates information of component parts and technical information to create and maintain CAD system libraries.Performs manual design tasks as needed. Maintains drawing control and security using knowledge of CAD design techniques, computer systems and file structures.Assists in minimal computer operator functions, such as database control, back-up and archive.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years relevant work experience. BS/BA preferred.
100200	HW Development Technician A4	PRODEV	HWENG	IC0	Supports engineering activities such as design, test, check-out, modification, fabrication and assembly of prototype electro-mechanical systems, experimental design circuitry or specialized test equipment	Supports engineering activities such as design, test, check-out, modification, fabrication and assembly of prototype electro-mechanical systems, experimental design circuitry or specialized test equipment. Applications may include analog, digital and/or video circuits, and logic systems. Works from schematics, diagrams, written and verbal descriptions, layouts or defined plans to perform testing, checkout and trouble-shooting functions. Performs operational test and fault isolation on systems and equipment. Assists in determining methods or actions to remedy malfunctions. Assists in the design, construction, test and check-out of test equipment. Uses manufacturing, test, development or diagnostic equipment, including, but not limited to, test programs oscilloscopes, signal generators and specialized test apparatus.	Works on assignments that are routine in nature where limited judgment is needed. May determine methods and procedures on new assignments. May provide guidance to other support members. Applies technical aspects of the job to complete tasks. Strong written, verbal, and interpersonal skills. Typically 4 - 6 years of experience.
100210	HW Development Technician 1	PRODEV	HWENG	IC1	Supports engineering activities such as design, test, check-out, modification, fabrication and assembly of prototype electro-mechanical systems, experimental design circuitry or specialized test equipment	Supports engineering activities such as design, test, check-out, modification, fabrication and assembly of prototype electro-mechanical systems, experimental design circuitry or specialized test equipment. Applications may include analog, digital and/or video circuits, and logic systems. Works from schematics, diagrams, written and verbal descriptions, layouts or defined plans to perform testing, checkout and trouble-shooting functions. Performs operational test and fault isolation on systems and equipment. Assists in determining methods or actions to remedy malfunctions. Assists in the design, construction, test and check-out of test equipment. Uses manufacturing, test, development or diagnostic equipment, including, but not limited to, test programs oscilloscopes, signal generators and specialized test apparatus.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience.
100220	HW Development Technician 2	PRODEV	HWENG	IC2	Supports engineering activities such as design, test, check-out, modification, fabrication and assembly of prototype electro-mechanical systems, experimental design circuitry or specialized test equipment	Supports engineering activities such as design, test, check-out, modification, fabrication and assembly of prototype electro-mechanical systems, experimental design circuitry or specialized test equipment. Applications may include analog, digital and/or video circuits, and logic systems. Works from schematics, diagrams, written and verbal descriptions, layouts or defined plans to perform testing, checkout and trouble-shooting functions. Performs operational test and fault isolation on systems and equipment. Assists in determining methods or actions to remedy malfunctions. Assists in the design, construction, test and check-out of test equipment. Uses manufacturing, test, development or diagnostic equipment, including, but not limited to, test programs oscilloscopes, signal generators and specialized test apparatus.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience and BA/BS degree preferred.
100230	HW Development Technician 3	PRODEV	HWENG	IC3	Supports engineering activities such as design, test, check-out, modification, fabrication and assembly of prototype electro-mechanical systems, experimental design circuitry or specialized test equipment	Supports engineering activities such as design, test, check-out, modification, fabrication and assembly of prototype electro-mechanical systems, experimental design circuitry or specialized test equipment. Applications may include analog, digital and/or video circuits, and logic systems. Works from schematics, diagrams, written and verbal descriptions, layouts or defined plans to perform testing, checkout and trouble-shooting functions. Performs operational test and fault isolation on systems and equipment. Assists in determining methods or actions to remedy malfunctions. Assists in the design, construction, test and check-out of test equipment. Uses manufacturing, test, development or diagnostic equipment, including, but not limited to, test programs oscilloscopes, signal generators and specialized test apparatus.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years relevant work experience. BS/BA preferred.
100310	Hardware Developer 1	PRODEV	HWENG	IC1	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems.	Responsible for designing, developing, modifying and evaluating electronic, electro-mechanical or mechanical components, assemblies or integrated circuitry for hardware systems for the external market. Includes new design, as well as modification activities that results in significant product enhancement. Activities encompass design, analysis, testing and process development using engineering principles and methods. Technical disciplines may include electrical and logical design of printed circuit boards or integrated circuits; mechanical design of electronics enclosures or integrated circuit packaging; and embedded software/firmware design.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and processes. Gaining competence in own area and acquiring a higher level understanding of role, processes and procedures. BS degree or equivalent experience relevant to functional area. 0-2 years of previous engineering or related experience.
100320	Hardware Developer 2	PRODEV	HWENG	IC2	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems.	Responsible for designing, developing, modifying and evaluating electronic, electro-mechanical or mechanical components, assemblies or integrated circuitry for hardware systems for the external market. Includes new design, as well as modification activities that results in significant product enhancement. Activities encompass design, analysis, testing and process development using engineering principles and methods. Technical disciplines may include electrical and logical design of printed circuit boards or integrated circuits; mechanical design of electronics enclosures or integrated circuit packaging; and embedded software/firmware design.	Duties and tasks are standard with some variation; displays understanding of roles, processes and procedures. Performs moderately complex problem solving with assistance and guidance in understanding and applying company policies and processes. BS degree or equivalent experience relevant to functional area. 1 year of engineering or related experience.
100330	Hardware Developer 3	PRODEV	HWENG	IC3	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems.	Responsible for designing, developing, modifying and evaluating electronic, electro-mechanical or mechanical components, assemblies or integrated circuitry for hardware systems for the external market. Includes new design, as well as modification activities that results in significant product enhancement. Activities encompass design, analysis, testing and process development using engineering principles and methods. Technical disciplines may include electrical and logical design of printed circuit boards or integrated circuits; mechanical design of electronics enclosures or integrated circuit packaging; and embedded software/firmware design.	Duties and tasks are varied and complex needing independent judgment. Fully competent in own area of expertise. May have project lead role and or supervise lower level personnel. BS or MS degree or equivalent experience relevant to functional area. 4 years of engineering or related experience.
100340	Hardware Developer 4	PRODEV	HWENG	IC4	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems.	Responsible for designing, developing, modifying and evaluating electronic, electro-mechanical or mechanical components, assemblies or integrated circuitry for hardware systems for the external market. Includes new design, as well as modification activities that results in significant product enhancement. Activities encompass design, analysis, testing and process development using engineering principles and methods. Technical disciplines may include electrical and logical design of printed circuit boards or integrated circuits; mechanical design of electronics enclosures or integrated circuit packaging; and embedded software/firmware design.	Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Leading contributor individually and as a team member, providing direction and mentoring to others. BS or MS degree or equivalent experience relevant to functional area. 7 years of engineering or related experience.
100350	Hardware Developer 5	PRODEV	HWENG	IC5	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems.	Responsible for designing, developing, modifying and evaluating electronic, electro-mechanical or mechanical components, assemblies or integrated circuitry for hardware systems for the external market. Includes new design, as well as modification activities that results in significant product enhancement. Activities encompass design, analysis, testing and process development using engineering principles and methods. Technical disciplines may include electrical and logical design of printed circuit boards or integrated circuits; mechanical design of electronics enclosures or integrated circuit packaging; and embedded software/firmware design.	Provide leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Recommends and justifies major changes to existing products/services/processes. BS or MS degree or equivalent experience relevant to functional area. 8 more years of engineering or related experience.

100380	Hardware Developer 6	PRODEV	HWENG	IC6	Evaluates reliability of materials, properties and techniques used in production; plans, designs and develops electronic parts, components, integrated circuitry, mechanical systems, equipment and packaging, optical systems and/or DSP systems.	Responsible for designing, developing, modifying and evaluating electronic, electro-mechanical or mechanical components, assemblies or integrated circuitry for hardware systems for the external market, including new design, as well as modification activities that results in significant product enhancement. Activities encompass design, analysis, testing and process development using engineering principles and methods. Technical disciplines may include electrical and logical design of printed circuit boards or integrated circuits; mechanical design of electronics enclosures or integrated circuit packaging; and embedded software/firmware design.	Acknowledged expert/professional within company and/or industry nationally and internationally. Provides leadership in the development and strategic direction of new products, processes, techniques. Acts as primary consultant on large projects that effect the organization's long term objectives / strategy. BS or MS degree or equivalent experience relevant to functional area. 10 more years of engineering or related experience.
100420	Hardware Development Manager	PRODEV	HWENG	M2	Engineering management position responsible for a hardware development engineering group/team.	Engineering management position responsible for a development engineering group/team. Group activities may include responsibilities for designing, developing, modifying, verifying, characterizing, evaluating or validating, testing in the areas of integrated circuits, semiconductor process technologies, and semiconductor packaging, resulting in innovative products and services for internal or external customers and/or internal use which leverages new technology and advances Oracle's competitive advantage in the market place. Serves as a liaison with customers/partners/vendors regarding design/product features, applications and/or new product introduction. May negotiate relationships with customers, vendors and partners.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development, BS degree or equivalent experience relevant to functional area. Typically one year of engineering or related experience.
100430	Hardware Development Sr/ Manager	PRODEV	HWENG	M3	Engineering management position responsible for a hardware development engineering group/team.	Engineering management position responsible for a development engineering group/team. Group activities may include responsibilities for designing, developing, modifying, verifying, characterizing, evaluating or validating, testing in the areas of integrated circuits, semiconductor process technologies, and semiconductor packaging, resulting in innovative products and services for internal or external customers and/or internal use which leverages new technology and advances Oracle's competitive advantage in the market place. Serves as a liaison with customers/partners/vendors regarding design/product features, applications and/or new product introduction. May negotiate relationships with customers, vendors and partners.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development, BS or MS degree or equivalent experience relevant to functional area. 4 years of engineering or related experience.
100440	Hardware Development Director	PRODEV	HWENG	M4	Engineering management position responsible for a hardware development engineering group/team.	Engineering management position responsible for a development engineering group/team. Group activities may include responsibilities for designing, developing, modifying, verifying, characterizing, evaluating or validating, testing in the areas of integrated circuits, semiconductor process technologies, and semiconductor packaging, resulting in innovative products and services for internal or external customers and/or internal use which leverages new technology and advances Oracle's competitive advantage in the market place. Serves as a liaison with customers/partners/vendors regarding design/product features, applications and/or new product introduction. May negotiate relationships with customers, vendors and partners.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development, BS or MS degree or equivalent experience relevant to functional area. 7 years of engineering or related experience.
100450	Hardware Development Sr/ Director	PRODEV	HWENG	M5	Engineering management position responsible for a hardware development engineering group/team.	Engineering management position responsible for a development engineering group/team. Group activities may include responsibilities for designing, developing, modifying, verifying, characterizing, evaluating or validating, testing in the areas of integrated circuits, semiconductor process technologies, and semiconductor packaging, resulting in innovative products and services for internal or external customers and/or internal use which leverages new technology and advances Oracle's competitive advantage in the market place. Serves as a liaison with customers/partners/vendors regarding design/product features, applications and/or new product introduction. May negotiate relationships with customers, vendors and partners.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development, BS or MS degree or equivalent experience relevant to functional area. 8 or more years of engineering or related experience.
100460	Hardware Development VP	PRODEV	HWENG	M6	Engineering management position responsible for a hardware development engineering group/team.	Engineering management position responsible for a development engineering group/team. Group activities may include responsibilities for designing, developing, modifying, verifying, characterizing, evaluating or validating, testing in the areas of integrated circuits, semiconductor process technologies, and semiconductor packaging, resulting in innovative products and services for internal or external customers and/or internal use which leverages new technology and advances Oracle's competitive advantage in the market place. Serves as a liaison with customers/partners/vendors regarding design/product features, applications and/or new product introduction. May negotiate relationships with customers, vendors and partners.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development, BS or MS degree or equivalent experience relevant to functional area. Successful track record in engineering management or related experience.
100510	Layout/Mask Designer 1	PRODEV	ENGSVCS	IC1	Develops and prepares multi-dimensional layouts and detailed drawings of the semiconductor devices from schematics and related geometry provided by Design Engineers.	Develops and prepares multi-dimensional layouts and detailed drawings of the semiconductor devices from schematics and related geometry provided by Design Engineers. Work may be completed through the use of CAD equipment. Checks dimensions, writes specifications and verifies completed drawings or digitized plots. Performs and may plan mask design work.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience.
100520	Layout/Mask Designer 2	PRODEV	ENGSVCS	IC2	Develops and prepares multi-dimensional layouts and detailed drawings of the semiconductor devices from schematics and related geometry provided by Design Engineers.	Develops and prepares multi-dimensional layouts and detailed drawings of the semiconductor devices from schematics and related geometry provided by Design Engineers. Work may be completed through the use of CAD equipment. Checks dimensions, writes specifications and verifies completed drawings or digitized plots. Performs and may plan mask design work.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience and BA/BS degree preferred.
100530	Layout/Mask Designer 3	PRODEV	ENGSVCS	IC3	Develops and prepares multi-dimensional layouts and detailed drawings of the semiconductor devices from schematics and related geometry provided by Design Engineers.	Develops and prepares multi-dimensional layouts and detailed drawings of the semiconductor devices from schematics and related geometry provided by Design Engineers. Work may be completed through the use of CAD equipment. Checks dimensions, writes specifications and verifies completed drawings or digitized plots. Performs and may plan mask design work.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years relevant work experience. BS/BA preferred.
99000	Localization Analyst 1	PRODEV	LOCALIS	IC1	Analyzes software for globalization specifications. Documents and communicates the results. Designs software globalization solutions in the form of globalization design documents.	Designs quality test measures for a broad range of software/hardware products. Prepares installation scripts and local project files for submission to Language/Localization Specialists. Integrates programs, such as (but not limited to) Windows NT, Internet Explorer, and SQL Server in localized languages. Modifies processes to handle building various languages and installers to support international languages. Designs and implements test plans and test cases. Demonstrating knowledge of developmental and localization tools, methodologies and languages, communicates with Language/Localization Specialists and provides support on context for translation strings in addition to training instructions and support for new Language/Localization Specialists.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and processes. Gaining competence in own area and acquiring a higher level understanding of role, processes and procedures. BS degree or equivalent experience relevant to functional area. 0-2 years of previous localization or related experience needed.
99100	Localization Analyst 2	PRODEV	LOCALIS	IC2	Analyzes software for globalization specifications. Documents and communicates the results. Designs software globalization solutions in the form of globalization design documents.	Designs quality test measures for a broad range of software/hardware products. Prepares installation scripts and local project files for submission to Language/Localization Specialists. Integrates programs, such as (but not limited to) Windows NT, Internet Explorer, and SQL Server in localized languages. Modifies processes to handle building various languages and installers to support international languages. Designs and implements test plans and test cases. Demonstrating knowledge of developmental and localization tools, methodologies and languages, communicates with Language/Localization Specialists and provides support on context for translation strings in addition to training instructions and support for new Language/Localization Specialists.	Duties and tasks are standard with some variation; displays understanding of roles, processes and procedures. Performs moderately complex problem solving with assistance and guidance in understanding and applying company policies and processes. BS degree or equivalent experience relevant to functional area. Typically two years of localization or related experience needed.
99200	Localization Analyst 3	PRODEV	LOCALIS	IC3	Analyzes software for globalization specifications. Documents and communicates the results. Designs software globalization solutions in the form of globalization design documents.	Designs quality test measures for a broad range of software/hardware products. Prepares installation scripts and local project files for submission to Language/Localization Specialists. Integrates programs, such as (but not limited to) Windows NT, Internet Explorer, and SQL Server in localized languages. Modifies processes to handle building various languages and installers to support international languages. Designs and implements test plans and test cases. Demonstrating knowledge of developmental and localization tools, methodologies and languages, communicates with Language/Localization Specialists and provides support on context for translation strings in addition to training instructions and support for new Language/Localization Specialists.	Duties and tasks are varied and complex utilizing independent judgment. Fully competent in own area of expertise. May have project lead role and or supervise lower level personnel. BS or MS degree or equivalent experience relevant to functional area. Typically five years of localization or related experience needed.
99300	Localization Analyst 4	PRODEV	LOCALIS	IC4	Analyzes software for globalization specifications. Documents and communicates the results. Designs software globalization solutions in the form of globalization design documents.	Designs quality test measures for a broad range of software/hardware products. Prepares installation scripts and local project files for submission to Language/Localization Specialists. Integrates programs, such as (but not limited to) Windows NT, Internet Explorer, and SQL Server in localized languages. Modifies processes to handle building various languages and installers to support international languages. Designs and implements test plans and test cases. Demonstrating knowledge of developmental and localization tools, methodologies and languages, communicates with Language/Localization Specialists and provides support on context for translation strings in addition to training instructions and support for new Language/Localization Specialists.	Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Leading contributor individually and as a team member, providing direction and mentoring to others. BS or MS degree or equivalent experience relevant to functional area. Typically eight years of localization or related experience needed.
99400	Localization Analyst 5	PRODEV	LOCALIS	IC5	Analyzes software for globalization specifications. Documents and communicates the results. Designs software globalization solutions in the form of globalization design documents.	Designs quality test measures for a broad range of software/hardware products. Prepares installation scripts and local project files for submission to Language/Localization Specialists. Integrates programs, such as (but not limited to) Windows NT, Internet Explorer, and SQL Server in localized languages. Modifies processes to handle building various languages and installers to support international languages. Designs and implements test plans and test cases. Demonstrating knowledge of developmental and localization tools, methodologies and languages, communicates with Language/Localization Specialists and provides support on context for translation strings in addition to training instructions and support for new Language/Localization Specialists.	Acknowledged authority within the Corporation. Provides leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. BS or MS degree or equivalent experience relevant to functional area. Typically twelve years of localization or related experience needed.
99500	Localization Manager	PRODEV	LOCALIS	M2	Directs and guides the activities of a localization function. Manages all phases of product localization including project definition, design execution, solutions development and tools release, and translation processes used for preparing new products and updates of existing products for release into new international markets.	Oversees product delivery throughout the localization process; includes software design, translation, release, and quality assurance. Effective collaboration, prioritization and negotiation skills are utilized when working with in-country personnel, outsourced service providers, and global product management. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development. BS degree or equivalent experience relevant to functional area. Prefer one year of localization or related experience.

99600	Localization Snr Manager	PRODEV	LOCALIS	M3	Directs and guides the activities of a localization function. Manages all phases of product localization including project definition, design execution, solutions development and tools release, and translation processes used for preparing new products and updates of existing products for release into new international markets.	Oversees product delivery throughout the localization process; includes software design, translation, release, and quality assurance. Effective collaboration, prioritization and negotiation skills are utilized when working with in-country personnel, outsourced service providers, and global product management. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development. BS or MS degree or equivalent experience relevant to functional area. Four years of localization or related experience.
99700	Localization Director	PRODEV	LOCALIS	M4	Directs and guides the activities of a localization function. Manages all phases of product localization including project definition, design execution, solutions development and tools release, and translation processes used for preparing new products and updates of existing products for release into new international markets.	Oversees product delivery throughout the localization process; includes software design, translation, release, and quality assurance. Effective collaboration, prioritization and negotiation skills are utilized when working with in-country personnel, outsourced service providers, and global product management. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development. BS or MS degree or equivalent experience relevant to functional area. Seven years of localization or related experience.
99800	Localization Snr. Director	PRODEV	LOCALIS	M5	Directs and guides the activities of a localization function. Manages all phases of product localization including project definition, design execution, solutions development and tools release, and translation processes used for preparing new products and updates of existing products for release into new international markets.	Oversees product delivery throughout the localization process; includes software design, translation, release, and quality assurance. Effective collaboration, prioritization and negotiation skills are utilized when working with in-country personnel, outsourced service providers, and global product management. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management; negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development. BS or MS degree or equivalent experience relevant to functional area. Eight or more years of localization or related experience.
99900	Localization VP	PRODEV	LOCALIS	M6	Directs and guides the activities of a localization function. Manages all phases of product localization including project definition, design execution, solutions development and tools release, and translation processes used for preparing new products and updates of existing products for release into new international markets.	Oversees and manages product delivery throughout the localization process; includes software design, translation, release, and quality assurance. Effective collaboration, prioritization and negotiation skills are utilized when working with in-country personnel, outsourced service providers, and global product management. Selects, develops, and evaluates personnel to ensure the efficient operation of the function.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Demonstrated leadership and people management skills. Ensures a consistent approach of organizational policies and procedures. Strong communication skills, analytical skills, thorough understanding of product development. BS or MS degree or equivalent experience relevant to functional area. Localization or related experience.
15110	Release Developer 1	PRODEV	SWENG	IC1	Develop, analyze and maintain tools that support and automate processes for hardware or software product release.	As a member of the software engineering division, you will write installation scripts and programs for installation of products. Work with project teams to determine an appropriate build schedule and then initiate the build and packaging process. Compile and assemble software from source code. Ensure tools are stored in source control. Support developers for software package registry and delivery. Work with others to complete analysis, evaluations and design alternatives and to implement process improvements. Work with development engineers to correct build errors.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and processes. Gaining competence in own area and acquiring a higher level understanding of role, processes and procedures. BS degree or equivalent experience relevant to functional area. 0-2 years of previous software engineering or related experience needed.
15120	Release Developer 2	PRODEV	SWENG	IC2	Develop, analyze and maintain tools that support and automate processes for hardware or software product release.	As a member of the software engineering division, you will perform detailed design based on provided high level design specifications. Assist in system planning, scheduling and implementation. Build enhancements (including new product features) and resolve bugs. Build and execute unit test and unit test plans. Review integration and regression test plans created by QA. Interact with QA and porting engineering about problems in the code.	Duties and tasks are standard with some variation; displays understanding of roles, processes and procedures. Performs moderately complex problem solving with assistance and guidance in understanding and applying company policies and processes. BS degree or equivalent experience relevant to functional area. Typically one year of software engineering or related experience needed.
15130	Release Developer 3	PRODEV	SWENG	IC3	Develop, analyze and maintain tools that support and automate processes for hardware or software product release.	As a member of the software engineering division, you will perform high-level design based on provided external specifications. Specify, design and implement minor changes to existing software architecture. Build highly complex enhancements and resolve complex bugs. Build and execute unit tests and unit plans. Review integration and regression test plans created by QA. Communicate with QA and porting engineering as necessary to discuss minor changes to product functionality and to ensure quality and consistency across specific products.	Duties and tasks are varied and complex utilizing independent judgment. Fully competent in own area of expertise. May have project lead role and or supervise lower level personnel. BS or MS degree or equivalent experience relevant to functional area. Typically four years of software engineering or related experience needed.
15140	Release Developer 4	PRODEV	SWENG	IC4	Develop, analyze and maintain tools that support and automate processes for hardware or software product release.	As a member of the software engineering division, you will analyze and integrate external customer specifications. Specify, design and implement modest changes to existing software architecture. Build new products and development tools. Build and execute unit tests and unit test plans. Review integration and regression test plans created by QA. Communicate with QA and porting engineering to discuss major changes to functionality.	Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Leading contributor individually and as a team member, providing direction and mentoring to others. BS or MS degree or equivalent experience relevant to functional area. Typically seven years of software engineering or related experience needed.
15150	Release Developer 5	PRODEV	SWENG	IC5	Develop, analyze and maintain tools that support and automate processes for hardware or software product release.	As a member of the software engineering division, you will specify, design and implement major changes to existing software architecture. Create new architecture for a moderate size product or a portion of a major product. Build and execute unit tests and unit test plans. Review integration and regression test plans created by QA. Communicate with QA and porting engineering to ensure consistency, testability and portability across products in general.	Provide leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Recommends and justifies major changes to existing products/services/processes. BS or MS degree or equivalent experience relevant to functional area. Typically eight or more years of software engineering or related experience needed.
99859	Product Development EVP	PRODEV	SWENG	M8			
99858	Product Development SVP	PRODEV	SWENG	M7			0
17110	Product Manager/Strategy 1-ProdDev	PRODEV	PRODMG	IC1	Work as part of a team that acts as the central resource and driving force for the design, process, manufacturing, test, quality and marketing of product(s) as they move from conception to distribution. Organize interdepartmental activities ensuring completion of the project/product on schedule and within budget.	As a member of the product development division, you will define product specifications and or strategy including build vs. buy business case. Gather and analyze information to define product specifications and review design specifications. Communicate product strategy and functionality. Initiate and foster relationships with other groups. Establish and manage relationships with SW alliance partners and assume technical support. Review product documentation and collateral. Ensure successful product releases based on company priorities.	0 Work involves some problem solving with assistance and guidance in understanding and applying company policies and processes. Gaining competence in own area and acquiring a higher level understanding of role, processes and procedures. BS degree or equivalent experience relevant to functional area. 0-2 years of previous software engineering or related experience.
17120	Product Manager/Strategy 2-ProdDev	PRODEV	PRODMG	IC2	Work as part of a team that acts as the central resource and driving force for the design, process, manufacturing, test, quality and marketing of product(s) as they move from conception to distribution. Organize interdepartmental activities ensuring completion of the project/product on schedule and within budget.	As a member of the product development division, you will define product specifications and or strategy. Gather and analyze information to define product specifications and review design specifications. Communicate product strategy and functionality. Initiate and foster relationships with other groups. Review product documentation and collateral. Ensure successful product releases based on corporate priorities.	Duties and tasks are standard with some variation; displays understanding of roles, processes and procedures. Performs moderately complex problem solving with assistance and guidance in understanding and applying company policies and processes. BS degree or equivalent experience relevant to functional area. 1 year of software engineering or related experience.
17130	Product Manager/Strategy 3-ProdDev	PRODEV	PRODMG	IC3	Work as part of a team that acts as the central resource and driving force for the design, process, manufacturing, test, quality and marketing of product(s) as they move from conception to distribution. Organize interdepartmental activities ensuring completion of the project/product on schedule and within budget.	As a member of the product development division, you will define product specifications and or strategy. Gather and analyze information to define product specifications and review design specifications. Communicate product strategy and functionality. Initiate and foster relationships with other groups. Review product documentation and collateral. Ensure successful product releases based on corporate priorities.	Duties and tasks are varied and complex, needing independent judgment. Fully competent in own area of expertise. May have project lead role and or supervise lower level personnel. BS or MS degree or equivalent experience relevant to functional area. 4 years of software engineering or related experience.
17140	Product Manager/Strategy 4-ProdDev	PRODEV	PRODMG	IC4	Lead a team that acts as the central resource and driving force for the design, process, manufacturing, test, quality and marketing of product(s) as they move from conception to distribution. Organize interdepartmental activities ensuring completion of the project/product on schedule and within budget.	As a member of the product development division, you will analyze and integrate external customer specifications. Suggest and justify product directions and specifications. Specify, design and implement moderate changes to existing software architecture. Build new products and development tools. Build and execute unit tests and unit test plans. Review integration and regression test plans created by QA. Communicate with QA and porting engineering to discuss major changes to functionality.	Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Leading contributor individually and as a team member, providing direction and mentoring to others. BS or MS degree or equivalent experience relevant to functional area. 7 years of software engineering or related experience.
17150	Product Manager/Strategy 5-ProdDev	PRODEV	PRODMG	IC5	Lead a team that acts as the central resource and driving force for the design, process, manufacturing, test, quality and marketing of product(s) as they move from conception to distribution. Organize interdepartmental activities ensuring completion of the project/product on schedule and within budget.	As a member of the product development division, you will specify, design and implement major changes to existing software architecture. Define project needs. Build and execute unit tests and unit test plans. Review integration and regression plans created by QA. Communicate with QA and porting engineering to ensure consistency, testability and portability across products in general.	Provide leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Recommends and justifies major changes to existing products/services/processes. BS or MS degree or equivalent experience relevant to functional area. 8 or more years of software engineering or related experience.
17160	Product Manager/Strategy 6-ProdDev	PRODEV	PRODMG	IC6	Lead a team that acts as the central resource and driving force for the design, process, manufacturing, test, quality and marketing of product(s) as they move from conception to distribution. Organize interdepartmental activities ensuring completion of the project/product on schedule and within budget.	As a member of the product development division, you will specify, design and implement major changes to existing software architecture. Define project needs. Build and execute unit tests and unit test plans. Review integration and regression plans created by QA. Communicate with QA and porting engineering to ensure consistency, testability and portability across products in general.	Acknowledged expert/professional within company and/or industry nationally and internationally. Provides leadership in the development and strategic direction of new products, processes, techniques. Acts as primary consultant on large projects that effect the organization's long term objectives / strategy. BS or MS degree or equivalent experience relevant to functional area. 12 or more years of software engineering or related experience.

17220	Product Mgmt/Strategy Manager-ProdDev	PRODEV	PRODMG	M2	Manage a team that acts as the central resource and driving force for the design, process, manufacturing, test, quality and marketing of product(s) as they move from conception to distribution. Organize interdepartmental activities ensuring completion of the project/product on schedule and within budget.	As a manager in the product development division, you will lead a team that defines product specifications and or strategy. Gather and analyze information to define product specifications and review design specifications. Communicate product strategy and functionality. Initiate and foster relationships with other groups. Review product documentation and collateral. Ensure successful product releases based on corporate priorities.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development and product management. BS degree or equivalent experience relevant to functional area. 1 year of software engineering or related experience.
17230	Product Mgmt/Strategy Snr Manager-ProdDev	PRODEV	PRODMG	M3	Manage a team that acts as the central resource and driving force for the design, process, manufacturing, test, quality and marketing of product(s) as they move from conception to distribution. Organize interdepartmental activities ensuring completion of the project/product on schedule and within budget.	As a manager in the product development division, you will lead a team that defines product specifications and or strategy. Gather and analyze information to define product specifications and review design specifications. Communicate product strategy and functionality. Initiate and foster relationships with other groups. Review product documentation and collateral. Ensure successful product releases based on corporate priorities.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate business needs. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development and product management. BS or MS degree or equivalent experience relevant to functional area. 4 years of software engineering or related experience.
17240	Product Mgmt/Strategy Director-ProdDev	PRODEV	PRODMG	M4	Manage a team that acts as the central resource and driving force for the design, process, manufacturing, test, quality and marketing of product(s) as they move from conception to distribution. Organize interdepartmental activities ensuring completion of the project/product on schedule and within budget.	As a Director in the product development division, you will lead a team that defines product specifications and or strategy. Gather and analyze information to define product specifications and review design specifications. Envision and communicate product strategy and functionality. Initiate and foster relationships with other groups. Review product documentation and collateral. Ensure successful product releases based on corporate priorities.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. The ability to influence thinking or gain acceptance of others in sensitive situations is important. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development and product management. BS or MS degree or equivalent experience relevant to functional area. 6 of software engineering or related experience preferred.
17250	Product Mgmt/Strategy Snr Director-ProdDev	PRODEV	PRODMG	M5	Manage a team that acts as the central resource and driving force for the design, process, manufacturing, test, quality and marketing of product(s) as they move from conception to distribution. Organize interdepartmental activities ensuring completion of the project/product on schedule and within budget.	As a Senior Director in the product development division, you will lead a team that defines product specifications and or strategy. Gather and analyze information to define product specifications and review design specifications. Envision and communicate product strategy and functionality. Initiate and foster relationships with other groups. Review product documentation and collateral. Ensure successful product releases based on corporate priorities.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge important. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development and product management. BS or MS degree or equivalent experience relevant to functional area. 8 or more years of software engineering or related experience preferred.
17260	Product Mgmt/Strategy VP-ProdDev	PRODEV	PRODMG	M6	Manage a team that acts as the central resource and driving force for the design, process, manufacturing, test, quality and marketing of product(s) as they move from conception to distribution. Organize interdepartmental activities ensuring completion of the project/product on schedule and within budget.	As a Vice President in the product development division, you will lead a team that defines product specifications and or strategy. Gather and analyze information to define product specifications and review design specifications. Envision and communicate product strategy and functionality. Initiate and foster relationships with other groups. Review product documentation and collateral. Ensure successful product releases based on corporate priorities.	Assists in the creation of division strategy and consults with senior management in providing direction to assure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development and product management. BS or MS degree or equivalent experience relevant to functional area. Successful track record in software engineering management or related experience.
66661	Program Manager 1- ProdDev	PRODEV	PRODMG	IC1	Manage the development and implementation process of a specific company product.	Manage the development and implementation process of a specific company product involving departmental or cross-functional teams focused on the delivery of new or existing products. Plan and direct schedules and monitor budget/spending. Monitor the project from initiation through delivery. Organize the interdepartmental activities ensuring completion of the project/product on schedule and within budget constraints. Assign and monitor work of systems analysis and program staff, providing technical support and direction.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and processes. Gaining competence in own area and acquiring a higher level understanding of role, processes and procedures. BS degree or equivalent experience relevant to functional area. 0-2 years of previous project management, product design or related experience needed.
66662	Program Manager 2- ProdDev	PRODEV	PRODMG	IC2	Manage the development and implementation process of a specific company product.	Manage the development and implementation process of a specific company product involving departmental or cross-functional teams focused on the delivery of new or existing products. Plan and direct schedules and monitor budget/spending. Monitor the project from initiation through delivery. Organize the interdepartmental activities ensuring completion of the project/product on schedule and within budget constraints. Assign and monitor work of systems analysis and program staff, providing technical support and direction.	Duties and tasks are standard with some variation; displays understanding of roles, processes and procedures. Performs moderately complex problem solving with assistance and guidance in understanding and applying company policies and processes. BS degree or equivalent experience relevant to functional area. 2 years of project management, product design or related experience preferred.
66663	Program Manager 3- ProdDev	PRODEV	PRODMG	IC3	Manage the development and implementation process of a specific company product.	Manage the development and implementation process of a specific company product involving departmental or cross-functional teams focused on the delivery of new or existing products. Plan and direct schedules and monitor budget/spending. Monitor the project from initiation through delivery. Organize the interdepartmental activities ensuring completion of the project/product on schedule and within budget constraints. Assign and monitor work of systems analysis and program staff, providing technical support and direction.	Duties and tasks are varied and complex, needing independent judgment. Fully competent in own area of expertise. May have project lead role and or supervise lower level personnel. BS degree or equivalent experience relevant to functional area. 5 years of project management, product design or related experience preferred.
66664	Program Manager 4- ProdDev	PRODEV	PRODMG	IC4	Manage the development and implementation process of a specific company product.	Manage the development and implementation process of a specific company product involving departmental or cross-functional teams focused on the delivery of new or existing products. Plan and direct schedules and monitor budget/spending. Monitor the project from initiation through delivery. Organize the interdepartmental activities ensuring completion of the project/product on schedule and within budget constraints. Assign and monitor work of systems analysis and program staff, providing technical support and direction.	Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Leading contributor individually and as a team member, providing direction and mentoring to others. BS or MS degree or equivalent experience relevant to functional area. Seven years of project management, product design or related experience preferred.
66665	Program Manager 5- ProdDev	PRODEV	PRODMG	IC5	Manage the development and implementation process of a specific company product.	Manage the development and implementation process of a specific company product involving departmental or cross-functional teams focused on the delivery of new or existing products. Plan and direct schedules and monitor budget/spending. Monitor the project from initiation through delivery. Organize the interdepartmental activities ensuring completion of the project/product on schedule and within budget constraints. Assign and monitor work of systems analysis and program staff, providing technical support and direction.	Provides leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Recommends and justifies major changes to existing products/services/processes. BS or MS degree or equivalent experience relevant to functional area. Ten or more years of project management, product design or related experience needed.
66666	Program Mgmt Manager-ProdDev	PRODEV	PRODMG	M2	Manage people for product development programs or projects focused on the delivery of a product through the design process, and into a finished state for external customers.	Manage people for product development programs or projects involving department or cross-functional teams focused on the delivery of a product or computer-based system through the design process, and into a finished state for external customers. Plan and direct resource schedules as well as project budgets. Monitor the product/program/project from initiation through delivery, interfacing with customer on technical matters. Organize interdepartmental activities ensuring completion of the product/program/project on schedule and within budget constraints. Assign and monitor work of systems analysis and program staff, providing technical support and direction. Select, develop, and evaluate personnel to ensure the efficient operation of the function.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development and product management. BS degree or equivalent experience relevant to functional area. Prefer one year of project management, product design or related experience.
66667	Program Mgmt Snr Manager-ProdDev	PRODEV	PRODMG	M3	Manage people for product development programs or projects focused on the delivery of a product through the design process, and into a finished state for external customers.	Manage people for product development programs or projects involving department or cross-functional teams focused on the delivery of a product or computer-based system through the design process, and into a finished state for external customers. Plan and direct resource schedules as well as project budgets. Monitor the product/program/project from initiation through delivery, interfacing with customer on technical matters. Organize interdepartmental activities ensuring completion of the product/program/project on schedule and within budget constraints. Assign and monitor work of systems analysis and program staff, providing technical support and direction. Select, develop, and evaluate personnel to ensure the efficient operation of the function.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development and product management. BS or MS degree or equivalent experience relevant to functional area. Typically four years of project management, product design or related experience needed.
66668	Program Mgmt Director-ProdDev	PRODEV	PRODMG	M4	Manage people for product development programs or projects focused on the delivery of a product through the design process, and into a finished state for external customers.	Manage people for product development programs or projects involving department or cross-functional teams focused on the delivery of a product or computer-based system through the design process, and into a finished state for external customers. Plan and direct resource schedules as well as project budgets. Monitor the product/program/project from initiation through delivery, interfacing with customer on technical matters. Organize interdepartmental activities ensuring completion of the product/program/project on schedule and within budget constraints. Assign and monitor work of systems analysis and program staff, providing technical support and direction. Select, develop, and evaluate personnel to ensure the efficient operation of the function.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations is important. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development and product management. BS or MS degree or equivalent experience relevant to functional area preferred. Prefer seven years of project management, product design or related experience.
66669	Program Mgmt Snr Director-ProdDev	PRODEV	PRODMG	M5	Manage people for product development programs or projects focused on the delivery of a product through the design process, and into a finished state for external customers.	Manage people for product development programs or projects involving department or cross-functional teams focused on the delivery of a product or computer-based system through the design process, and into a finished state for external customers. Plan and direct resource schedules as well as project budgets. Monitor the product/program/project from initiation through delivery, interfacing with customer on technical matters. Organize interdepartmental activities ensuring completion of the product/program/project on schedule and within budget constraints. Assign and monitor work of systems analysis and program staff, providing technical support and direction. Select, develop, and evaluate personnel to ensure the efficient operation of the function.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge important. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development and product management. BS or MS degree or equivalent experience relevant to functional area preferred. Eight or more years of project management, product design or related experience preferred.
66670	Program Mgmt VP- ProdDev	PRODEV	PRODMG	M6	Manage people for product development programs or projects focused on the delivery of a product through the design process, and into a finished state for external customers.	Manage people for product development programs or projects involving department or cross-functional teams focused on the delivery of a product or computer-based system through the design process, and into a finished state for external customers. Plan and direct resource schedules as well as project budgets. Monitor the product/program/project from initiation through delivery, interfacing with customer on technical matters. Organize interdepartmental activities ensuring completion of the product/program/project on schedule and within budget constraints. Assign and monitor work of systems analysis and program staff, providing technical support and direction. Select, develop, and evaluate personnel to ensure the efficient operation of the function.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development and product management. BS or MS degree or equivalent experience relevant to functional area. Successful track record in project management, product design or related experience needed.

10810	QA Analyst 1-ProdDev	PRODEV	TECHQA	IC1	Responsible for developing, applying and maintaining quality standards for company products with adherence to both internal and external standards. Develops and executes software test plans. Analyzes and writes test standards and procedures. Maintains documentation of test results. Analyzes test results and recommends corrective actions.	As a member of the technical/process QA division, you will apply basic engineering principles to develop methods and procedures to improve and maintain product quality standards. Design systems for recording and analyzing of product quality levels. Develop product quality control inspection specifications and techniques and interpret these trends.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and processes. Gaining competence in own area and acquiring a higher level understanding of role, processes and procedures. BS degree or equivalent experience relevant to functional area. 0-2 years of previous software engineering or related experience.
10820	QA Analyst 2-ProdDev	PRODEV	TECHQA	IC2	Responsible for developing, applying and maintaining quality standards for company products with adherence to both internal and external standards. Develops and executes software test plans. Analyzes and writes test standards and procedures. Maintains documentation of test results. Analyzes test results and recommends corrective actions.	As a member of the technical/process QA division, you will design, install and evaluate quality control methods and systems. Design controlling maintenance of product quality. Develop standards and procedures to provide quality guidance and methods.	Duties and tasks are standard with some variation; displays understanding of roles, processes and procedures. Performs moderately complex problem solving with assistance and guidance in understanding and applying company policies and processes. BS degree or equivalent experience relevant to functional area. A of 1 year of software engineering or related experience.
10830	QA Analyst 3-ProdDev	PRODEV	TECHQA	IC3	Responsible for developing, applying and maintaining quality standards for company products with adherence to both internal and external standards. Develops and executes software test plans. Analyzes and writes test standards and procedures. Maintains documentation of test results. Analyzes test results and recommends corrective actions.	As a member of the technical/process QA division, you will develop quality standards, control methods and theories to be utilized during manufacturing, testing and inspection to access product quality. Develop standards and procedures to provide quality guidance methods.	Duties and tasks are varied and complex needing independent judgment. Fully competent in own area of expertise. May have project lead role and or supervise lower level personnel. BS or MS degree or equivalent experience relevant to functional area. 4 years of software engineering or related experience.
10840	QA Analyst 4-ProdDev	PRODEV	TECHQA	IC4	Responsible for developing, applying and maintaining quality standards for company products with adherence to both internal and external standards. Develops and executes software test plans. Analyzes and writes test standards and procedures. Maintains documentation of test results. Analyzes test results and recommends corrective actions.	As a member of the technical/process QA division, you will design functional, integration and regression test plans, build and execute manual and automated tests and perform highly complex analysis for multiple products. Set cross-functional product testing standards. Analyze, evaluate and plan methods of approach and organize means to achieve solutions to complex problems.	Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Leading contributor individually and as a team member, providing direction and mentoring to others. BS or MS degree or equivalent experience relevant to functional area. 7 years of software engineering or related experience.
10841	QA Analyst 5-ProdDev	PRODEV	TECHQA	IC5	Responsible for developing, applying and maintaining quality standards for company products with adherence to both internal and external standards. Develops and executes software test plans. Analyzes and writes test standards and procedures. Maintains documentation of test results. Analyzes test results and recommends corrective actions.	As a member of the technical/process QA division, you will plan, conduct and direct projects or major phases of significant projects. Analyze, evaluate and plan methods of approach and organize means to achieve solutions to complex technical problems.	Provide leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Recommends and justifies major changes to existing products/services/processes. BS or MS degree or equivalent experience relevant to functional area. 8 or more years of software engineering or related experience.
10842	QA Manager-ProdDev	PRODEV	TECHQA	M2	Responsible for a team that develops, applies and maintains quality standards for company products with adherence to both internal and external standards. Develops and executes software test plans. Analyzes and writes test standards and procedures. Maintains documentation of test results. Analyzes test results and recommends corrective actions.	As a manager in the technical/process QA division, you will lead a team that designs, installs and evaluates quality control methods and systems. You will also develop standards and procedures to provide quality guidance and methods.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of quality assurance. BS degree or equivalent experience relevant to functional area. 1 year of software engineering or related experience.
10843	QA Snr Manager-ProdDev	PRODEV	TECHQA	M3	Responsible for a team that develops, applies and maintains quality standards for company products with adherence to both internal and external standards. Develops and executes software test plans. Analyzes and writes test standards and procedures. Maintains documentation of test results. Analyzes test results and recommends corrective actions.	As a manager in the technical/process QA division, you will lead a team that designs, installs and evaluates quality control methods and systems. You will also develop standards and procedures to provide quality guidance and methods.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet business needs.. Demonstrated leadership and people management skills. BS or MS degree or equivalent experience relevant to functional area. 4 years of software engineering or related experience.
10844	QA Director-ProdDev	PRODEV	TECHQA	M4	Responsible for a team that develops, applies and maintains quality standards for company products with adherence to both internal and external standards. Develops and executes software test plans. Analyzes and writes test standards and procedures. Maintains documentation of test results. Analyzes test results and recommends corrective actions.	As a manager in the technical/process QA division, you will lead a team that designs, installs and evaluates quality control methods and systems. You will also develop standards and procedures to provide quality guidance and methods.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations is important. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of quality assurance. BS or MS degree or equivalent experience relevant to functional area. 7 years of software engineering or related experience.
10845	QA Snr Director-ProdDev	PRODEV	TECHQA	M5	Responsible for a team that develops, applies and maintains quality standards for company products with adherence to both internal and external standards. Develops and executes software test plans. Analyzes and writes test standards and procedures. Maintains documentation of test results. Analyzes test results and recommends corrective actions.	As a manager in the technical/process QA division, you will lead a team that designs, installs and evaluates quality control methods and systems. You will also develop standards and procedures to provide quality guidance and methods.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. BS or MS degree or equivalent experience relevant to functional area. 8 more years of software engineering or related experience.
10846	QA VP-ProdDev	PRODEV	TECHQA	M6	Responsible for a team that develops, applies and maintains quality standards for company products with adherence to both internal and external standards. Develops and executes software test plans. Analyzes and writes test standards and procedures. Maintains documentation of test results. Analyzes test results and recommends corrective actions.	As a manager in the technical/process QA division, you will lead a team that designs, installs and evaluates quality control methods and systems. You will also develop standards and procedures to provide quality guidance and methods.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of quality assurance. BS or MS degree or equivalent experience relevant to functional area. Successful track record in software engineering management or related experience.
10505	Software Developer A4	PRODEV	SWENG	IC0	Responsible for designing, developing, troubleshooting and debugging software programs for databases, applications, tools, networks etc.	Uses basic knowledge of software architecture to perform tasks associated with developing, debugging or designing software applications or operating systems according to provided design specifications. Work involves some basic problem solving with assistance and guidance in understanding and applying company policies and processes.	Works on assignments that are not complex in nature. Follows standard practices and procedures. May seek detailed instructions on work. BS degree or equivalent experience relevant to functional area.
10510	Software Developer 1	PRODEV	SWENG	IC1	Design, develop, troubleshoot and debug software programs for databases, applications, tools, networks etc.	As a member of the software engineering division, you will use basic knowledge of software architecture to perform tasks associated with developing, debugging or designing software applications or operating systems according to provided design specifications. Build enhancements within an existing software architecture.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and processes. Gaining competence in own area and acquiring a higher level understanding of role, processes and procedures. BS degree or equivalent experience relevant to functional area. 0-2 years of previous software engineering or related experience.
10520	Software Developer 2	PRODEV	SWENG	IC2	Design, develop, troubleshoot and debug software programs for databases, applications, tools, networks etc.	As a member of the software engineering division, you will apply basic to intermediate knowledge of software architecture to perform software development tasks associated with developing, debugging or designing software applications or operating systems according to provided design specifications. Build enhancements within an existing software architecture and occasionally suggest improvements to the architecture.	Duties and tasks are standard with some variation; displays understanding of roles, processes and procedures. Performs moderately complex problem solving with assistance and guidance in understanding and applying company policies and processes. BS degree or equivalent experience relevant to functional area. 1 year of software engineering or related experience.
10530	Software Developer 3	PRODEV	SWENG	IC3	Design, develop, troubleshoot and debug software programs for databases, applications, tools, networks etc.	As a member of the software engineering division, you will assist in defining and developing software for tasks associated with the developing, debugging or designing of software applications or operating systems. Provide technical leadership to other software developers. Specify, design and implement modest changes to existing software architecture to meet changing needs.	Duties and tasks are varied and complex needing independent judgment. Fully competent in own area of expertise. May have project lead role and or supervise lower level personnel. BS or MS degree or equivalent experience relevant to functional area. 4 years of software engineering or related experience.
10540	Software Developer 4	PRODEV	SWENG	IC4	Design, develop, troubleshoot and debug software programs for databases, applications, tools, networks etc.	As a member of the software engineering division, you will take an active role in the definition and evolution of standard practices and procedures. You will be responsible for defining and developing software for tasks associated with the developing, designing and debugging of software applications or operating systems.	Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Leading contributor individually and as a team member, providing direction and mentoring to others. BS or MS degree or equivalent experience relevant to functional area. 7 years of software engineering or related experience.
10650	Software Developer 5	PRODEV	SWENG	IC5	Design, develop, troubleshoot and debug software programs for databases, applications, tools, networks etc.	As a member of the software engineering division, you will take an active role in the definition and evolution of standard practices and procedures. Define specifications for significant new projects and specify, design and develop software according to these specifications. You will perform professional software development tasks associated with the developing, designing and debugging of software applications or operating systems.	Provide leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Recommends and justifies major changes to existing products/services/processes. BS or MS degree or equivalent experience relevant to functional area. 8 more years of software engineering or related experience.

10560	Software Developer - Architect	PRODEV	SWENG	IC6	Design, develop, troubleshoot and debug software programs for databases, applications, tools, networks etc.	As a member of the software engineering division, you will take an active role in the definition and evolution of standard practices and procedures. Suggest and justify product directions within approved directions. Define responsibilities for new projects and specifies, designs and develops software according to these specifications. Provide consultative software guidance and strategic direction associated with the developing, designing and debugging of software applications or operating systems.	Acknowledged expert/professional within company and/or industry nationally and internationally. Provides leadership in the development and strategic direction of new products, processes, techniques. Acts as primary consultant on large projects that effect the organization's long term objectives / strategy. BS or MS degree or equivalent experience relevant to functional area. 10 more years of software engineering or related experience.
10570	Software Developer-Snr Architect	PRODEV	SWENG	IC7	Design, develop, troubleshoot and debug software programs for databases, applications, tools, networks etc.	As a member of the software engineering division, you will take an active role in the definition and evolution of standard practices and procedures. Suggest and justify product directions within approved directions. Define responsibilities for new projects and specifies, designs and develops software according to these specifications. Provide consultative software guidance and strategic direction associated with the developing, designing and debugging of software applications or operating systems.	Acknowledged expert within company and/or industry nationally and internationally. Provides leadership in the development and strategic direction of new products, processes, techniques. Acts as primary consultant on large projects that effect the organization's long term objectives/strategy.
10020	Software Development Manager	PRODEV	SWENG	M2	Manage a team that designs, develops, troubleshoots and debugs software programs for databases, applications, tools, networks etc.	As a manager of the software engineering division, you will apply your knowledge of software architecture to manage software development tasks associated with developing, debugging or designing software applications, operating systems and databases according to provided design specifications. Build enhancements within an existing software architecture and occasionally suggest improvements to the architecture.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development. BS degree or equivalent experience relevant to functional area. Typically one year of software engineering or related experience.
10030	Software Development Snr Manager	PRODEV	SWENG	M3	Manage a team that designs, develops, troubleshoots and debugs software programs for databases, applications, tools, networks etc.	As a manager of the software engineering division, you will apply your knowledge of software architecture to manage software development tasks associated with developing, debugging or designing software applications, operating systems and databases according to provided design specifications. Build enhancements within an existing software architecture and suggest improvements to the architecture.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development. BS or MS degree or equivalent experience relevant to functional area. 4 years of software engineering or related experience.
10040	Software Development Director	PRODEV	SWENG	M4	Manage a team that designs, develops, troubleshoots and debugs software programs for databases, applications, tools, networks etc.	As a director of the software engineering division, you will apply your extensive knowledge of software architecture to manage software development tasks associated with developing, debugging or designing software applications, operating systems and databases according to provided design specifications. Build enhancements within an existing software architecture and envision future improvements to the architecture.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development. BS or MS degree or equivalent experience relevant to functional area. 7 years of software engineering or related experience.
10050	Software Development Snr Director	PRODEV	SWENG	M5	Manage a team that designs, develops, troubleshoots and debugs software programs for databases, applications, tools, networks etc.	As a Senior Director of the software engineering division, you will apply your extensive knowledge of software architecture to manage software development tasks associated with developing, debugging or designing software applications, operating systems and databases according to current and future design specifications. Build enhancements within an existing software architecture and envision improvements to the architecture.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development. BS or MS degree or equivalent experience relevant to functional area. 8 or more years of software engineering or related experience.
10060	Software Development VP	PRODEV	SWENG	M6	Manage a team that designs, develops, troubleshoots and debugs software programs for databases, applications, tools, networks etc.	As a Vice President of the software engineering division, you will apply your extensive knowledge of software architecture to manage software development tasks associated with developing, debugging or designing software applications, operating systems and databases according to current and future design specifications. Build enhancements within an existing software architecture and envision improvements to the architecture.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development. BS or MS degree or equivalent experience relevant to functional area. Successful track record in software engineering management or related experience.
13510	Technical Writer 1-ProdDev	PRODEV	TECHWR	IC1	Creates, develops, plans, writes and edits operational, instructional, maintenance, test or user manuals for paper, multimedia or web-based publications. Contributes to the timely design, production and delivery/completion of product documentation and document sets.	As a member of the technical writing division, you will prepare technical data for use in routine technical publications and product support literature, within existing guidelines. Follow standard practices and procedures in analyzing situations or data from which answers can be readily obtained.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and processes. Gaining competence in own area and acquiring a higher level understanding of role, processes and procedures. BS degree or equivalent experience relevant to functional area. 0-2 years of previous software engineering or related experience.
13520	Technical Writer 2-ProdDev	PRODEV	TECHWR	IC2	Creates, develops, plans, writes and edits operational, instructional, maintenance, test or user manuals for paper, multimedia or web-based publications. Contributes to the timely design, production and delivery/completion of product documentation and document sets.	As a member of the technical writing division, you will write, review and produce single books or individual chapters, appendices, etc. of product user documentation and/or courseware. Obtain data and information from the appropriate source e.g. technical staff and exercise judgment within defined procedures and practices to determine appropriate action.	Duties and tasks are standard with some variation; displays understanding of roles, processes and procedures. Performs moderately complex problem solving with assistance and guidance in understanding and applying company policies and processes. BS degree or equivalent experience relevant to functional area. 1 year of software engineering or related experience.
13530	Technical Writer 3-ProdDev	PRODEV	TECHWR	IC3	Creates, develops, plans, writes and edits operational, instructional, maintenance, test or user manuals for paper, multimedia or web-based publications. Contributes to the timely design, production and delivery/completion of product documentation and document sets.	As a member of the technical writing division, you will design, create and deliver whole product documentation sets and/or related courseware. Edit, organize and direct the work activities of other technical writers and staff. Plan the format, arrange the layout of publications and edit work for conformance to publication standards and specifications.	Duties and tasks are varied and complex utilizing independent judgment. Fully competent in own area of expertise. May have project lead role and or supervise lower level personnel. BS or MS degree or equivalent experience relevant to functional area. 4 years of software engineering or related experience.
13540	Technical Writer 4-ProdDev	PRODEV	TECHWR	IC4	Creates, develops, plans, writes and edits operational, instructional, maintenance, test or user manuals for paper, multimedia or web-based publications. Contributes to the timely design, production and delivery/completion of product documentation and document sets.	As a member of the technical writing division, you will organize and prepare information for publication and develop publication concepts for the best communication of subject matter. Review technical information prepared by other staff members for clarity and content. Take an active role in the definition and evolution of standard practices and procedures.	Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Leading contributor individually and as a team member, providing direction and mentoring to others. BS or MS degree or equivalent experience relevant to functional area. 7 years of software engineering or related experience.
13550	Technical Writer 5-ProdDev	PRODEV	TECHWR	IC5	Creates, develops, plans, writes and edits operational, instructional, maintenance, test or user manuals for paper, multimedia or web-based publications. Contributes to the timely design, production and delivery/completion of product documentation and document sets.	As a member of the technical writing division, design and write conceptually complex parts of new documentation. Recognize design dependencies with related product documentation and/or products and propose design changes or new designs. Provide subject matter guidance Company-wide to all levels, including senior management.	Provide leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Recommends and justifies major changes to existing products/services/processes. BS or MS degree or equivalent experience relevant to functional area. 8 more years of software engineering or related experience.
13020	Technical Writer Manager-ProdDev	PRODEV	TECHWR	M2	Responsible for directing the activities of a staff that creates, develops, plans, writes and edits operational, instructional, maintenance, test or user manuals for paper, multimedia or web-based publications. Supervises the timely design, production and delivery/completion of product documentation and document sets.	As a manager in the technical writing division, you will lead a team that will design and write conceptually complex parts of new documentation. Recognize design dependencies with related product documentation and/or products and propose design changes or new designs. Provide subject matter guidance Company-wide to all levels.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of technical documentation. BS degree or equivalent experience relevant to functional area. A of one year of software engineering or related experience.
13030	Technical Writer Snr Manager-ProdDev	PRODEV	TECHWR	M3	Responsible for directing the activities of a staff that creates, develops, plans, writes and edits operational, instructional, maintenance, test or user manuals for paper, multimedia or web-based publications. Supervises the timely design, production and delivery/completion of product documentation and document sets.	As a manager in the technical writing division, you will lead a team that will design and write conceptually complex parts of new documentation. Recognize design dependencies with related product documentation and/or products and propose design changes or new designs. Provide subject matter guidance Company-wide to all levels.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of technical documentation. BS or MS degree or equivalent experience relevant to functional area. 6 years of software engineering or related experience.
13040	Technical Writer Director-ProdDev	PRODEV	TECHWR	M4	Responsible for directing the activities of a staff that creates, develops, plans, writes and edits operational, instructional, maintenance, test or user manuals for paper, multimedia or web-based publications. Supervises the timely design, production and delivery/completion of product documentation and document sets.	As a manager in the technical writing division, you will lead a team that will design and write conceptually complex parts of new documentation. Recognize design dependencies with related product documentation and/or products and propose design changes or new designs. Provide subject matter guidance Company-wide to all levels, including senior management.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of technical documentation. BS or MS degree or equivalent experience relevant to functional area. 7 years of software engineering or related experience.

13050	Technical Writer Snr Director-ProdDev	PRODEV	TECHWR	M5	Responsible for directing the activities of a staff that creates, develops, plans, writes and edits operational, instructional, maintenance, test or user manuals for paper, multimedia or web-based publications. Supervises the timely design, production and delivery/completion of product documentation and document sets.	As a manager in the technical writing division, you will lead a team that will design and write conceptually complex parts of new documentation. Recognize design dependencies with related product documentation and/or products and propose design changes or new designs. Provide subject matter guidance Company-wide to all levels, including senior management.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of technical documentation. BS or MS degree or equivalent experience relevant to functional area.8 or more years of software engineering or related experience.
13060	Technical Writer VP-ProdDev	PRODEV	TECHWR	M6	Responsible for directing the activities of a staff that creates, develops, plans, writes and edits operational, instructional, maintenance, test or user manuals for paper, multimedia or web-based publications. Supervises the timely design, production and delivery/completion of product documentation and document sets.	As a manager in the technical writing division, you will lead a team that will design and write conceptually complex parts of new documentation. Recognize design dependencies with related product documentation and/or products and propose design changes or new designs. Provide subject matter guidance Company-wide to all levels, including senior management.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of technical documentation. BS or MS degree or equivalent experience relevant to functional area. Successful track record in software engineering management or related experience.
88000	Translation Analyst 1	PRODEV	TRANS	IC1	Translates, proofs, and edits company's software products, web content, graphics, user interface elements, and other marketing, technical or product documentation from one language to another.	Works with localization teams to adapt material to meet high linguistic quality and cultural standards. Creates and maintains product specific terminology glossaries and language style guides to ensure consistency and cultural conformity. Some experience using translation, localization, or publication tools such as Trados, RoboHelp, or FrameMaker may be needed.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and processes. Gaining competence in own area and acquiring a higher level understanding of role, processes and procedures. BS degree or equivalent experience relevant to functional area. 0-2 years of previous translation or related experience recommended.
88100	Translation Analyst 2	PRODEV	TRANS	IC2	Translates, proofs, and edits company's software products, web content, graphics, user interface elements, and other marketing, technical or product documentation from one language to another.	Works with localization teams to adapt material to meet high linguistic quality and cultural standards. Creates and maintains product specific terminology glossaries and language style guides to ensure consistency and cultural conformity. Some experience using translation, localization, or publication tools such as Trados, RoboHelp, or FrameMaker may be needed.	Duties and tasks are standard with some variation; displays understanding of roles, processes and procedures. Performs moderately complex problem solving with assistance and guidance in understanding and applying company policies and processes. BS degree or equivalent experience relevant to functional area. Typically two years of translation or related experience recommended.
88200	Translation Analyst 3	PRODEV	TRANS	IC3	Translates, proofs, and edits company's software products, web content, graphics, user interface elements, and other marketing, technical or product documentation from one language to another.	Works with localization teams to adapt material to meet high linguistic quality and cultural standards. Creates and maintains product specific terminology glossaries and language style guides to ensure consistency and cultural conformity. Some experience using translation, localization, or publication tools such as Trados, RoboHelp, or FrameMaker may be needed.	Duties and tasks are varied and complex utilizing independent judgment. Fully competent in own area of expertise. May have project lead role and or supervise lower level personnel. BS or MS degree or equivalent experience relevant to functional area. Typically five years of translation or related experience recommended.
88300	Translation Analyst 4	PRODEV	TRANS	IC4	Translates, proofs, and edits company's software products, web content, graphics, user interface elements, and other marketing, technical or product documentation from one language to another.	Works with localization teams to adapt material to meet high linguistic quality and cultural standards. Creates and maintains product specific terminology glossaries and language style guides to ensure consistency and cultural conformity. Some experience using translation, localization, or publication tools such as Trados, RoboHelp, or FrameMaker may be needed.	Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Leading contributor individually and as a team member, providing direction and mentoring to others. BS or MS degree or equivalent experience relevant to functional area. Typically eight years of translation or related experience recommended.
88500	Translation Manager	PRODEV	TRANS	M2	Manages a team of employees who translate, proof, and edit company's software products, web content, graphics, user interface elements, and other marketing, technical or product documentation from one language to another.	Oversees the work of translation analysts who adapt material to meet high linguistic quality while creating and maintaining product specific terminology glossaries and language style guides to ensure consistency and cultural conformity.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development. BS degree or equivalent experience relevant to functional area. One year of translation or related experience recommended.
88600	Translation Snr. Manager	PRODEV	TRANS	M3	Manages a team of employees who translate, proof, and edit company's software products, web content, graphics, user interface elements, and other marketing, technical or product documentation from one language to another.	Oversees the work of translation analysts who adapt material to meet high linguistic quality while creating and maintaining product specific terminology glossaries and language style guides to ensure consistency and cultural conformity.	Manages and controls activities in multi functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development. BS or MS degree or equivalent experience relevant to functional area. Typically four years of translation or related experience recommended.
88700	Translation Director	PRODEV	TRANS	M4	Manages a team of employees who translate, proof, and edit company's software products, web content, graphics, user interface elements, and other marketing, technical or product documentation from one language to another.	Oversees the work of translation analysts who adapt material to meet high linguistic quality while creating and maintaining product specific terminology glossaries and language style guides to ensure consistency and cultural conformity.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development. BS or MS degree or equivalent experience relevant to functional area. Typically seven years of translation or related experience recommended.
88800	Translation Snr. Director	PRODEV	TRANS	M5	Manages a team of employees who translate, proof, and edit company's software products, web content, graphics, user interface elements, and other marketing, technical or product documentation from one language to another.	Oversees the work of translation analysts who adapt material to meet high linguistic quality while creating and maintaining product specific terminology glossaries and language style guides to ensure consistency and cultural conformity.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development. BS or MS degree or equivalent experience relevant to functional area. Eight or more years of translation or related experience recommended.
88900	Translation VP	PRODEV	TRANS	M6	Manages a team of employees who translate, proof, and edit company's software products, web content, graphics, user interface elements, and other marketing, technical or product documentation from one language to another.	Oversees and manages through high level managers the work of translation analysts who adapt material to meet high linguistic quality while creating and maintaining product specific terminology glossaries and language style guides to ensure consistency and cultural conformity.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Demonstrated leadership and people management skills. Ensures a consistent approach of organizational policies and procedures. Strong communication skills, analytical skills, thorough understanding of product development. BS or MS degree or equivalent experience relevant to functional area.
99010	User Experience Developer 1-ProdDev	PRODEV	SWENG	IC1	Responsible for creating, evaluating and modifying prototypes to support evolving hardware and software application development.	As a member of the User Experience team, you will develop and apply software design/usability processes in the investigation of technical problems. May develop user profiles, with emphasis on human error control, display issues, visual interaction, physical manipulation and task and objective analyses. Provide product usability, evaluation and support to product development teams, including the analysis and investigation of applications/systems including tactile methods, visual graphics, web, multimedia, voice response and conversational user interaction. May assist in developing design concept and implementation, providing input on user design considerations. May produce specifications describing user needs and internal structures for product in development.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and processes. Gaining competence in own area and acquiring a higher level understanding of role, processes and procedures. BS degree or equivalent experience relevant to functional area. 0-2 years of previous software engineering or related experience needed.
99020	User Experience Developer 2-ProdDev	PRODEV	SWENG	IC2	Responsible for creating, evaluating and modifying prototypes to support evolving hardware and software application development.	As a member of the User Experience team, you will develop and apply software design/usability processes in the investigation of technical problems. May develop user profiles, with emphasis on human error control, display issues, visual interaction, physical manipulation and task and objective analyses. Provide product usability, evaluation and support to product development teams, including the analysis and investigation of applications/systems including tactile methods, visual graphics, web, multimedia, voice response and conversational user interaction. May assist in developing design concept and implementation, providing input on user design considerations. May produce specifications describing user needs and internal structures for product in development.	Duties and tasks are standard with some variation; displays understanding of roles, processes and procedures. Performs moderately complex problem solving with assistance and guidance in understanding and applying company policies and processes. BS degree or equivalent experience relevant to functional area. Typically one year of software engineering or related experience needed.
99030	User Experience Developer 3-ProdDev	PRODEV	SWENG	IC3	Responsible for creating, evaluating and modifying prototypes to support evolving hardware and software application development.	As a member of the User Experience team, you will develop and apply software design/usability processes in the investigation of technical problems. May develop user profiles, with emphasis on human error control, display issues, visual interaction, physical manipulation and task and objective analyses. Provide product usability, evaluation and support to product development teams, including the analysis and investigation of applications/systems including tactile methods, visual graphics, web, multimedia, voice response and conversational user interaction. May assist in developing design concept and implementation, providing input on user design considerations. May produce specifications describing user needs and internal structures for product in development.	Duties and tasks are varied and complex utilizing independent judgment. Fully competent in own area of expertise. May have project lead role and or supervise lower level personnel. BS or MS degree or equivalent experience relevant to functional area. Typically four years of software engineering or related experience needed.
99040	User Experience Developer 4-ProdDev	PRODEV	SWENG	IC4	Responsible for creating, evaluating and modifying prototypes to support evolving hardware and software application development.	As a member of the User Experience team, you will develop and apply software design/usability processes in the investigation of technical problems. May develop user profiles, with emphasis on human error control, display issues, visual interaction, physical manipulation and task and objective analyses. Provide product usability, evaluation and support to product development teams, including the analysis and investigation of applications/systems including tactile methods, visual graphics, web, multimedia, voice response and conversational user interaction. May assist in developing design concept and implementation, providing input on user design considerations. May produce specifications describing user needs and internal structures for product in development.	Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Leading contributor individually and as a team member, providing direction and mentoring to others. BS or MS degree or equivalent experience relevant to functional area. Typically seven years of software engineering or related experience needed.

99060	User Experience Developer 5-ProdDev	PRODEV	SWENG	IC5	Responsible for creating, evaluating and modifying prototypes to support evolving hardware and software application development.	As a member of the User Experience team, you will develop and apply software design/usability processes in the investigation of technical problems. May develop user profiles, with emphasis on human error control, display issues, visual interaction, physical manipulation and task and objective analyses. Provide product usability, evaluation and support to product development teams, including the analysis and investigation of applications/systems including tactile methods, visual graphics, web, multimedia, voice response and conversational user interaction. May assist in developing design concept and implementation, providing input on user design considerations. May produce specifications describing user needs and internal structures for product in development.	Provide leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Recommends and justifies major changes to existing products/services/processes. BS or MS degree or equivalent experience relevant to functional area. Typically eight or more years of software engineering or related experience needed.
99060	User Experience Developer 6-ProdDev	PRODEV	SWENG	IC6	Responsible for creating, evaluating and modifying prototypes to support evolving hardware and software application development.	As a member of the User Experience team, you will develop and apply software design/usability processes in the investigation of technical problems. May develop user profiles, with emphasis on human error control, display issues, visual interaction, physical manipulation and task and objective analyses. Provide product usability, evaluation and support to product development teams, including the analysis and investigation of applications/systems including tactile methods, visual graphics, web, multimedia, voice response and conversational user interaction. May assist in developing design concept and implementation, providing input on user design considerations. May produce specifications describing user needs and internal structures for product in development.	Acknowledged expert/professional within company and/or industry nationally and internationally. Provides leadership in the development and strategic direction of new products, processes, techniques. Acts as primary consultant on large projects that effect the organization"s long term objectives / strategy. Preferred Qualifications: BS or MS degree or equivalent experience relevant to functional area.
8030	Strategic Account Sales Representative III	SALES	ACCTMG	IC3	Responsible for providing leadership to the sales and account management processes and growing Oracle's revenues associated with the full breadth of Oracle products/ solutions for an assigned Key Account. The job represents a balanced customer relationship management effort involving sales and account management skills, product knowledge/problem-solving/solution skills, and direction of all other and necessary Oracle specialized resources assigned to the Key Account.	Owns overall Oracle leadership across all products, services and support to an Oracle Key Account (one of Oracle's 150 to 200 top revenue producing and market leading accounts on a world-wide basis). Is the day to day senior Oracle executive business resource assigned to the Key Account. Is chartered to facilitate and own the overall account and opportunity planning process and its execution for the Key Account. Is also responsible for the Oracle communication inside our global organization and across all organizations and lines of business within the Key Account. The key objectives of the Strategic Account Rep are to develop deep customer knowledge and influence through forging executive relationships across all Oracle lines of business, increasing Oracle's reputation as a proven partner, increasing customer satisfaction and Oracle revenues and footprint within the Key Account	History and track record of achievement of revenue objectives. Demonstrated ability to develop and implement business/account plans. Demonstrated ability to work with accounts' senior management and across functions within customer organizations to gain commitment, obtain resources and achieve desired results. Excellent presentation skills. Experience of team management. Cross LOB/BU or international team management experience a plus. Strong team building skills and ability to resolve conflict situations. Preferred BS or BA degree in business. Masters degree is a plus 5 years selling and account relationship management experience with major account.
8040	Strategic Account Sales Representative IV	SALES	ACCTMG	IC4	Responsible for providing leadership to the sales and account management processes and growing Oracle's revenues associated with the full breadth of Oracle products/ solutions for an assigned Key Account. The job represents a balanced customer relationship management effort involving sales and account management skills, product knowledge/problem-solving/solution skills, and direction of all other and necessary Oracle specialized resources assigned to the Key Account.	Owns overall Oracle leadership across all products, services and support to an Oracle Key Account (one of Oracle's 150 to 200 top revenue producing and market leading accounts on a world-wide basis). Is the day to day senior Oracle executive business resource assigned to the Key Account. Is chartered to facilitate and own the overall account and opportunity planning process and its execution for the Key Account. Is also responsible for the Oracle communication inside our global organization and across all organizations and lines of business within the Key Account. The key objectives of the Strategic Account Rep are to develop deep customer knowledge and influence through forging executive relationships across all Oracle lines of business, increasing Oracle's reputation as a proven partner, increasing customer satisfaction and Oracle revenues and footprint within the Key Account	History and track record of achievement of revenue objectives. Demonstrated ability to develop and implement business/account plans. Demonstrated ability to work with accounts' senior management and across functions within customer organizations to gain commitment, obtain resources and achieve desired results. Excellent presentation skills. Experience of team management. Cross LOB/BU or international team management experience a plus. Strong team building skills and ability to resolve conflict situations. Preferred BS or BA degree in business. Masters degree is a plus 7 years selling and account relationship management experience with major account.
8050	Strategic Account Sales Representative V	SALES	ACCTMG	IC5	Responsible for providing leadership to the sales and account management processes and growing Oracle's revenues associated with the full breadth of Oracle products/ solutions for an assigned Key Account. The job represents a balanced customer relationship management effort involving sales and account management skills, product knowledge/problem-solving/solution skills, and direction of all other and necessary Oracle specialized resources assigned to the Key Account.	Owns overall Oracle leadership across all products, services and support to an Oracle Key Account (one of Oracle's 150 to 200 top revenue producing and market leading accounts on a world-wide basis). Is the day to day senior Oracle executive business resource assigned to the Key Account. Is chartered to facilitate and own the overall account and opportunity planning process and its execution for the Key Account. Is also responsible for the Oracle communication inside our global organization and across all organizations and lines of business within the Key Account. The key objectives of the Strategic Account Rep are to develop deep customer knowledge and influence through forging executive relationships across all Oracle lines of business, increasing Oracle's reputation as a proven partner, increasing customer satisfaction and Oracle revenues and footprint within the Key Account	History and track record of achievement of revenue objectives. Demonstrated ability to develop and implement business/account plans. Demonstrated ability to work with accounts' senior management and across functions within customer organizations to gain commitment, obtain resources and achieve desired results. Excellent presentation skills. Experience of team management. Cross LOB/BU or international team management experience a plus. Strong team building skills and ability to resolve conflict situations. Preferred BS or BA degree in business. Masters degree is a plus. 10 years selling and account relationship management experience with major account.
98100	Alliances Consultant 1	SALES	ALLIANCES	IC1	Builds long term, strategic relationships with named and vertical business alliance partners.	Facilitate the development of strategic marketing and new business plans for all assigned partners to meet or exceed assigned business goals. Works with Partners to identify opportunities and create demand through lead generation activities and target account selling strategies. Actively track joint sales pipeline and meet or exceed quarterly and annual revenue targets. Develop and maintain relationships with global counterparts to leverage corporate initiatives and to ensure adherence to Alliances and Channel standards. Monitor partners business results, making recommendations for improvements to increase penetration for the strategic partners. Establish rules of engagement and operational escalation procedures to quickly identify and resolve issues.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Demonstrated track record developing and managing Global Partnerships and driving Partner account activity. Strong analytical, sales channel and marketing skills preferred. Prefer graduate degree or equivalent with 0 - 2 year marketing experience.
98101	Alliances Consultant 2	SALES	ALLIANCES	IC2	Builds long term, strategic relationships with named and vertical business alliance partners.	Facilitate the development of strategic marketing and new business plans for all assigned partners to meet or exceed assigned business goals. Works with Partners to identify opportunities and create demand through lead generation activities and target account selling strategies. Actively track joint sales pipeline and meet or exceed quarterly and annual revenue targets. Develop and maintain relationships with global counterparts to leverage corporate initiatives and to ensure adherence to Alliances and Channel standards. Monitor partners business results, making recommendations for improvements to increase penetration for the strategic partners. Establish rules of engagement and operational escalation procedures to quickly identify and resolve issues.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Demonstrated track record developing and managing Global Partnerships and driving Partner account activity. Prefer strong analytical, sales channel and marketing skills. Prefer 2 years of related experience with a secondary education in Marketing or a related field.
98102	Alliances Consultant 3	SALES	ALLIANCES	IC3	Builds long term, strategic relationships with named and vertical business alliance partners.	Facilitate the development of strategic marketing and new business plans for all assigned partners to meet or exceed assigned business goals. Works with Partners to identify opportunities and create demand through lead generation activities and target account selling strategies. Actively track joint sales pipeline and meet or exceed quarterly and annual revenue targets. Develop and maintain relationships with global counterparts to leverage corporate initiatives and to ensure adherence to Alliances and Channel standards. Monitor partners business results, making recommendations for improvements to increase penetration for the strategic partners. Establish rules of engagement and operational escalation procedures to quickly identify and resolve issues.	Demonstrated track record developing and managing Global Partnerships and driving Partner account activity. Prefer strong analytical, sales channel and marketing skills. Prefer 5 years of related experience. Secondary education in Marketing or a related field preferred.
98103	Alliances Consultant 4	SALES	ALLIANCES	IC4	Builds long term, strategic relationships with named and vertical business alliance partners.	Facilitate the development of strategic marketing and new business plans for all assigned partners to meet or exceed assigned business goals. Works with Partners to identify opportunities and create demand through lead generation activities and target account selling strategies. Actively track joint sales pipeline and meet or exceed quarterly and annual revenue targets. Develop and maintain relationships with global counterparts to leverage corporate initiatives and to ensure adherence to Alliances and Channel standards. Monitor partners business results, making recommendations for improvements to increase penetration for the strategic partners. Establish rules of engagement and operational escalation procedures to quickly identify and resolve issues.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Demonstrated track record developing and managing Global Partnerships and driving Partner account activity. Prefer strong analytical, sales channel and marketing skills. Prefer 8 years of related experience with a secondary education in Marketing or a related field.
98109	Alliances Consultant 5	SALES	ALLIANCES	IC5	Builds long term, strategic relationships with named and vertical business alliance partners.	Facilitate the development of strategic marketing and new business plans for all assigned partners to meet or exceed assigned business goals. Works with Partners to identify opportunities and create demand through lead generation activities and target account selling strategies. Actively track joint sales pipeline and meet or exceed quarterly and annual revenue targets. Develop and maintain relationships with global counterparts to leverage corporate initiatives and to ensure adherence to Alliances and Channel standards. Monitor partners business results, making recommendations for improvements to increase penetration for the strategic partners. Establish rules of engagement and operational escalation procedures to quickly identify and resolve issues.	Provide leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Recommends and justifies major changes to existing products/services/processes. Demonstrated track record developing and managing Global Partnerships and driving Partner account activity. Strong analytical, sales channel and marketing skills preferred with the ability to influence. Secondary education in Marketing or a related field preferred.
98104	Alliances Manager	SALES	ALLIANCES	M2	Builds long term, strategic relationships with named and vertical business alliance partners.	Executes the strategic marketing and new business plans for all assigned partners to meet or exceed assigned business goals. Works with Partners to identify opportunities and create demand through lead generation activities and target account selling strategies. Actively track joint sales pipeline and meet or exceed quarterly and annual revenue targets. Develop and maintain relationships with Oracle Partners and executing the Partner Engagement plan. Establish and maintain partner preference for Oracle solutions. Monitor partners business results, making recommendations for improvements to increase penetration for the strategic partners. Establish rules of engagement and operational escalation procedures to quickly identify and resolve issues.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. May frequently interacts with supervisors and/or functional peer group managers. Demonstrated track record developing and managing Global Partnerships and driving Partner account activity. Prefer strong analytical, sales channel and marketing skills.
98105	Alliances Senior Manager	SALES	ALLIANCES	M3	Builds long term, strategic relationships with named and vertical business alliance partners.	Executes the strategic marketing and new business plans for all assigned partners to meet or exceed assigned business goals. Works with Partners to identify opportunities and create demand through lead generation activities and target account selling strategies. Actively track joint sales pipeline and meet or exceed quarterly and annual revenue targets. Develop and maintain relationships with Oracle Partners and executing the Partner Engagement plan. Establish and maintain partner preference for Oracle solutions. Monitor partners business results, making recommendations for improvements to increase penetration for the strategic partners. Establish rules of engagement and operational escalation procedures to quickly identify and resolve issues.	Manages and controls activities in multi-functional areas or sections. Ensures appropriate operational planning is effectively executed to meet business needs. Sales or sales management experience within technology industry. Ability to hire and train new Consultants. Demonstrated leadership skills and track record developing and managing Global Partnerships and driving Partner account activity. Strong analytical, sales channel and marketing skills.

96106	Alliances Director	SALES	ALLIANCES	M4	Builds long term, strategic relationships with named and vertical business alliance partners.	Facilitates the development of strategic marketing and new business plans for all assigned partners to meet or exceed assigned business goals. Works with Partners to identify opportunities and create demand through lead generation activities and target account selling strategies. Actively track joint sales pipeline and meet or exceed quarterly and annual revenue targets. Develop and maintain relationships with global counterparts to leverage corporate initiatives and to ensure adherence to Alliances and Channel standards. Monitor partners business results, making recommendations for improvements to increase penetration for the strategic partners. Establish rules of engagement and operational escalation procedures to quickly identify and resolve issues.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations important. Ability to hire and train new Alliance Consultants. Demonstrated track record developing and managing Global Partnerships and driving Partner account activity. Strong analytical, sales channel and marketing skills preferred with the ability to influence.
96107	Alliances Senior Director	SALES	ALLIANCES	M5	Builds long term, strategic relationships with named and vertical business alliance partners.	Facilitates the development of strategic marketing and new business plans for all assigned partners to meet or exceed assigned business goals. Works with Partners to identify opportunities and create demand through lead generation activities and target account selling strategies. Actively track joint sales pipeline and meet or exceed quarterly and annual revenue targets. Develop and maintain relationships with global counterparts to leverage corporate initiatives and to ensure adherence to Alliances and Channel standards. Monitor partners business results, making recommendations for improvements to increase penetration for the strategic partners. Establish rules of engagement and operational escalation procedures to quickly identify and resolve issues.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations important.
96108	Alliances Vice President	SALES	ALLIANCES	M6	Builds long term, strategic relationships with named and vertical business alliance partners. Manages strategically the business relationships with partners to develop and create development and implementation of organization strategy.	Drives the development of strategic marketing and new business plans for all assigned partners to meet or exceed assigned business goals. Actively track joint sales pipeline and meet or exceed quarterly and annual revenue targets. Develop and maintain relationships with global counterparts to leverage corporate initiatives and to ensure adherence to Alliances and Channel standards. Monitor partners business results, making recommendations for improvements to increase penetration for the strategic partners. Establish rules of engagement and operational escalation procedures to quickly identify and resolve issues.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensure a consistent approach of organizational policies and procedures. Extensive knowledge of Oracle's sales methodologies, processes, competitive and industry knowledge to Alliance Management.
3311	Applications Sales Representative I	SALES	SPECPROD	IC1	Sells a subset of product or services directly or via partners to a large number of named accounts/non-named accounts/geographical territory (mainly Tier 3 accounts).	Primary job duty is to sell business applications software/solutions and related services to prospective and existing customers. Manage sales through forecasting, account resource allocation, account strategy, planning and post closure customer support. Develop solution proposals encompassing all aspects of the application. Participate in the development, presentation and sales of a value proposition. Negotiate pricing and contractual agreement to close the sale. Identify and develop strategic alignment with key third party influencers.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. 3 or more years of sales experience with focus on large strategic accounts including applications sales experience. Successful sales track record. Oracle knowledge and/or knowledge of Oracle"s competitors. Interaction with C level players. Team player. Ability to penetrate accounts and meet with stakeholders within accounts. Excellent communication, negotiating, and closing skills. Strong marketing skills. Travel may be needed. Bachelor degree or equivalent.
3312	Applications Sales Representative II	SALES	SPECPROD	IC2	Sells a subset of product or services directly or via partners to a large number of named accounts/non-named accounts/geographical territory (mainly Tier 3 accounts).	Primary job duty is to sell business applications software/solutions and related services to prospective and existing customers. Manage sales through forecasting, account resource allocation, account strategy, and planning. Develop solution proposals encompassing all aspects of the application. Participate in the development, presentation and sales of a value proposition. Negotiate pricing and contractual agreement to close the sale. Identify and develop strategic alignment with key third party influencers.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 3 or more years of sales experience with focus on large strategic accounts including applications sales experience. Successful sales track record. Oracle knowledge and/or knowledge of Oracle"s competitors. Interaction with C level players. Team player. Ability to penetrate accounts and meet with stakeholders within accounts.
3316	Applications Sales Representative III	SALES	SPECPROD	IC3	Sells a subset of product or services directly or via partners to a large number of named accounts/non-named accounts/geographical territory (mainly Tier 3 accounts).	Primary job duty is to sell business applications software/solutions and related services to prospective and existing customers. Manage sales through forecasting, account resource allocation, account strategy, and planning. Develop solution proposals encompassing all aspects of the application. Participate in the development, presentation and sales of a value proposition. Negotiate pricing and contractual agreement to close the sale. Identify and develop strategic alignment with key third party influencers.	Job duties are varied and complex, needing independent judgment. May have project lead role. 6 years field sales experience with focus on large strategic accounts including applications sales experience. Highly developed selling, customer relations and negotiation skills. Successful sales track record. Oracle knowledge and/or knowledge of Oracle"s competitors. Interaction with C level players. Team player. Ability to penetrate accounts and meet with stakeholders within accounts. Excellent written, verbal, and interpersonal skills. Presentation skills. Travel may be needed. Bachelor degree or equivalent.
3313	Applications Sales Representative IV	SALES	SPECPROD	IC4	Sells a subset of product or services directly or via partners to a large number of named accounts/non-named accounts/geographical territory (mainly Tier 3 accounts).	Primary job duty is to sell business applications software/solutions and related services to prospective and existing customers. Manage sales through forecasting, account resource allocation, account strategy, and planning. Develop solution proposals encompassing all aspects of the application. Participate in the development, presentation and sales of a value proposition. Negotiate pricing and contractual agreement to close the sale. Identify and develop strategic alignment with key third party influencers.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years applicable experience including 7 years of sales experience. Successful sales track record. Ability to penetrate accounts, meet with stakeholders within accounts. Oracle knowledge and/or knowledge of Oracle"s competitors. Interaction with C level players. Team player with strong interpersonal /communication skills. Excellent communication/negotiating/closing skills with prospects/customers. Travel may be needed. Bachelor degree or equivalent.
3317	Applications Sales Representative V	SALES	SPECPROD	IC5	Sells a subset of product or services directly or via partners to a large number of named accounts/non-named accounts/geographical territory (mainly Tier 3 accounts).	Primary job duty is to sell business applications software/solutions and related services to prospective and existing customers. Manage sales through forecasting, account resource allocation, account strategy, and planning. Develop solution proposals encompassing all aspects of the application. Participate in the development, presentation and sales of a value proposition. Negotiate pricing and contractual agreement to close the sale. Identify and develop strategic alignment with key third party influencers.	Acknowledged authority within the Corporation. Provides leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. 12 years applicable experience including 9 years of sales experience. Successful sales track record. Ability to penetrate accounts, meet with stakeholders within accounts. Oracle knowledge and/or knowledge of Oracle"s competitors. Interaction with C level players. Team player with strong interpersonal /communication skills. Excellent communication/negotiating/closing skills with prospects/customers. Travel may be needed. Bachelor degree or equivalent.
14110	Business Development Representative I	SALES	BUSDEV	IC1	Responsible for the identification of relevant new business opportunities and designs "go-to-market" plan to deliver measurable and significant revenues. Pursues sales opportunities in the market, and carries the baton in the beginning of the sales cycle.	A Business Development Representative is assigned to strategic accounts which may be grouped by industry where Oracle has a limited presence. Acts as primary liaison between Consulting, Sales, and Oracle Development for the product"s sales opportunities. Generates business opportunities through prospecting mass market programs and leveraging third party partners. Develops and coordinates a worldwide relationship with customers that establishes Oracle as a preferred vendor and optimizes Oracle"s sales of product. Executes aggressive strategies and plans to successfully drive the product as the preferred customer selection. Provides account representatives with information on how the product addresses specific needs, and assists account representatives in using Oracle"s products to leverage large revenue opportunities. Assists in articulating product message, coordinates technical resources and hands off deals to a successful close.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. 0-2 years of sales , marketing, or business development experience preferred. Ability to work with and communicate effectively with multiple colleagues in a team selling environment. Business and account planning implementation experience. Strong written, verbal, and interpersonal skills. Ability to travel. BA/BS degree or equivalent.
14111	Business Development Representative II	SALES	BUSDEV	IC2	Responsible for the identification of relevant new business opportunities and designs "go-to-market" plan to deliver measurable and significant revenues. Pursues sales opportunities in the market, and carries the baton in the beginning of the sales cycle.	A Business Development Representative is assigned to strategic accounts which may be grouped by industry where Oracle has a limited presence. Acts as primary liaison between Consulting, Sales, and Oracle Development for the product"s sales opportunities. Generates business opportunities through prospecting mass market programs and leveraging third party partners. Develops and coordinates a worldwide relationship with customers that establishes Oracle as a preferred vendor and optimizes Oracle"s sales of product. Executes aggressive strategies and plans to successfully drive the product as the preferred customer selection. Provides account representatives with information on how the product addresses specific needs, and assists account representatives in using Oracle"s products to leverage large revenue opportunities. Assists in articulating product message, coordinates technical resources and hands off deals to a successful close.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2-5 years of progressively increased responsibilities in sales, marketing, or business development experience preferred. Demonstrated aptitude for solving business problems using technology and applications. Ability to work with and communicate effectively with multiple colleagues in a team selling environment. Business and account planning implementation experience. Conversant in Oracle technology and product strategies. Strong written, verbal, and interpersonal skills. Ability to travel. BA/BS degree or equivalent.
14112	Business Development Representative III	SALES	BUSDEV	IC3	Responsible for the identification of relevant new business opportunities and designs "go-to-market" plan to deliver measurable and significant revenues. Pursues sales opportunities in the market, and carries the baton in the beginning of the sales cycle.	A Business Development Representative is assigned to strategic accounts which may be grouped by industry where Oracle has a limited presence. Acts as primary liaison between Consulting, Sales, and Oracle Development for the product"s sales opportunities. Generates business opportunities through prospecting mass market programs and leveraging third party partners. Develops and coordinates a worldwide relationship with customers that establishes Oracle as a preferred vendor and optimizes Oracle"s sales of product. Executes aggressive strategies and plans to successfully drive the product as the preferred customer selection. Provides account representatives with information on how the product addresses specific needs, and assists account representatives in using Oracle"s products to leverage large revenue opportunities. Assists in articulating product message, coordinates technical resources and hands off deals to a successful close.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 - 7 years of progressively increased responsibilities in sales or sales management preferred. Marketing and business development experience preferred. Demonstrated aptitude for solving business problems using technology and applications. Ability to work with and communicate effectively with multiple colleagues in a team selling environment. Business and account planning implementation experience. Conversant in Oracle technology and product strategies. Strong executive selling skills as well as a demonstrated success in establishing and developing client relationships. Strong written, verbal, and interpersonal skills. Ability to travel. BA/BS degree or equivalent.
14113	Business Development Representative IV	SALES	BUSDEV	IC4	Responsible for the identification of relevant new business opportunities and designs "go-to-market" plan to deliver measurable and significant revenues. Pursues sales opportunities in the market, and carries the baton in the beginning of the sales cycle.	A Business Development Representative is assigned to strategic accounts which may be grouped by industry where Oracle has a limited presence. Acts as primary liaison between Consulting, Sales, and Oracle Development for the product"s sales opportunities. Generates business opportunities through prospecting mass market programs and leveraging third party partners. Develops and coordinates a worldwide relationship with customers that establishes Oracle as a preferred vendor and optimizes Oracle"s sales of product. Executes aggressive strategies and plans to successfully drive the product as the preferred customer selection. Provides account representatives with information on how the product addresses specific needs, and assists account representatives in using Oracle"s products to leverage large revenue opportunities. Assists in articulating product message, coordinates technical resources and hands off deals to a successful close.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years of progressively increased responsibilities in sales or sales management. Marketing and business development experience preferred. Business and account planning implementation experience. Conversant in Oracle technology and product strategies. Proven track record in managing multiple opportunities and ability to negotiate and close complex deals. Ability to determine strategy and tactical plans that deliver tangible results. Strong written, verbal, and interpersonal skills. Ability to travel. BA/BS degree or equivalent, advanced degree highly desirable.

14114	Business Development Representative V	SALES	BUSDEV	IC6	Responsible for the identification of relevant new business opportunities and designs "go-to-market" plan to deliver measurable and significant revenues. Pursues sales opportunities in the market, and carries the baton in the beginning of the sales cycle.	A Business Development Representative is assigned to strategic accounts which may be grouped by industry where Oracle has a limited presence. Acts as primary liaison between Consulting, Sales, and Oracle Development for the product's sales opportunities. Generates business opportunities through prospecting mass market programs and leveraging third party partners. Develops and coordinates a worldwide relationship with customers that establishes Oracle as a preferred vendor and optimizes Oracle's sales of product. Executes aggressive strategies and plans to successfully drive the product as the preferred customer selection. Provides account representatives with information on how the product addresses specific needs, and assists account representatives in selling Oracle's products to leverage large revenue opportunities. Assists in articulating product message, coordinates technical resources and hands off deals to a successful close.	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. 12+ years of progressively increased responsibilities in sales or sales management. Marketing and business development experience preferred. Proven track record in managing multiple opportunities and ability to negotiate and close complex deals. Ability to determine strategy and tactical plans that deliver tangible results. Strong written, verbal, and interpersonal skills. Ability to Travel as needed. BA/BS degree or equivalent, advanced degree highly desirable.
15720	Business Development Manager - Sales	SALES	BUSDEV	M2	Manages a team that is responsible for identifying relevant new business opportunities and designing "go-to-market" plans to deliver measurable and significant revenues. Consistently meets with potential customers and current customers to build pipeline.	Manages a team of business development representatives for a territory/region. The team is actively and frequently customer facing, providing the value proposition to business or org leaders, qualifying opportunities, and selling the value of the oracle solution. Provides daily operations management of lead qualification functions. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and provides hiring recommendations to senior management. Manages budget. Provides support to marketing and sales programs.	Experience qualifying prospects and customers; understanding of the sales cycle process. Strong Oracle product knowledge preferred. BA/BS preferred. Lead a specialized area which may have diverse functional elements. Frequently interact with supervisors and/or functional peer group managers. May interact with senior management.
15730	Business Development Snr Manager - Sales	SALES	BUSDEV	M3	Manages a team that is responsible for identifying relevant new business opportunities and designing "go-to-market" plans to deliver measurable and significant revenues. Consistently meets with potential customers and current customers to build pipeline.	Manages a team of business development representatives for a territory/region. May manage through other managers. The team is actively and frequently customer facing, providing the value proposition to business or org leaders, qualifying opportunities, and selling the value of the oracle solution. Provides daily operations management of lead qualification functions. Participates, as a team member, in strategic and tactical planning for the division. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and provides hiring recommendations to senior management. Manages budget. Provides support to marketing and sales programs.	Experience qualifying prospects and customers; understanding of the sales cycle process. Strong leadership skills. Strong Oracle product knowledge preferred. BA/BS preferred. Experience managing staff. Manage and contact activities in multi-functional areas of sections. Ensure appropriate operational planning is effectively executed to meet business needs.
15740	Business Development Director - Sales	SALES	BUSDEV	M4	Manages a team that is responsible for identifying relevant new business opportunities and designing "go-to-market" plans to deliver measurable and significant revenues. Consistently meets with potential customers and current customers to build pipeline.	Manages, through other managers, a team of business development representatives for a territory/region. The team is actively and frequently customer facing, providing the value proposition to business or org leaders, qualifying opportunities, and selling the value of the oracle solution. Provides operations management of lead qualification functions. Contributes to strategic and tactical planning for the division. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and makes hiring decisions. Manages budget.	Experience qualifying prospects and customers; understanding of the sales cycle process. Strong leadership skills. Strong Oracle product knowledge. BA/BS preferred. Experience managing staff. Assist in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interact across functional areas with senior management or executives to ensure unit objectives are met. Able to influence thinking or gain acceptance of others in sensitive situations important.
15750	Business Development Snr Director - Sales	SALES	BUSDEV	M5	Manages a team that is responsible for identifying relevant new business opportunities and designing "go-to-market" plans to deliver measurable and significant revenues. Consistently meets with potential customers and current customers to build pipeline.	Manages, through managers and directors, a team of business development representatives for a territory/region. The team is actively and frequently customer facing, providing the value proposition to business or org leaders, qualifying opportunities, and selling the value of the oracle solution. Provides operations management of lead qualification functions. Contributes to strategic and tactical planning for the division. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and makes hiring decisions. Manages budget.	Experience qualifying prospects and customers; understanding of the sales cycle process. Strong leadership skills. Strong Oracle product knowledge. BA/BS preferred. Experience managing staff. Assist in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interact across functional areas with senior management or executives to ensure unit objectives are met. Able to influence thinking or gain acceptance of others in sensitive situations is important. Direct and ensure the implementation of operational policies through subordinate managers. Interact internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge.
15760	Business Development VP - Sales	SALES	BUSDEV	M6	Manages a team that is responsible for identifying relevant new business opportunities and designing "go-to-market" plans to deliver measurable and significant revenues. Consistently meets with potential customers and current customers to build pipeline.	Oversees and manages, through managers and directors, a team of business development representatives for a territory/region. The team is actively and frequently customer facing, providing the value proposition to business or org leaders, qualifying opportunities, and selling the value of the oracle solution. Provides operations management of lead qualification functions. Develops strategic and tactical plans for the division. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and makes hiring decisions. Manages budget.	Extensive knowledge of Oracle's sales methodologies, processes, and competitive and industry knowledge. Able to travel. Preferred Qualifications: BA/BS degree or equivalent, advanced degree highly desirable. Assist in the creation of division strategy and consult with senior management in providing direction to ensure growth and financial success. Ensure a consistent approach of organizational policies and procedures.
40511	Channel Sales Representative I	SALES	CHANPART	IC1	Develops third party sales channel and ensures partner achieve Oracle sales targets in the General Business space.	As a Channel Sales Representative you will pull partners into Oracle business opportunities and manage third party transactions resulting from the relationship. Identify and develop channel partners committed to selling Oracle products. Facilitate joint selling between channel partners and direct sales team. Increase revenue from partner sources and market share through a leverage partnering model. Identify and develop joint "go-to-market" strategies and lead generation opportunities. Provides accurate and timely management information and revenue forecasts. May educate partners in Oracle commercial practices. Maintains an understanding of Oracle technology and articulates Oracle propositions to partners and their customers. Manage transaction contracts, business practices, and deal booking issues. Work with marketing to plan marketing events for partners.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. 3 years field sales experience; including 2 years industry experience. Excellent interpersonal skills. Knowledge of Oracle field sales cycle and partner program. Travel as needed. Bachelor degree or equivalent.
40512	Channel Sales Representative II	SALES	CHANPART	IC2	Develops third party sales channel and ensures partner achieve Oracle sales targets in the General Business space.	As a Channel Sales Representative you will pull partners into Oracle business opportunities and manage third party transactions resulting from the relationship. Identify and develop channel partners committed to selling Oracle products. Facilitate joint selling between channel partners and direct sales team. Increase revenue from partner sources and market share through a leverage partnering model. Identify and develop joint "go-to-market" strategies and lead generation opportunities. Provides accurate and timely management information and revenue forecasts. May educate partners in Oracle commercial practices. Maintains an understanding of Oracle technology and articulates Oracle propositions to partners and their customers. Manage transaction contracts, business practices, and deal booking issues. Work with marketing to plan marketing events for partners.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 3 years field sales experience; including 2 years of industry experience. Excellent interpersonal skills. Knowledge of Oracle field sales cycle and partner program. Travel as needed. Bachelor degree or equivalent.
40513	Channel Sales Representative III	SALES	CHANPART	IC3	Develops third party sales channel and ensures partner achieve Oracle sales targets in the General Business space.	As a Channel Sales Representative you will pull partners into Oracle business opportunities and manage third party transactions resulting from the relationship. Identify and develop channel partners committed to selling Oracle products. Facilitate joint selling between channel partners and direct sales team. Increase revenue from partner sources and market share through a leverage partnering model. Identify and develop joint "go-to-market" strategies and lead generation opportunities. Provides accurate and timely management information and revenue forecasts. May educate partners in Oracle commercial practices. Maintains an understanding of Oracle technology and articulates Oracle propositions to partners and their customers. Manage transaction contracts, business practices, and deal booking issues. Work with marketing to plan marketing events for partners.	Job duties are varied and complex, needing independent judgment. May have project lead role. 5 years field sales experience within the high technology industry. Previous marketing experience desired. Excellent written, verbal, and interpersonal communication skills. Negotiating skills and ability to influence. Knowledge of Oracle field sales cycle and partner program. Ability to travel as needed. Bachelor degree or equivalent.
40514	Channel Sales Representative IV	SALES	CHANPART	IC4	Develops third party sales channel and ensures partner achieve Oracle sales targets in the General Business space.	As a Channel Sales Representative you will pull partners into Oracle business opportunities and manage third party transactions resulting from the relationship. Identify and develop channel partners committed to selling Oracle products. Facilitate joint selling between channel partners and direct sales team. Increase revenue from partner sources and market share through a leverage partnering model. Identify and develop joint "go-to-market" strategies and lead generation opportunities. Provides accurate and timely management information and revenue forecasts. May educate partners in Oracle commercial practices. Maintains an understanding of Oracle technology and articulates Oracle propositions to partners and their customers. Manage transaction contracts, business practices, and deal booking issues. Work with marketing to plan marketing events for partners.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 6 years field sales experience to include 3 years channel sales experience. Strong sales/marketing skills including needs analysis, business justification, and closing methodologies. Excellent written, verbal, and interpersonal communication skills. Negotiating skills and ability to influence. Knowledge of Oracle field sales cycle and partner program, travel as needed. Bachelor degree or equivalent.
40522	Channel Sales Representative V	SALES	CHANPART	IC5	Develops third party sales channel and ensures partner achieve Oracle sales targets in the General Business space.	As a Channel Sales Representative you will pull partners into Oracle business opportunities and manage third party transactions resulting from the relationship. Identify and develop channel partners committed to selling Oracle products. Facilitate joint selling between channel partners and direct sales team. Increase revenue from partner sources and market share through a leverage partnering model. Identify and develop joint "go-to-market" strategies and lead generation opportunities. Provides accurate and timely management information and revenue forecasts. May educate partners in Oracle commercial practices. Maintains an understanding of Oracle technology and articulates Oracle propositions to partners and their customers. Manage transaction contracts, business practices, and deal booking issues. Work with marketing to plan marketing events for partners.	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. Most senior contributor individually and as the senior team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 10+ years field sales experience to include 5+ years channel sales experience. Superior sales/marketing skills including needs analysis, business justification, and closing methodologies. Excellent written, verbal, and interpersonal communication skills. Strong negotiating skills and ability to influence. Knowledge of Oracle field sales cycle and partner program. Travel as needed. BA/BS degree or equivalent, advanced degree highly desirable.
40516	Channel Sales Manager	SALES	CHANPART	M2	Develops third party sales channel and ensures partner achieve Oracle sales targets in the General Business space. Manages a staff of managers within a geographic territory.	As part of the Oracle sales team you will direct and manage area channel sales throughout the sales cycle. Develops and implements a comprehensive strategy that maximizes Oracle's revenue across all products and product lines with Oracle partners. Responsible for the indirect revenue from these partners. Manages the identification and development of channel partners committed to selling Oracle products. Manage the facilitation of joint selling between channel partners and direct sales team. Maintains an understanding of Oracle technology and articulates Oracle propositions to partners and their customers. Provides accurate and timely management information and revenue forecasts to senior management. May participate in account planning and strategy development.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Partner sales experience in technology industry. Excellent written and verbal communication skills. Knowledge of partners in assigned territory. Superior time management skills. Field marketing experience. Self starter. Demonstrated leadership skills. Strong presentation skills. Ability to travel as needed. BA/BS degree or equivalent.

40517	Channel Snr Sales Manager	SALES	CHANPART	M3	Develops third party sales channel and ensures partner achieve Oracle sales targets in the General Business space. Manages a staff of managers within a geographic territory.	As part of the Oracle sales team you will direct and manage area channel sales throughout the sales cycle. Develops and implements a comprehensive strategy that maximizes Oracle's revenue across all products and product lines with Oracle partners. Responsible for the indirect revenue from these partners. Manages the identification and development of channel partners committed to selling Oracle products. Manage the facilitation of joint selling between channel partners and direct sales team. Maintains an understanding of Oracle technology and articulates Oracle propositions to partners and their customers. Provides accurate and timely management information and revenue forecasts to senior management. May participate in account planning and strategy development.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate business needs. Knowledge of software industry relating to channel management. Demonstrated leadership skills. Excellent written and verbal communication skills. Knowledge of partners in assigned territory. Superior time management skills. Strong presentation skills. Ability to travel as needed. BA/BS degree or equivalent.
40518	Channel Sales Director	SALES	CHANPART	M4	Develops third party sales channel and ensures partner achieve Oracle sales targets in the General Business space. Manages a staff of managers within a geographic territory.	As part of the Oracle sales team you will direct and manage area channel sales throughout the sales cycle. Develops and implements a comprehensive strategy that maximizes Oracle's revenue across all products and product lines with Oracle partners. Responsible for the indirect revenue from these partners. Manages the identification and development of channel partners committed to selling Oracle products. Manage the facilitation of joint selling between channel partners and direct sales team. Maintains an understanding of Oracle technology and articulates Oracle propositions to partners and their customers. Provides accurate and timely management information and revenue forecasts to senior management. May participate in account planning and strategy development.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations is important. Knowledge of software industry relating to channel management. Knowledge of partners in assigned territory. Demonstrated leadership skills. Strong presentation skills. Ability to travel as needed. BA/BS degree or equivalent, advanced degree highly desirable.
40519	Channel Sales Snr Director	SALES	CHANPART	M5	Develops third party sales channel and ensures partner achieve Oracle sales targets in the General Business space. Manages a staff of managers within a geographic territory.	As part of the Oracle sales team you will direct and manage area channel sales throughout the sales cycle. Develops and implements a comprehensive strategy that maximizes Oracle's revenue across all products and product lines with Oracle partners. Responsible for the indirect revenue from these partners. Manages the identification and development of channel partners committed to selling Oracle products. Manage the facilitation of joint selling between channel partners and direct sales team. Maintains an understanding of Oracle technology and articulates Oracle propositions to partners and their customers. Provides accurate and timely management information and revenue forecasts to senior management. May participate in account planning and strategy development.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations is important. Knowledge of software industry relating to channel management. Knowledge of partners in assigned territory. Demonstrated leadership skills. Strong presentation skills. Ability to travel as needed. BA/BS degree or equivalent, advanced degree highly desirable.
40525	Channels Sales Vice President	SALES	CHANPART	M6	Develops third party sales channel and ensures partner achieve Oracle sales targets in the General Business space. Manages a staff of managers within a geographic territory.	As part of the Oracle sales team you will direct and manage area channel sales throughout the sales cycle. Develops and implements a comprehensive strategy that maximizes Oracle's revenue across all products and product lines with Oracle partners. Responsible for the indirect revenue from these partners. Manages the identification and development of channel partners committed to selling Oracle products. Manage the facilitation of joint selling between channel partners and direct sales team. Maintains an understanding of Oracle technology and articulates Oracle propositions to partners and their customers. Provides accurate and timely management information and revenue forecasts to senior management. May participate in account planning and strategy development.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge important. Demonstrated leadership skills. Strong presentation skills. Ability to Travel as needed. BA/BS degree or equivalent, advanced degree highly desirable.
90035	Consulting Sales Rep 1	SALES	SPECPROD	IC1	Responsible for sales of Oracle consulting services.	Responsible for selling the Oracle consulting services. Develops new accounts and/or expands existing accounts within an established geographic territory, industry, product segment, or channel.	0-2 years of relevant field sales experience. Able to develop strong internal relationships. Able to network and develop strong business relationships with customers such that they turn to Oracle for their resource needs. Able to generate leads and submit proposals to the client utilizing a broad knowledge of Oracle service offerings. Able to generate consulting services and nurture and close the transaction. Seeks intervention from his/her manager on complex deals that fall outside of existing guidelines. Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures.
90036	Consulting Sales Rep 2	SALES	SPECPROD	IC2	Responsible for sales of Oracle consulting services.	Responsible for selling the Oracle consulting services. Develops new accounts and/or expands existing accounts within an established geographic territory, industry, product segment, or channel.	2-5 years of relevant field sales experience. Able to develop strong internal relationships. Able to network and develop strong business relationships with customers such that they turn to Oracle for their resource needs. Able to generate leads and submit proposals to the client utilizing a broad knowledge of Oracle service offerings. Able to generate consulting services and nurture and close the transaction. Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures.
90037	Consulting Sales Rep 3	SALES	SPECPROD	IC3	Responsible for sales of Oracle consulting services.	Responsible for selling the Oracle consulting services. Develops new accounts and/or expands existing accounts within an established geographic territory, industry, product segment, or channel.	5-8 years of relevant field sales experience. Able to develop strong internal relationships. Able to network and develop strong business relationships with customers such that they turn to Oracle for their resource needs. Able to generate leads and submit proposals to the client utilizing a broad knowledge of Oracle service offerings. Able to generate consulting services and nurture and close the transaction. Job duties are varied and complex, needing independent judgment. May have project lead role.
90038	Consulting Sales Rep 4	SALES	SPECPROD	IC4	Responsible for sales of Oracle consulting services.	Responsible for selling the Oracle consulting services. Develops new accounts and/or expands existing accounts within an established geographic territory, industry, product segment, or channel.	8-12 years of relevant field sales experience. Able to develop strong internal relationships. Able to network and develop strong business relationships with customers such that they turn to Oracle for their resource needs. Able to generate leads and submit proposals to the client utilizing a broad knowledge of Oracle service offerings. Able to generate consulting services and nurture and close the transaction. Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization.
90039	Consulting Sales Rep 5	SALES	SPECPROD	IC5	Responsible for sales of Oracle consulting services.	Responsible for selling the Oracle consulting services. Develops new accounts and/or expands existing accounts within an established geographic territory, industry, product segment, or channel.	12 plus years of relevant field sales experience. Able to develop strong internal relationships. Able to network and develop strong business relationships with customers such that they turn to Oracle for their resource needs. Able to generate leads and submit proposals to the client utilizing a broad knowledge of Oracle service offerings. Able to generate consulting services and nurture and close the transaction. Viewed as an expert in the field. Recognized authority and leading contributor in immediate business area/function. Work is non routine and very complex, involving the application of advanced technical/ business skills.
90059	Consulting Sales Manager	SALES	SPECPROD	M2	As member of the Consulting Organization's Sales team, you will be responsible for generating leads and closing deals selling Oracle Consulting Services. This will depend not only on your ability to develop strong relationships with client executives but also across Oracle. You will be responsible for qualifying and developing value add propositions for the customer.	Position is responsible for selling consulting and/or outsourcing servicing. Client contact is typically with executive and senior executive level. Able to network and develop strong business relationships. Responsible for generating leads and submitting proposals to the client utilizing a broad knowledge of Oracle's services. Primary job function is to nurture and close the sale.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet business needs. Preferred Qualifications: Bachelor's degree with 3-5 years of direct sales experience. Industry experience and an ability to develop executive level relationships. Strong communication and negotiation skills. Willing to travel regionally.
90040	Consulting Sales Snr Manager	SALES	SPECPROD	M3	Manages sales of Oracle consulting services.	Manages a team of consulting sales representatives in support of achieving sales objectives. Sells and promotes the sales of Oracle consulting services to customers including negotiating price, other concessions and terms and conditions of the sale. Participates in strategic and tactical planning for the division. Networks and develops strong business relationships. Generates and achieves monthly territory forecasts, and accurately predicts revenue on a monthly basis. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and provides hiring recommendations to senior management. Manages budget. Manages escalations.	Strong leadership skills. Strong communication and negotiation skills. Industry experience. Able to develop executive level relationships. Strong Oracle product knowledge preferred. BA/BS preferred. 5-7 years direct sales experience. Experience managing staff. Willing to travel regionally. Manage and control activities in multi-functional areas of sections. Ensure appropriate operational planning is effectively executed to meet business needs.
90041	Consulting Sales Director	SALES	SPECPROD	M4	Manages sales of Oracle consulting services.	Manages, through other managers, the activities of Consulting Sales organization in support of achieving sales objectives. Sells and promotes the sales of Oracle consulting services to customers including negotiating price, other concessions and terms and conditions of the sale. Networks and develops strong business relationships. Contributes to strategic and tactical planning for the division. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and makes hiring decisions. Manages budget. Manages escalations.	Strong leadership skills. Strong communication and negotiation skills. Industry experience. Able to develop executive level relationships. Strong Oracle product knowledge preferred. BA/BS preferred. 7-10 years direct sales experience. Experience managing staff. Willing to travel regionally. Assist in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interact across functional areas with senior management or executives to ensure unit objectives are met. Able to influence thinking or gain acceptance of others in sensitive situations.

90042	Consulting Sales Snr Director	SALES	SPECPROD	M5	Manages sales of Oracle consulting services.	Manages, through managers and directors, the activities of Consulting Sales organization in support of achieving sales objectives. Contributes to strategic and tactical planning for the division. Networks and develops strong business relationships. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and makes hiring decisions. Manages budget. Manages escalations.	Strong leadership skills. Strong communication and negotiation skills. Industry experience. Able to develop executive level relationships. Strong Oracle product knowledge preferred. BA/BS preferred. 10+ years direct sales experience. Experience managing staff. Willing to travel regionally. Assist in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interact across functional areas with senior management or executives to ensure unit objectives are met. Able to influence thinking or gain acceptance of others in sensitive situations is important. Direct and ensure the implementation of operational policies through subordinate managers. Interact internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge.
90046	Consulting Sales VP	SALES	SPECPROD	M6	Manages sales of Oracle consulting services.	Oversees and manages, through managers and directors, a team of Consulting Sales Representatives. Develops strategic and tactical plans for the division. Networks and develops strong business relationships. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and makes hiring decisions. Manages budget.	Strong leadership skills. Strong communication and negotiation skills. Industry experience. Able to develop executive level relationships. Strong Oracle product knowledge. BA/BS preferred. 10+ years direct sales experience. Experience managing staff. Willing to travel regionally. Assist in the creation of business plans to ensure growth and financial success. Regularly interacts across functional areas with senior management or executives to ensure LOB objectives are met. Able to effect change with others of differing or conflicting goals in sensitive situations is important.
90047	Consulting Sales SVP	SALES	SPECPROD	M7	Manages sales of Oracle consulting services.	Oversees and manages, through senior directors and VPs, a team of Consulting Sales Representatives. Contributes through Corporate vision, providing strategic direction for a division or business unit. Develops strategic and tactical plans. Networks and develops strong business relationships. Typically interacts with executive and senior executive levels. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and makes hiring decisions. Manages budget. Profit and loss responsibility of a division or business unit.	Extensive knowledge of Oracle's sales methodologies, processes, competitive and industry knowledge. Strong leadership skills. Strong communication and negotiation skills. Industry experience. Able to develop executive level relationships. BA/BS preferred. Advanced degree highly desirable with 10+ years of direct sales experience. Experience managing staff. Able to travel as necessary. Contribute through Corporate vision, providing strategic direction for a division or business unit. Profit and loss responsibility of a division or business unit.
3371	Existing Accounts Sales Representative I - Sales	SALES	SPECPROD	IC1	Responsible for selling Oracle's enterprise application software and related services to and maintaining relationships with existing accounts in a defined territory.	Primary job duty is to sell business applications software/solutions and related services to and maintain relationship with existing accounts. Manage sales through forecasting, account resource allocation, account strategy, planning and post closure customer support. Develop solution proposals encompassing all aspects of the application. Participate in the development, presentation and sales of a value proposition. Negotiate pricing and contractual agreement to close the sale. Identify and develop strategic alignment with key third party influencers.	0-2 years of field sales experience with focus on large strategic accounts including applications sales experience. Successful sales track record. Oracle knowledge and/or knowledge of Oracle's competitors. Interaction with C level players. Team player. Ability to penetrate accounts and meet with stakeholders within accounts. Excellent communication, negotiating, and closing skills. Strong marketing skills. Travel may be needed. Bachelor degree or equivalent. Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures.
3372	Existing Accounts Sales Representative II - Sales	SALES	SPECPROD	IC2	Responsible for selling Oracle's enterprise application software and related services to and maintaining relationships with existing accounts in a defined territory.	Primary job duty is to sell business applications software/solutions and related services to and maintain relationship with existing accounts. Manage sales through forecasting, account resource allocation, account strategy, planning and post closure customer support. Develop solution proposals encompassing all aspects of the application. Participate in the development, presentation and sales of a value proposition. Negotiate pricing and contractual agreement to close the sale. Identify and develop strategic alignment with key third party influencers.	2-5 years of field sales experience with focus on large strategic accounts including applications sales experience. Successful sales track record. Oracle knowledge and/or knowledge of Oracle's competitors. Interaction with C level players. Team player. Ability to penetrate accounts and meet with Bachelor degree or equivalent. Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures.
3373	Existing Accounts Sales Representative III - Sales	SALES	SPECPROD	IC3	Responsible for selling Oracle's enterprise application software and related services to and maintaining relationships with existing accounts in a defined territory.	Primary job duty is to sell business applications software/solutions and related services to and maintain relationship with existing accounts. Manage sales through forecasting, account resource allocation, account strategy, planning and post closure customer support. Develop solution proposals encompassing all aspects of the application. Participate in the development, presentation and sales of a value proposition. Negotiate pricing and contractual agreement to close the sale. Identify and develop strategic alignment with key third party influencers.	5-8 years field sales experience with focus on large strategic accounts including applications sales experience. Highly developed selling, customer relations and negotiation skills. Successful sales track record. Oracle knowledge and/or knowledge of Oracle's competitors. Interaction with C level players. Team player. Ability to penetrate accounts and meet with stakeholders within accounts. Excellent written, verbal, and interpersonal skills. Presentation skills. Travel may be needed. Bachelor degree or equivalent. Job duties are varied and complex, needing independent judgment. May have project lead role.
3374	Existing Accounts Sales Representative IV - Sales	SALES	SPECPROD	IC4	Responsible for selling Oracle's enterprise application software and related services to and maintaining relationships with existing accounts in a defined territory.	Primary job duty is to sell business applications software/solutions and related services to and maintain relationship with existing accounts. Manage sales through forecasting, account resource allocation, account strategy, planning and post closure customer support. Develop solution proposals encompassing all aspects of the application. Participate in the development, presentation and sales of a value proposition. Negotiate pricing and contractual agreement to close the sale. Identify and develop strategic alignment with key third party influencers.	8-12 years applicable field sales experience. Successful sales track record. Ability to penetrate accounts, meet with stakeholders within accounts. Oracle knowledge and/or knowledge of Oracle's competitors. Interaction with C level players. Team player with strong interpersonal /communication skills. Excellent communication/negotiating/closing skills with prospects/customers. Travel may be needed. Bachelor degree or equivalent. Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization.
3375	Existing Accounts Sales Representative V - Sales	SALES	SPECPROD	IC5	Responsible for selling Oracle's enterprise application software and related services to and maintaining relationships with existing accounts in a defined territory.	Primary job duty is to sell business applications software/solutions and related services to and maintain relationship with existing accounts. Manage sales through forecasting, account resource allocation, account strategy, planning and post closure customer support. Develop solution proposals encompassing all aspects of the application. Participate in the development, presentation and sales of a value proposition. Negotiate pricing and contractual agreement to close the sale. Identify and develop strategic alignment with key third party influencers.	12 plus years applicable field sales experience. Successful sales track record. Ability to penetrate accounts, meet with stakeholders within accounts. Oracle knowledge and/or knowledge of Oracle's competitors. Interaction with C level players. Team player with strong interpersonal /communication skills. Excellent communication/negotiating/closing skills with prospects/customers. Travel may be needed. Bachelor degree or equivalent. Acknowledged authority within the Corporation. Provides leadership and expertise in the development of new products/services/processes. Frequently operating at the leading edge of technology. Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner.
109000	Sales Representative Acq	SALES	SPECPROD	N/A			0
109120	Sales Manager Acq	SALES	SPECPROD	M2			0
109130	Sales Snr Manager Acq	SALES	SPECPROD	M3			0
109140	Sales Director Acq	SALES	SPECPROD	M4			0
109150	Sales Snr Director Acq	SALES	SPECPROD	M5			0
57110	Financing Sales Representative I - Sales	SALES	FINANCING	IC1	Oracle Financing works closely with customers and Oracle license sales representatives to structure payment solutions for acquiring Oracle and partner technology.	Works closely with customers and Oracle license sales representatives to structure payment solutions for acquiring Oracle and partner technology. This function includes: soliciting end-user payment transactions; training Oracle and partner license sales personnel to identify opportunities for accelerating technology sales through OFD engagement; participating with license sales in forecast reviews; advising customers of acquisition payment options, and generating proposals for payment solutions; obtaining credit approvals, providing financial and transaction analysis to assist credit underwriting; generating and negotiating payment contracts (within OFD business practices); obtaining customer signatures and assisting the Oracle contract review and signing process.	0-2 years of sales experience. Presentation skills. Familiarity with credit, financial analysis, financial concepts, and financial pricing. BA/BS in Business, Finance or Economics. Experience in IT financing and leasing is a plus. Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures.
57111	Financing Sales Representative II - Sales	SALES	FINANCING	IC2	Oracle Financing works closely with customers and Oracle license sales representatives to structure payment solutions for acquiring Oracle and partner technology.	Works closely with customers and Oracle license sales representatives to structure payment solutions for acquiring Oracle and partner technology. This function includes: soliciting end-user payment transactions; training Oracle and partner license sales personnel to identify opportunities for accelerating technology sales through OFD engagement; participating with license sales in forecast reviews; advising customers of acquisition payment options, and generating proposals for payment solutions; obtaining credit approvals, providing financial and transaction analysis to assist credit underwriting; generating and negotiating payment contracts (within OFD business practices); obtaining customer signatures and assisting the Oracle contract review and signing process.	2-5 years of sales experience. Presentation skills. Familiarity with credit, financial analysis, financial concepts, and financial pricing. BA/BS in Business. Finance or Economics. Experience in IT financing and leasing is a plus. Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures.
57112	Financing Sales Representative III - Sales	SALES	FINANCING	IC3	Oracle Financing works closely with customers and Oracle license sales representatives to structure payment solutions for acquiring Oracle and partner technology.	Works closely with customers and Oracle license sales representatives to structure payment solutions for acquiring Oracle and partner technology. This function includes: soliciting end-user payment transactions; training Oracle and partner license sales personnel to identify opportunities for accelerating technology sales through OFD engagement; participating with license sales in forecast reviews; advising customers of acquisition payment options, and generating proposals for payment solutions; obtaining credit approvals, providing financial and transaction analysis to assist credit underwriting; generating and negotiating payment contracts (within OFD business practices); obtaining customer signatures and assisting the Oracle contract review and signing process.	5-8 years of sales experience. Strong presentation skills. Knowledge of credit, financial analysis, financial concepts, and financial pricing. BA/BS in Business, Finance or Economics. Experience in IT financing and leasing is a plus. MBA a plus. Proven ability to sell to business customers. Experience with Channels sales. Contract negotiation experience. Job duties are varied and complex, needing independent judgment. May have project lead role.

57113	Financing Sales Representative IV - Sales	SALES	FINANCING	IC4	Oracle Financing works closely with customers and Oracle license sales representatives to structure payment solutions for acquiring Oracle and partner technology.	Works closely with customers and Oracle license sales representatives to structure payment solutions for acquiring Oracle and partner technology. This function includes: soliciting end-user payment transactions; training Oracle and partner license sales personnel to identify opportunities for accelerating technology sales through OFD engagement; participating with license sales in forecast reviews; advising customers of acquisition payment options, and generating proposals for payment solutions; obtaining credit approvals, providing financial and transaction analysis to assist credit underwriting; generating and negotiating payment contracts (within OFD business practices); obtaining customer signatures and assisting the Oracle contract review and signing process.	8-12 years of sales experience. Strong presentation skills. Strong knowledge of credit, financial analysis, financial concepts, and financial pricing. BA/BS in Business, Finance or Economics. Experience in IT financing and leasing is a plus. MBA a plus. Proven ability to sell to "C" level customers. Complex contract negotiation experience. Experience with Channels sales. Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization.
57119	Financing Manager-Sales	SALES	FINANCING	M2	Oracle Financing works closely with customers and Oracle license sales representatives to structure payment solutions for acquiring Oracle and partner technology.	Manages a team of financing sales representatives in support of achieving sales objectives. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and provides hiring recommendations to senior management. Manages budget. May help plan sales strategies and/or assist/participate in negotiations with key customers. Plans sales programs to achieve business objectives.	BS/BA in Business, Finance or Economics. MBA a plus. 7+ years of sales experience in financial services or leasing industries. Strong presentation skills. Proven track record selling to "C" level customers. Sophisticated knowledge of credit and financial analysis, vendor program development, and financial concepts. Strong financial structuring and pricing ability. Experience with channels sales. Complex contract negotiation experience. Lead a specialized area which may have diverse functional elements. Frequently interact with supervisors and/or functional peer group managers. May interact with senior management.
57120	Financing Snr Manager-Sales	SALES	FINANCING	M3	Oracle Financing works closely with customers and Oracle license sales representatives to structure payment solutions for acquiring Oracle and partner technology.	Manages a team of financing sales representatives in support of achieving sales objectives. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and provides hiring recommendations to senior management. Manages budget. May help plan sales strategies and/or assist/participate in negotiations with key customers. Plans sales programs to achieve business objectives.	BS/BA in Business, Finance or Economics. MBA a plus. 8+ years of sales experience in financial services or leasing industries. Experience managing staff. Strong presentation skills. Proven ability to sell to "C" level customers. Sophisticated knowledge of credit and financial analysis, vendor program development, and financial concepts. Strong financial structuring and pricing ability. Experience with channels sales. Complex contract negotiation experience. Able to manage and control activities in multi-functional areas of sections and ensures appropriate operational planning is effectively executed to meet Corporate business needs.
57130	Financing Director-Sales	SALES	FINANCING	M4	Oracle Financing works closely with customers and Oracle license sales representatives to structure payment solutions for acquiring Oracle and partner technology.	Manages, through other managers, the activities of Financing Sales organization in support of achieving sales objectives. Contributes to strategic and tactical planning for the division. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and makes hiring decisions. Manages budget. May help plan sales strategies and/or assist/participate in negotiations with key customers.	BS/BA in Business, Finance or Economics. MBA a plus. 8+ years of sales experience in financial services or leasing industries. Experience managing staff. Strong presentation skills and proven ability to sell to "C" level customers. Sophisticated knowledge of credit and financial analysis, vendor program development, and financial concepts. Strong financial structuring and pricing ability. Experience with channels sales. Complex contract negotiation experience. Assist in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interact across functional areas with senior management or executives to ensure unit objectives are met. Able to influence thinking or gain acceptance of others in sensitive situations.
57140	Financing Snr Director-Sales	SALES	FINANCING	M5	Oracle Financing works closely with customers and Oracle license sales representatives to structure payment solutions for acquiring Oracle and partner technology.	Manages, through managers and directors, the activities of Financing Sales organization in support of achieving sales objectives. Contributes to strategic and tactical planning for the division. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and makes hiring decisions. Manages budget. May help plan sales strategies and/or assist/participate in negotiations with key customers.	BS/BA in Business, Finance or Economics. MBA a plus. 8+ years of sales experience in vendor programs, financial services or leasing industries. Experience managing staff. Strong presentation skills and proven ability to lead team selling to "C" level customers. Mentor-level knowledge of credit and financial analysis, vendor program development, and financial concepts. Able to teach multivariable financial structuring and pricing, and provide clear explanations to "C" level customers from their perspective. Strong track record with channels sales. Complex contract negotiation experience with business and legal professionals. Assist in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interact across functional areas with senior management or executives to ensure unit objectives are met. Able to influence thinking or gain acceptance of others in sensitive situations is important. Direct and ensure the implementation of operational policies through subordinate managers. Interact internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge.
57150	Financing VP-Sales	SALES	FINANCING	M6	Oracle Financing works closely with customers and Oracle license sales representatives to structure payment solutions for acquiring Oracle and partner technology.	Oversees and manages, through managers and directors, a team of Financing Sales Representatives. Develops strategic and tactical plans for the division. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and makes hiring decisions. May help plan sales strategies and/or assist/participate in negotiations with key customers.	BS/BA in Business, Finance or Economics. MBA a plus. 10+ years of sales experience in vendor programs, financial services or leasing industries. Experience managing staff. Strong presentation skills. Proven ability to lead team selling to "C" level customers. Mentor-level knowledge of credit and financial analysis, vendor program development, and financial concepts. Able to teach multivariable financial structuring and pricing and customize clear solutions for "C" level customers. Strong track record with channels sales. Complex contract negotiation experience with business and legal professionals. Assist in the creation of business plans to ensure growth and financial success. Regularly interacts across functional areas with senior management or executives to ensure LOB objectives are met. Able to effect change with others of differing or conflicting goals in sensitive situations is important.
6900	Associate Internet Sales Representative	SALES	TELESALES	IC0	Order fulfillment and selling of products and services in high volume, low value, short cycle transactions using telephone sales (inbound/outbound calls).	As an Internet Sales Representative you will sell products and services to an assigned geographic or national account base territory to achieve assigned objectives. Generates sales leads as well as closing the sales on line or by phone. Utilizes inbound and/or outbound calls to pursue sales. Develops account penetration strategies, and closes business . Responsible for understanding Oracle's product offerings and competitive issues. Identifies new business opportunities by creating and implementing territory campaigns with management assistance. Liaise with customer contacts for the purpose of managing the customer relationship, identifying new opportunities, and selling Oracle products and services. Participates as a team member on sales teams including field sales, support and education sales and sales consulting.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and processes. Gaining competence in own area and acquiring a higher level understanding of role, processes and procedures. May be working towards relevant professional qualification. Typically graduate or equivalent with 0-2 years experience.
6910	Internet Sales Representative I	SALES	TELESALES	IC1	The primary focus of an Inside Sales representative is to sell solutions and services to existing Oracle customers and to prospect for new customers in the assigned territory or vertical.	As an Internet Sales Representative you will sell products and services to an assigned geographic or national account base territory to achieve assigned objectives. Generates sales leads as well as closing the sales on line or by phone. Utilizes inbound and/or outbound calls to pursue sales. Develops account penetration strategies, and closes business . Responsible for understanding Oracle's product offerings and competitive issues. Identifies new business opportunities by creating and implementing territory campaigns with management assistance. Liaise with customer contacts for the purpose of managing the customer relationship, identifying new opportunities, and selling Oracle products and services. Participates as a team member on sales teams including field sales, support and education sales and sales consulting.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Works under close supervision. Seeks intervention from his/her manager on complex deals that fall outside of existing guidelines. Two or more years of high tech sales experience. Ability to communicate effectively over the telephone with high level decision makers. Ability to work independently. Typically bachelor degree in Business or Computer Science or equivalent
6920	Internet Sales Representative II	SALES	TELESALES	IC2	The primary focus of an Inside Sales representative is to sell solutions and services to existing Oracle customers and to prospect for new customers in the assigned territory or vertical.	As an Internet Sales Representative you will sell products and services to an assigned geographic or national account base territory to achieve assigned objectives. Generates sales leads as well as closing the sales on line or by phone. Utilizes inbound and/or outbound calls to pursue sales. Develops account penetration strategies, and closes business . Responsible for understanding Oracle's product offerings and competitive issues. Identifies new business opportunities by creating and implementing territory campaigns with management assistance. Liaise with customer contacts for the purpose of managing the customer relationship, identifying new opportunities, and selling Oracle products and services. Participates as a team member on sales teams including field sales, support and education sales and sales consulting.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Works under general supervision. Seeks intervention from his/her manager on complex deals that fall outside of existing guidelines. 3 years of relevant experience. Ability to communicate effectively over the telephone with high level decision makers. Ability to work independently. Typically bachelor degree in Business or Computer Science or equivalent
6930	Internet Sales Representative III	SALES	TELESALES	IC3	The primary focus of an Inside Sales representative is to sell solutions and services to existing Oracle customers and to prospect for new customers in the assigned territory or vertical.	As an Internet Sales Representative you will sell products and services to an assigned geographic or national account base territory to achieve assigned objectives. Generates sales leads as well as closing the sales on line or by phone. Utilizes inbound and/or outbound calls to pursue sales. Develops account penetration strategies, and closes business . Responsible for understanding Oracle's product offerings and competitive issues. Identifies new business opportunities by creating and implementing territory campaigns with management assistance. Liaise with customer contacts for the purpose of managing the customer relationship, identifying new opportunities, and selling Oracle products and services. Participates as a team member on sales teams including field sales, support and education sales and sales consulting.	Duties and tasks are varied and are complex needing independent judgment. Fully competent in own area of expertise. Failure to obtain results would have serious consequences and need expenditure of resources. Contacts are within the organization and with external customers. May have project lead role and/or supervise lower level personnel. 5+ years business experience. Proven ability to manage complex sales cycle, with a track record of successful revenue attainment. Excellent communication/negotiating/closing skills with customers/prospects. Typically bachelor degree in Business or Computer Science or equivalent.

6840	Internet Sales Representative IV	SALES	TELESALES	IC4	The primary focus of an Inside Sales representative is to sell solutions and services to existing Oracle customers and to prospect for new customers in the assigned territory or vertical.	As an Internet Sales Representative you will sell products and services to an assigned geographic or national account base territory to achieve assigned objectives. Generates sales leads as well as closing the sales on line or by phone. Utilizes inbound and/or outbound calls to pursue sales. Develops account penetration strategies, and closes business . Responsible for understanding Oracle's product offerings and competitive issues. Identifies new business opportunities by creating and implementing territory campaigns with management assistance. Liaise with customer contacts for the purpose of managing the customer relationship, identifying new opportunities, and selling Oracle products and services. Participates as a team member on sales teams including field sales, support and education sales and sales consulting.	Duties and tasks are varied and are complex needing independent judgment. Fully competent in own area of expertise. Failure to obtain results would have serious consequences and need expenditure of resources. Contacts are within the organization and with external customers. May have project lead role and/or supervise lower level personnel. 5+ years business experience. Proven ability to manage complex sales cycle, with a track record of successful revenue attainment. Excellent communication/negotiating/closing skills with customers/prospects. Typically bachelor degree in Business or Computer Science or equivalent.
100010	Hardware Sales Representative I	SALES	SPECPROD	IC1	This position is responsible for new account development and/or expanding existing accounts within an established geographic territory.	Works as part of an account team to identify, qualify and deliver Hardware products/ solutions. Responsible for the account plan to drive goal attainment in assigned territory. Coordinates with the other members of the sales team (employees and partners) to support account sales and business development strategies. Helps identify and engage the appropriate partner to meet customer specifications. Becomes trusted advisor to key customer influencers and decision makers. Drives company's strategy into assigned accounts. Follows all companies' methodologies and processes related to sales opportunity pursuit. Ensures that the company's sales programs are known and executed in assigned territory, including personal follow-up and engagement in selected opportunities. Achieves or exceeds the quarterly and annual sales goals. May travel frequently.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience.
100020	Hardware Sales Representative II	SALES	SPECPROD	IC2	This position is responsible for new account development and/or expanding existing accounts within an established geographic territory.	Works as part of an account team to identify, qualify and deliver Hardware products/ solutions. Responsible for the account plan to drive goal attainment in assigned territory. Coordinates with the other members of the sales team (employees and partners) to support account sales and business development strategies. Helps identify and engage the appropriate partner to meet customer specifications. Becomes trusted advisor to key customer influencers and decision makers. Drives company's strategy into assigned accounts. Follows all companies' methodologies and processes related to sales opportunity pursuit. Ensures that the company's sales programs are known and executed in assigned territory, including personal follow-up and engagement in selected opportunities. Achieves or exceeds the quarterly and annual sales goals. May travel frequently.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience and BA/BS degree preferred.
100030	Hardware Sales Representative III	SALES	SPECPROD	IC3	This position is responsible for new account development and/or expanding existing accounts within an established geographic territory.	Works as part of an account team to identify, qualify and deliver Hardware products/ solutions. Responsible for the account plan to drive goal attainment in assigned territory. Coordinates with the other members of the sales team (employees and partners) to support account sales and business development strategies. Helps identify and engage the appropriate partner to meet customer specifications. Becomes trusted advisor to key customer influencers and decision makers. Drives company's strategy into assigned accounts. Follows all companies' methodologies and processes related to sales opportunity pursuit. Ensures that the company's sales programs are known and executed in assigned territory, including personal follow-up and engagement in selected opportunities. Achieves or exceeds the quarterly and annual sales goals. May travel frequently.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years relevant work experience. BS/BA preferred.
100040	Hardware Sales Representative IV	SALES	SPECPROD	IC4	This position is responsible for new account development and/or expanding existing accounts within an established geographic territory.	Works as part of an account team to identify, qualify and deliver Hardware products/ solutions. Responsible for the account plan to drive goal attainment in assigned territory. Coordinates with the other members of the sales team (employees and partners) to support account sales and business development strategies. Helps identify and engage the appropriate partner to meet customer specifications. Becomes trusted advisor to key customer influencers and decision makers. Drives company's strategy into assigned accounts. Follows all companies' methodologies and processes related to sales opportunity pursuit. Ensures that the company's sales programs are known and executed in assigned territory, including personal follow-up and engagement in selected opportunities. Achieves or exceeds the quarterly and annual sales goals. May travel frequently.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years relevant work experience. BS/BA preferred.
100050	Hardware Sales Representative V	SALES	SPECPROD	IC5	This position is responsible for new account development and/or expanding existing accounts within an established geographic territory.	Works as part of an account team to identify, qualify and deliver Hardware products/ solutions. Responsible for the account plan to drive goal attainment in assigned territory. Coordinates with the other members of the sales team (employees and partners) to support account sales and business development strategies. Helps identify and engage the appropriate partner to meet customer specifications. Becomes trusted advisor to key customer influencers and decision makers. Drives company's strategy into assigned accounts. Follows all companies' methodologies and processes related to sales opportunity pursuit. Ensures that the company's sales programs are known and executed in assigned territory, including personal follow-up and engagement in selected opportunities. Achieves or exceeds the quarterly and annual sales goals. May travel frequently.	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. 10 plus years experience. BA/BS degree preferred.
3326	Sales Manager	SALES	SALESMG	M2	Overall responsibility for the regions sales, third party alliances, and customer satisfaction. Develops and implements a comprehensive strategy that maximizes Oracle's opportunities across all products and product lines.	Manages and develops a team of sales representatives including recruiting, hiring, and training new reps on the Oracle sales process. Sells and promotes the sales of Oracle products to customers including negotiating price, other concessions and terms and conditions of the sale. Participates in strategic and tactical planning for the division. Builds working relationships with license, consulting and education field managers in the respective territory to develop joint account plans. Develops and executes a territory plan to maximize revenue. Generates and achieves monthly territory forecasts, and accurately predicts revenue on a monthly basis. Manages escalation. Conducts weekly progress meetings with sales team.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Excellent verbal and written communication skills. Knowledge of Oracle policies, procedures, products and sales cycle. Ability to relate to customers and understand their needs. Understands business drivers and their relationship to Oracle products. Proven ability to develop prospect pipeline. Excellent account management skills, including skills to analyze, qualify, position, justify, and close. Prior successful sales record and a desire to succeed. Five plus years sales experience. BS degree in computer science, business administration or related field.
3327	Sales Sr Manager	SALES	SALESMG	M3	Overall responsibility for the regions sales, third party alliances, and customer satisfaction. Develops and implements a comprehensive strategy that maximizes Oracle's opportunities across all products and product lines.	Manages and develops a team of sales representatives including recruiting, hiring, and training new reps on the Oracle sales process. Sells and promotes the sales of Oracle products to customers including negotiating price, other concessions and terms and conditions of the sale. Participates in strategic and tactical planning for the division. Builds working relationships with license, consulting and education field managers in the respective territory to develop joint account plans. Develops and executes a territory plan to maximize revenue. Generates and achieves monthly territory forecasts, and accurately predicts revenue on a monthly basis. Manages escalation. Conducts weekly progress meetings with sales team.	Manages and controls activities in multi-functional areas or sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Minimum five or more years sales or sales management experience within technology industry. Ability to hire and train new sales representatives. Ability to resolve customer satisfaction issues. Demonstrated leadership skills. Effective written and verbal communication skills, ability to present to large and small audiences. Ability to negotiate price, other concessions and terms and conditions. Strong quantitative, analytical and conflict resolution abilities.
3350	Sales Director	SALES	SALESMG	M4	Overall responsibility for the regions sales, third party alliances, and customer satisfaction. Develops and implements a comprehensive strategy that maximizes Oracle's opportunities across all products and product lines.	Manages and develops a team of sales representatives including recruiting, hiring, and training new reps on the Oracle sales process. May manage a Regional Manager or Branch Manager. Sells and promotes the sales of Oracle products to customers including negotiating price, other concessions and terms and conditions of the sale. Participates in strategic and tactical planning for the division. Builds working relationships with license, consulting and education field managers in the respective territory to develop joint account plans. Develops and executes a territory plan to maximize revenue. Generates and achieves monthly territory forecasts, and accurately predicts revenue on a monthly basis. Manages escalation. Conducts weekly progress meetings with sales team.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations important. 5 or more years sales or sales management experience within technology industry. Ability to hire and train new sales representatives. Ability to resolve customer satisfaction issues. Demonstrated leadership skills. Effective written and verbal communication skills, ability to present to large and small audiences. Ability to negotiate price, other concessions and terms and conditions. Strong quantitative, analytical and conflict resolution abilities.
3353	Sales Sr Director	SALES	SALESMG	M5	Overall responsibility for the regions sales, third party alliances, and customer satisfaction. Develops and implements a comprehensive strategy that maximizes Oracle's opportunities across all products and product lines.	Manages and develops a team of sales representatives including recruiting, hiring, and training new reps on the Oracle sales process. May manage a Regional Manager or Branch Manager. Sells and promotes the sales of Oracle products to customers including negotiating price, other concessions and terms and conditions of the sale. Participates in strategic and tactical planning for the division. Builds working relationships with license, consulting and education field managers in the respective territory to develop joint account plans. Develops and executes a territory plan to maximize revenue. Generates and achieves monthly territory forecasts, and accurately predicts revenue on a monthly basis. Manages escalation. Conducts weekly progress meetings with sales team.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge.
13515	Sales VP	SALES	SALESMG	M6	Overall responsibility for the regions and areas under one group in either technology or application sales, third party alliances, or customer satisfaction ; Manages strategically the development and implementation of a comprehensive organizational strategy that maximizes Oracle's opportunities across all products and product lines in a specific geographic or industry area.	As part of the Oracle sales team you will ensure effective senior management of accounts within group which produce mutually rewarding business outcomes and customer satisfaction. Generates business plans that fulfill the organization's strategies, closely monitors and measures activities, plans, and budgets to ensure desired outcome. Oversees area and regional management of effective account sales and services team. Assists managers to tailor approaches for mobilizing and aligning their teams around organization's strategic intent. Responsible for generating and maintaining at least of six reputable references. Manages the execution and closure of sales opportunities by planning engagement and co-coordination of sales and services team. Introduces ideas and perspectives that ensures focus on activities that produce significant long term company benefit. Balances the needs of key stakeholders inside and outside of Oracle. Partners with services senior management to maximize services solutions. Resolves key customer satisfaction issues.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Extensive knowledge of Oracle's sales methodologies, processes, competitive and industry knowledge to sales campaigns and account management. Ability to travel. Successful sales track record in high technology industry. BA/BS degree or equivalent, advanced degree highly desirable.

45100	Sales SVP	SALES	SALESMG	M7	Overall responsibility for major group/organization within technology or application sales, third party alliances, or customer satisfaction. Manages strategically the development and implementation of a comprehensive organizational strategy that maximizes Oracle's opportunities across all products and product lines in a specific organization.	As part of the Oracle sales team you will ensure effective senior management of accounts within group which produce mutually rewarding business outcomes and customer satisfaction. Initiates major change programs which influence the way the organization views itself and the way it does business, consistent with Oracle's strategic direction. Generates business plans that fulfill the organization's strategies, closely monitors and measures activities, plans, and budgets to ensure desired outcomes. Responsible for developing and maintaining senior level relationships. Responsible for executive sponsorship to at least five accounts. Responsible for generating and maintaining at least six reputable references. Manages the execution and closure of sales opportunities by planning engagement and co-coordination of sales and services team. Establishes a challenging, stimulating, productive and fair work environment that supports and rewards both individual and team accomplishment. Develops medium to long term strategies to identify and develop a pool of talented resources. Initiatives long term coaching/training plans in developing succession strategies for the organization.	Contributes through Corporate vision; providing strategic direction for a division or business unit. Profit and loss responsibility of a division or business unit. Extensive knowledge of Oracle's sales methodologies, processes, competitive and industry knowledge to sales campaigns and account management. Successful sales track record in high technology industry. Ability to travel. BA/BS degree or equivalent, advanced degree highly desirable.
31100	Associate Services Renewal Representative	SALES	SPECPROD	IC0	Drive the renewal of Oracle's services contracts.	Responsible for timely renewals for small customers in assigned territory. Educate customers on business practices and any associated contractual implications. Ensure customer awareness and understanding of applicable elements of Oracle's services portfolio. Meet productivity expectations on outbound calls for renewals. Manage exceptions for customers with issues that may delay or inhibit renewals. Identify and transfer leads to sales representatives for top-tier opportunities. Accurately forecast business targets and opportunities in territory.	0-2 years work experience. Able to gain competence in own area and acquire a higher level understanding of role, processes, and procedures.
31110	Services Renewal Representative I	SALES	SPECPROD	IC1	Drive the renewal of Oracle's services contracts.	Responsible for timely renewals for small to medium-sized customers in assigned territory. Educate customers on business practices and any associated contractual implications. Ensure customer awareness and understanding of applicable elements of Oracle's services portfolio. Meet productivity expectations on outbound calls for renewals. Manage exceptions for customers with issues that may delay or inhibit renewals. Identify and transfer leads to sales representatives for top-tier opportunities. Accurately forecast business targets and opportunities in territory.	0-2 years experience in customer service, sales, or related field. Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures.
31120	Services Renewal Representative II	SALES	SPECPROD	IC2	Drive the renewal of Oracle's services contracts.	Responsible for timely renewals for small to medium-sized customers in assigned territory. Educate customers on business practices and any associated contractual implications. Ensure customer awareness and understanding of applicable elements of Oracle's services portfolio. Meet productivity expectations on outbound calls for renewals. Manage exceptions for customers with issues that may delay or inhibit renewals. Identify and transfer leads to sales representatives for top-tier opportunities. Accurately forecast business targets and opportunities in territory.	2-5 years experience in customer service, sales or related area. Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures.
31130	Services Renewal Representative III	SALES	SPECPROD	IC3	Drive the renewal of Oracle's services contracts.	Responsible for timely renewals for medium-sized customers in assigned territory. Educate customers on business practices and any associated contractual implications. Ensure customer awareness and understanding of applicable elements of Oracle's services portfolio. Meet productivity expectations on outbound calls for renewals. Manage exceptions for customers with issues that may delay or inhibit renewals. Identify and transfer leads to sales representatives for top-tier opportunities. Accurately forecast business targets and opportunities in territory.	5-8 years experience in customer service, sales or related area. Job duties are varied and complex, needing independent judgment. May have project lead role
31140	Services Renewal Representative IV	SALES	SPECPROD	IC4	Drive the renewal of Oracle's services contracts.	Responsible for timely renewals for medium-sized to large customers in assigned territory. Educate customers on business practices and any associated contractual implications. Ensure customer awareness and understanding of applicable elements of Oracle's services portfolio. Meet productivity expectations on outbound calls for renewals. Manage exceptions for customers with issues that may delay or inhibit renewals. Identify and transfer leads to sales representatives for top-tier opportunities. Accurately forecast business targets and opportunities in territory.	8-12 years experience in customer service, sales or related area. Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization.
31210	Services Renewal Supervisor	SALES	SPECPROD	M1	Drive the renewal of Oracle's premier support services contracts to existing customers.	Leads a team of Services Renewal Reps and manage to operational performance goals and will be responsible for achieving monthly targets in terms of renewal rates and other productivity metrics Build team, establish targets and territories, improve internal processes and systems to achieve operational performance that meets or exceeds goals. Establish and measure group goals and team performance against specific target objectives. Conduct regular training and mentor Contract Renewal Reps. Interview and make hiring decisions for qualified candidates. Conduct performance reviews, provide career development coaching and take necessary corrective action for poor performers. Provide regular performance metrics to senior management.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. At least 4 year experience in customer service, sales or related area. Ability to gain acceptance of others in sensitive situations important.
31220	Services Renewal Manager	SALES	SPECPROD	M2	Drive the renewal of Oracle's premier support services contracts to existing customers.	Leads a team of Services Renewal Reps and manage to operational performance goals and will be responsible for achieving monthly targets in terms of renewal rates and other productivity metrics in maximizing revenue, minimizing cancellations and backlog. Work closely with Partners to ensure they are striving for Oracle's renewal services, Build team and establish targets and territories, improve internal processes and systems to achieve operational performance that meets or exceeds goals. Establish and measure group goals and team performance against specific target objectives. Conduct regular training and mentor Contract Renewal Reps. Interview and make hiring decisions for qualified candidates. Conduct performance reviews, provide career development coaching and take necessary corrective action for poor performers. Provide regular performance metrics to senior management.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Excellent verbal and written communication skills. Knowledge of Oracle policies, procedures, products and sales cycle. Ability to relate to customers and understand their needs. Understands business drivers and their relationship to Oracle products. Proven ability to develop prospect pipeline. Excellent account management skills, including skills to analyze, qualify, position, justify, and close. Prior successful sales record and a desire to succeed. Five plus years Services sales experience. BS degree in computer science, business administration or related field.
31230	Services Renewal Snr Manager	SALES	SPECPROD	M3	Drive the renewal of Oracle's premier support services contracts to existing customers.	Manage operational performance goals and will be responsible for achieving monthly targets in terms of renewal rates and other productivity metrics in maximizing revenue, minimizing cancellations and backlog. Establish targets and territories, improve internal processes and systems to achieve operational performance that meets or exceeds goals. Establish and measure group goals and team performance against specific target objectives. Conduct regular training and mentor Service Reps. Interview and make hiring decisions for qualified candidates. Conduct performance reviews, provide career development coaching and take necessary corrective action for poor performers. Provide regular performance metrics to senior management.	Manages and controls activities in multi-functional areas or sections. Ensures appropriate operational planning is effectively executed to meet business needs, or more years sales or sales management experience within technology industry. Ability to hire and train new sales representatives. Ability to resolve customer satisfaction issues. Demonstrated leadership skills. Effective written and verbal communication skills, ability to present to large and small audiences. Ability to negotiate price, other concessions and terms and conditions. Strong quantitative, analytical and conflict resolution abilities.
31240	Services Renewal Director	SALES	SPECPROD	M4	Drive the renewal of Oracle's premier support services contracts to existing customers.	Drive operational performance goals and will be responsible for achieving monthly targets in terms of renewal rates and other productivity metrics in maximizing revenue, minimizing cancellations and backlog. Establish targets and territories, improve internal processes and systems to achieve operational performance that meets or exceeds goals. Establish and measure group goals and team performance against specific target objectives. Participate in strategic and tactical planning for the division. Builds on going Partner and customer relationships to drive service renewals contracts and maximizing the timely renewals.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations important. Ability to hire and train new Services Renewal Reps. Demonstrated track record in selling services and renewal. Manage customer satisfaction surveys, feedback and remedial processes. Strong analytical, sales channel and marketing skills preferred with the ability to influence.
31250	Services Renewal Snr Director	SALES	SPECPROD	M5	Drive the renewal of Oracle's premier support services contracts to existing customers.	Drive operational performance goals and will be responsible for achieving monthly targets in terms of renewal rates and other productivity metrics in maximizing revenue, minimizing cancellations and backlog. Establish targets and territories, improve internal processes and systems to achieve operational performance that meets or exceeds goals. Establish and measure group goals and team performance against specific target objectives. Participate in strategic and tactical planning for the division. Builds on going Partner and customer relationships to drive service renewals contracts and maximizing the timely renewals.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations important. Ability to hire and train new Services Renewal Reps. Demonstrated track record in selling services and renewal. Manage customer satisfaction surveys, feedback and remedial processes.
31260	Services Renewal VP	SALES	SPECPROD	M6	Drive the renewal of Oracle's premier support services contracts to existing customers.	Ensure effective senior management of accounts within group which produce mutually rewarding business outcomes and customer satisfaction. Initiates major change programs which influence the way the organization views itself and the way it does business, consistent with Oracle's strategic direction. Generates business plans that fulfill the organization's strategies, closely monitors and measures activities, plans, and budgets to ensure desired outcomes. Responsible for developing and maintaining senior level relationships. Responsible for executive sponsorship to five accounts. Responsible for generating and maintaining at least six reputable references. Manages the execution and closure of services renewal opportunities by planning engagement and co-coordination of sales and services team. Establishes a challenging, stimulating, productive and fair work environment that supports and rewards both individual and team accomplishment. Develops medium to long term strategies to identify and develop a pool of talented resources. Initiatives long term coaching/training plans in developing succession strategies for the organization.	Assists in the creation of division strategy to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations important.
13610	Services Sales Representative I	SALES	SPECPROD	IC1	Sales of the organization's services (e.g., maintenance and service contracts).	Sells organization's services (e.g., maintenance and service contracts); primarily finds new customers and generates new business. Develops new accounts and/or expands existing accounts within an established geographic territory, industry, product segment, or channel.	0-2 years of services sales experience. Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures.
13620	Services Sales Representative II	SALES	SPECPROD	IC2	Sales of the organization's services (e.g., maintenance and service contracts).	Sells organization's services (e.g., maintenance and service contracts); primarily finds new customers and generates new business. Develops new accounts and/or expands existing accounts within an established geographic territory, industry, product segment, or channel.	2-5 years of services sales experience. Strong attention to detail, organizational and analytical skills. BA/BS degree preferred. Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures.

13630	Services Sales Representative III	SALES	SPECPROD	IC3	Sales of the organization"s services (e.g., maintenance and service contracts).	Sells organization"s services (e.g., maintenance and service contracts); primarily finds new customers and generates new business. Develops new accounts and/or expands existing accounts within an established geographic territory, industry, product segment, or channel.	5-8 years of services sales experience. Able to work under tight deadlines. Self-starter able to prioritize given responsibilities. Strong written and verbal communication skills. BS/BA preferred. Job duties are varied and complex utilizing independent judgment. May have project lead role.
13640	Services Sales Representative IV	SALES	SPECPROD	IC4	Sales of the organization"s services (e.g., maintenance and service contracts).	Sells organization"s services (e.g., maintenance and service contracts); primarily finds new customers and generates new business. Develops new accounts and/or expands existing accounts within an established geographic territory, industry, product segment, or channel.	8-12 years of services sales experience. Able to work under tight deadlines. Self-starter able to prioritize given responsibilities. Strong written and verbal communication skills. BS/BA preferred. Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization.
13650	Services Sales Representative V	SALES	SPECPROD	IC5	Sales of the organization"s services (e.g., maintenance and service contracts).	Sells organization"s services (e.g., maintenance and service contracts); primarily finds new customers and generates new business. Develops new accounts and/or expands existing accounts within an established geographic territory, industry, product segment, or channel.	12 plus years of services sales experience. Track record of successful sales to large, complex, high visibility, strategic, or tactically important accounts. The advanced level is distinguished by additional specialized knowledge in breadth and/or depth, as well as record of success in sales. Viewed as an expert in the field. Recognized authority and leading contributor in immediate business area/function. Work is non routine and very complex, involving the application of advanced technical/ business skills.
13720	Services Sales Manager	SALES	SPECPROD	M2	Manages sales of the organization"s services (e.g., maintenance and service contracts).	Responsible for selling the company's services (e.g., maintenance and service contracts); primary responsibility may include finding and generating new customers. Develops new accounts and/or expands existing accounts within an established geographic territory, industry, product segment, or channel.	The most senior level individual contributor sales account manager. Viewed as an expert by the company and in the field. Incumbents focus on critical, large, complex, high visibility, strategic, or tactically important accounts. May be responsible for the development of new business opportunities for new products or emerging areas. May have a leadership role. Typically 12+ years direct work experience.
13730	Services Sales Sr Manager	SALES	SPECPROD	M3	Manages sales of the organization"s services (e.g., maintenance and service contracts).	Manages sales of the organization's services (e.g., maintenance and service contracts). Group is responsible for developing new accounts and/or expanding existing accounts within an established geographic territory, industry, product segment or channel. Incumbents at the Director and Senior Director level typically manage other sales managers. Incumbents at the Manager level may manage only individual contributor sales account managers and may carry their own sales quota. The incumbent's level may be determined by the size of the geographic area of responsibility (e.g., region vs. district vs. branch), the size or significance of the industry or product segment for which the incumbent is responsible, or other factors.	Incumbents at the Manager level should manage 2 or more individual contributors (Services Sales Reps) and may carry their own quota. Manager may be responsible for attaining sales objectives on branch/area basis. Responsible for a very limited territory/industry/product line. First line management position. Ensures that operational policies are followed. Leads a specialized area which may have diverse functional elements. Responsible for business results, costs, and people management. Manages tasks and projects, as defined by senior management, to meet business targets. Manages subordinates to meet business targets and best practice solutions as set by higher management. Responsible for the delivery of a service to agreed standards or service levels.
13740	Services Sales Director	SALES	SPECPROD	M4	Manages sales of the organization"s services (e.g., maintenance and service contracts).	Manages sales of the organization's services (e.g., maintenance and service contracts). Group is responsible for developing new accounts and/or expanding existing accounts within an established geographic territory, industry, product segment or channel. Incumbents at the Director and Senior Director level typically manage other sales managers. Incumbents at the Manager level may manage only individual contributor sales account managers and may carry their own sales quota. The incumbent's level may be determined by the size of the geographic area of responsibility (e.g., region vs. district vs. branch), the size or significance of the industry or product segment for which the incumbent is responsible, or other factors.	May be responsible for attaining sales objectives on branch/area/district/regional basis. Responsible for a limited territory/ industry/ product line. Primary duty is to manage individual contributors, but generally operates at a more senior level than Manager level and may manage through subordinates. Ensures that operational policies are followed and that business objectives are achieved. Manages and controls activities in multi-functional areas or sections. Manages a number of projects varying in complexity that need technical/business expertise. Focus on best practices and process improvements ensuring effective execution of operational plan while meeting Corporate specifications. Plans, implements and maintain budget for functional areas or sections.
13750	Services Sales Sr Director	SALES	SPECPROD	M5	Manages sales of the organization"s services (e.g., maintenance and service contracts).	Manages sales of the organization's services (e.g., maintenance and service contracts). Group is responsible for developing new accounts and/or expanding existing accounts within an established geographic territory, industry, product segment or channel. Incumbents at the Director and Senior Director level typically manage other sales managers. Incumbents at the Manager level may manage only individual contributor sales account managers and may carry their own sales quota. The incumbent's level may be determined by the size of the geographic area of responsibility (e.g., region vs. district vs. branch), the size or significance of the industry or product segment for which the incumbent is responsible, or other factors.	Develops short/medium and long term plans to successfully implement operational policies and achieve business plan/ strategic objectives. Manages highly complex/ technical areas that need a high degree of business knowledge or a major contributor to revenue stream. Ensures current and evolving needs of internal and external customers are met while maintaining strategic direction and goal attainment. Manages business operational resources in a manner that fulfills business goals, meets budgets, and maintain strategic direction. Responsible for attaining sales objectives on a district/ regional basis. Responsible for a larger territory/ industry/ product line. Typically manages other sales managers. May manage large part of domestic market. Develops territory plans and participates in strategic and tactical planning.
13760	Services Sales VP	SALES	SPECPROD	M6	Manages sales of the organization"s services (e.g., maintenance and service contracts).	Manages sales of the organization's services (e.g., maintenance and service contracts). Group is responsible for developing new accounts and/or expanding existing accounts within an established geographic territory, industry, product segment or channel. Incumbents at the Director and Senior Director level typically manage other sales managers. Incumbents at the Manager level may manage only individual contributor sales account managers and may carry their own sales quota. The incumbent's level may be determined by the size of the geographic area of responsibility (e.g., region vs. district vs. branch), the size or significance of the industry or product segment for which the incumbent is responsible, or other factors.	Creates operational policies to ensure timely and appropriate delivery of the business plan/ strategy. May participate in strategy development for corporate function. Functional expertise and broad company knowledge. Responsible for cultivating cross functional communications. Interacts with executive levels both internal and external regarding matters that influence policies and strategies. Assesses and manages business risk in pursuit of overall business goals. Actively develops new approaches and opportunities for expanding business base. Typically manages other sales managers and may manage Director level incumbents. Responsible for attaining sales objectives on a regional basis. Manages a large part of domestic market. Develops territory plans and participates in strategic and tactical planning. Broad responsibility and significant operational latitude.
13770	Services Sales SVP	SALES	SPECPROD	M7	Overall responsibility for leading the sales services (e.g., maintenance and service contracts) organization. Manages strategically the development and implementation of a comprehensive organizational strategy that maximizes Oracle's opportunities in maintenance and service contracts.	This position will ensure effective senior management of accounts within group which produce mutually rewarding business outcomes and customer satisfaction. Initiates major change programs which influence the way the organization views itself and the way it does business, consistent with Oracle's strategic direction. Generates business plans that fulfill the organization's strategies, closely monitors and measures activities, plans, and budgets to ensure desired outcomes. Responsible for developing and maintaining senior level relationships. Responsible for executive sponsorship to a number of accounts. Responsible for generating and maintaining reputable references. Manages the execution and closure of sales opportunities by planning engagement and co-coordination of sales and services team. Establishes a challenging, stimulating, productive and fair work environment that supports and rewards both individual and team accomplishment. Develops medium to long term strategies to identify and develop a pool of talented resources. Initiatives long term coaching/training plans in developing succession strategies for the organization.	Contributes through Corporate vision; providing strategic direction for a division or business unit. Profit and loss responsibility of a division or business unit. Extensive knowledge of Oracle's sales methodologies, processes, competitive and industry knowledge to sales campaigns and account management. Successful sales track record in high technology industry. Ability to travel as necessary. BA/BS degree or equivalent, advanced degree highly desirable.
4081	Solution Specialist I	SALES	SOLSPEC	IC1	Overlay sales personnel providing specialist product expertise to the sales force.	Partners with Account, Technology, and Application sales representatives to qualify and close new business on Oracle solutions. Provides specific industry or product expertise to facilitate the closing of deals within sales representatives territory. Interacts with sales team to architect the solution, and develop and execute solution strategies for market. Manages solution opportunities to obtain appropriate and necessary resources for all qualified opportunities. Leads teams in the sales process for establishing market visibility and deal visibility. Presents/demonstrates solution to high level clients and industry conference attendees. May provide training to field sales on industry/solutions. Builds and maintains a network and up to date specific industry or product knowledge.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. 3 or more years of sales experience preferred. Including solution sales experience. Subject matter expertise in industry/product space. Knowledge of key industry leaders and management. Presentation and product demonstration experience. Understanding of software and consulting arenas. Excellent communication, negotiating, and closing skills with prospects and customers. Oracle knowledge and/or knowledge of Oracle's competitors. Travel may be needed. BA/BS degree in related field.
4082	Solution Specialist II	SALES	SOLSPEC	IC2	Overlay sales personnel providing specialist product expertise to the sales force.	Partners with Account, Technology, and Application sales representatives to qualify and close new business on Oracle solutions. Provides specific industry or product expertise to facilitate the closing of deals within sales representatives territory. Interacts with sales team to architect the solution, and develop and execute solution strategies for market. Manages solution opportunities to obtain appropriate and necessary resources for all qualified opportunities. Leads teams in the sales process for establishing market visibility and deal visibility. Presents/demonstrates solution to high level clients and industry conference attendees. May provide training to field sales on industry/solutions. Builds and maintains a network and up to date specific industry or product knowledge.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 3 or more years of sales experience preferred including solution sales experience. Subject matter expertise in industry/product space. Knowledge of key industry leaders and management. Presentation and product demonstration experience. Understanding of software and consulting arenas. Excellent communication, negotiating, and closing skills with prospects and customers. Oracle knowledge and/or knowledge of Oracle's competitors. Travel may be needed. BA/BS degree in related field.
4083	Solution Specialist III	SALES	SOLSPEC	IC3	Overlay sales personnel providing specialist product expertise to the sales force.	Partners with Account, Technology, and Application sales representatives to qualify and close new business on Oracle solutions. Provides specific industry or product expertise to facilitate the closing of deals within sales representatives territory. Interacts with sales team to architect the solution, and develop and execute solution strategies for market. Manages solution opportunities to obtain appropriate and necessary resources for all qualified opportunities. Leads teams in the sales process for establishing market visibility and deal visibility. Presents/demonstrates solution to high level clients and industry conference attendees. May provide training to field sales on industry/solutions. Builds and maintains a network and up to date specific industry or product knowledge.	Job duties are varied and complex, needing independent judgment. May have project lead role. 5 years field sales experience. Subject matter expertise in industry/product space. Knowledge of key industry leaders and management. Knowledge of Oracle competition. Presentation and product demonstration experience. Understanding of software and consulting arenas. Excellent communication, negotiating, and closing skills with prospects and customers. Travel may be needed. BA/BS degree in related field.

4064	Solution Specialist IV	SALES	SOLSPEC	IC4	Overlay sales personnel providing specialist product expertise to the sales force.	Partners with Account, Technology, and Application sales representatives to qualify and close new business on Oracle solutions. Provides specific industry or product expertise to facilitate the closing of deals with in sales representatives territory. Interacts with sales team to architect the solution, and develop and execute solution strategies for market. Manages solution opportunities to obtain appropriate and necessary resources for all qualified opportunities. Leads teams in the sales process for establishing market visibility and deal visibility. Presents/demonstrates solution to high level clients and industry conference attendees. May provide training to field sales on industry/solutions. Builds and maintains a network and up to date specific industry or product knowledge.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years applicable experience preferred. Subject matter expertise in industry/product space. Knowledge of key industry leaders and management. Knowledge of Oracle competition. Presentation and product demonstration experience. Previous consultative selling experience preferred. Excellent communication, negotiating, and closing skills with prospects and customers. Travel may be needed. BA/BS degree in related field.
4065	Solution Specialist V	SALES	SOLSPEC	IC5	Overlay sales personnel providing specialist product expertise to the sales force.	Partners with Account, Technology, and Application sales representatives to qualify and close new business on Oracle solutions. Provides specific industry or product expertise to facilitate the closing of deals with in sales representatives territory. Interacts with sales team to architect the solution, and develop and execute solution strategies for market. Manages solution opportunities to obtain appropriate and necessary resources for all qualified opportunities. Leads teams in the sales process for establishing market visibility and deal visibility. Presents/demonstrates solution to high level clients and industry conference attendees. May provide training to field sales on industry/solutions. Builds and maintains a network and up to date specific industry or product knowledge.	Acknowledged authority within the Corporation. Provides leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. 12 years applicable experience preferred. Subject matter expertise in industry/product space. Knowledge of key industry leaders and management. Knowledge of Oracle competition. Presentation and product demonstration experience. Previous consultative selling experience preferred. Excellent communication, negotiating, and closing skills with prospects and customers. Travel may be needed. BA/BS degree in related field.
4066	Solution Specialist VI	SALES	SOLSPEC	IC6	Overlay sales personnel providing specialist product expertise to the sales force.	Partners with Account, Technology, and Application sales representatives to qualify and close new business on Oracle solutions. Provides specific industry or product expertise to facilitate the closing of deals with in sales representatives territory. Interacts with sales team to architect the solution, and develop and execute solution strategies for market. Manages solution opportunities to obtain appropriate and necessary resources for all qualified opportunities. Leads teams in the sales process for establishing market visibility and deal visibility. Presents/demonstrates solution to high level clients and industry conference attendees. May provide training to field sales on industry/solutions. Builds and maintains a network and up to date specific industry or product knowledge.	Subject matter expertise in industry/product space. Knowledge of key industry leaders and management. Knowledge of Oracle competition. Presentation and product demonstration experience. Previous consultative selling experience preferred. Excellent communication, negotiating, and closing skills with prospects and customers. Travel may be needed. BA/BS degree in related field.
4071	Solution Specialist Manager	SALES	SOLSPEC	M2	Overlay sales personnel providing specialist product expertise to the sales force.	Manages and directs a staff of solution specialists and/or managers in providing specific industry or product expertise to facilitate the closing of deals within sales territory. Establishes and communicates departmental objectives and implements plans to ensure attainment of business objectives. Works closely with sales management to ensure proper utilization of resources and provides justification for additional resource requests. Oversees the interaction with sales team to architect the solution, and develop and execute solution strategies for market. Manages teams in the sales process for establishing market visibility and deal visibility. Develops forecasts. Participates in industry/product functions, seminars and round tables to remain up to date on industry or product knowledge. May deliver presentations/solutions to high level clients and industry conference attendees. May provide training to field sales on industry/solutions.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management.
4072	Solution Specialist Snr Manager	SALES	SOLSPEC	M3	Overlay sales personnel providing specialist product expertise to the sales force.	Manages and directs a staff of solution specialists and/or managers in providing specific industry or product expertise to facilitate the closing of deals within sales territory. Establishes and communicates departmental objectives and implements plans to ensure attainment of business objectives. Works closely with sales management to ensure proper utilization of resources and provides justification for additional resource requests. Oversees the interaction with sales team to architect the solution, and develop and execute solution strategies for market. Manages teams in the sales process for establishing market visibility and deal visibility. Develops forecasts. Participates in industry/product functions, seminars and round tables to remain up to date on industry or product knowledge. May deliver presentations/solutions to high level clients and industry conference attendees. May provide training to field sales on industry/solutions.	Manages and controls activities in multi-functional areas or sections. Ensures appropriate operational planning is effectively executed to meet business needs.
4073	Solution Specialist Director	SALES	SOLSPEC	M4	Overlay sales personnel providing specialist product expertise to the sales force.	Manages and directs a staff of solution specialists and/or managers in providing specific industry or product expertise to facilitate the closing of deals within sales territory. Establishes and communicates departmental objectives and implements plans to ensure attainment of business objectives. Works closely with sales management to ensure proper utilization of resources and provides justification for additional resource requests. Oversees the interaction with sales team to architect the solution, and develop and execute solution strategies for market. Manages teams in the sales process for establishing market visibility and deal visibility. Develops forecasts. Participates in industry/product functions, seminars and round tables to remain up to date on industry or product knowledge. May deliver presentations/solutions to high level clients and industry conference attendees. May provide training to field sales on industry/solutions.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations is important.
4074	Solution Specialist Snr Director	SALES	SOLSPEC	M5	Overlay sales personnel providing specialist product expertise to the sales force.	Manages and directs a staff of solution specialists and/or managers in providing specific industry or product expertise to facilitate the closing of deals within sales territory. Establishes and communicates departmental objectives and implements plans to ensure attainment of business objectives. Works closely with sales management to ensure proper utilization of resources and provides justification for additional resource requests. Oversees the interaction with sales team to architect the solution, and develop and execute solution strategies for market. Manages teams in the sales process for establishing market visibility and deal visibility. Develops forecasts. Participates in industry/product functions, seminars and round tables to remain up to date on industry or product knowledge. May deliver presentations/solutions to high level clients and industry conference attendees. May provide training to field sales on industry/solutions.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations is important.
4076	Solution Specialist Vice President	SALES	SOLSPEC	M6	Overlay sales personnel providing specialist product expertise to the sales force.	Manages and directs a staff of solution specialists and/or managers in providing specific industry or product expertise to facilitate the closing of deals within sales territory. Establishes and communicates departmental objectives and implements plans to ensure attainment of business objectives. Works closely with sales management to ensure proper utilization of resources and provides justification for additional resource requests. Oversees the interaction with sales team to architect the solution, and develop and execute solution strategies for market. Manages teams in the sales process for establishing market visibility and deal visibility. Develops forecasts. Participates in industry/product functions, seminars and round tables to remain up to date on industry or product knowledge. May deliver presentations/solutions to high level clients and industry conference attendees. May provide training to field sales on industry/solutions.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge preferred.
86110	Technical Account Representative (TAM) 1	SUPP	PREMSERV	IC1	This Associate position will be responsible for providing customers with the guidance and support needed throughout the full life cycle of implementation to ensure successful and most effective use of Oracle's products. In addition, this position will be a leader in ensuring overall customer satisfaction with Oracle's products and related implementation services.	This position will provide customers with regular assessments on the domains of strategy, process, governance, people and technology accompanied by recommendations for improvement in each area. The ATAM will act as the primary liaison between Oracle, the customer, and the system integrator with respect to the implementation. He/she will serve as Oracle's support/services lead to the customer and provide business process, application functionality, technology, and implementation expertise by delivering a combination of business specifications analysis, technical consulting and project management skills. The TAM is responsible for escalating issues across multiple business units within Oracle (e.g. Technical Support, Expert Services, Sales, Consulting, Product Development, etc.) and marshaling resources as necessary to resolve problems.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically 3 years of professional Information Systems implementation experience. Demonstrated experience in package systems implementation (CRM, ERP, Consulting experiences). Understanding of various technical architectures and operating systems including web-based applications, networks, RDBMS (Oracle, DB2, MS SQL Server), etc. Project Management (PMP) certification or extensive Project Management experience across global and diverse organizations. Industry experience is desired.
86120	Technical Account Representative (TAM) 2	SUPP	PREMSERV	IC2	This Associate position will be responsible for providing customers with the guidance and support needed throughout the full life cycle of implementation to ensure successful and most effective use of Oracle's products. In addition, this position will be a leader in ensuring overall customer satisfaction with Oracle's products and related implementation services.	This position will provide customers with regular assessments on the domains of strategy, process, governance, people and technology accompanied by recommendations for improvement in each area. The ATAM will act as the primary liaison between Oracle, the customer, and the system integrator with respect to the implementation. He/she will serve as Oracle's support/services lead to the customer and provide business process, application functionality, technology, and implementation expertise by delivering a combination of business specifications analysis, technical consulting and project management skills. The TAM is responsible for escalating issues across multiple business units within Oracle (e.g. Technical Support, Expert Services, Sales, Consulting, Product Development, etc.) and marshaling resources as necessary to resolve problems.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 6 - 7 years of professional Information Systems implementation experience. Demonstrated experience in package systems implementation (CRM, ERP, Consulting experiences). Understanding of various technical architectures and operating systems including web-based applications, networks, RDBMS (Oracle, DB2, MS SQL Server), etc. Project Management (PMP) certification or extensive Project Management experience across global and diverse organizations. Industry experience is desired.
86130	Technical Account Representative (TAM) 3	SUPP	PREMSERV	IC3	This position will be responsible for providing customers with the guidance and support needed throughout the full life cycle of implementation to ensure successful and most effective use of Oracle's products. In addition, this position will be a leader in ensuring overall customer satisfaction with Oracle's products and related implementation services.	This position will provide customers with regular assessments on the domains of strategy, process, governance, people and technology accompanied by recommendations for improvement in each area. The ATAM will act as the primary liaison between Oracle, the customer, and the system integrator with respect to the implementation. He/she will serve as Oracle's support/services lead to the customer and provide business process, application functionality, technology, and implementation expertise by delivering a combination of business specifications analysis, technical consulting and project management skills. The TAM is responsible for escalating issues across multiple business units within Oracle (e.g. Technical Support, Expert Services, Sales, Consulting, Product Development, etc.) and marshaling resources as necessary to resolve problems.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 7 - 10 years of professional Information Systems implementation experience. Demonstrated experience in package systems implementation (CRM, ERP, Consulting experiences). Understanding of various technical architectures and operating systems including web-based applications, networks, RDBMS (Oracle, DB2, MS SQL Server), etc. Project Management (PMP) certification or extensive Project Management experience across global and diverse organizations. Industry experience is desired.

86140	Technical Account Representative (TAM) 4	SUPP	PREMSERV	IC4	This position will be responsible for providing customers with the guidance and support needed throughout the full life cycle of implementation to ensure successful and most effective use of Oracle's products. In addition, this position will be a leader in ensuring overall customer satisfaction with Oracle's products and related implementation services.	This position will provide customers with regular assessments on the domains of strategy, process, governance, people and technology accompanied by recommendations for improvement in each area. The ATAM will act as the primary liaison between Oracle, the customer, and the system integrator with respect to the implementation. He/she will serve as Oracle's support/services lead to the customer and provide business process, application functionality, technology, and implementation expertise by delivering a combination of business specifications analysis, technical consulting and project management skills. The TAM is responsible for escalating issues across multiple business units within Oracle (e.g. Technical Support, Expert Services, Sales, Consulting, Product Development, etc.) and marshaling resources as necessary to resolve problems.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Demonstrated success at Oracle for at least 3 years and as a Technical Account Manager for at least 2 years, including involvement in at least 5 successful customer deployments. Recommended 7-10 years of professional Information Systems implementation experience. Demonstrated experience in package systems implementation (CRM, ERP, Consulting experiences). Understanding of various technical architectures and operating systems including web-based applications, networks, RDBMS (Oracle, DB2, MS SQL Server), etc. Project Management (PMP) certification or extensive Project Management experience across global and diverse organizations. Industry experience is desired.
86150	Technical Account Representative (TAM) 5	SUPP	PREMSERV	IC5	This position will be responsible for providing customers with the guidance and support needed throughout the full life cycle of implementation to ensure successful and most effective use of Oracle's products. In addition, this position will be a leader in ensuring overall customer satisfaction with Oracle's products and related implementation services.	This position will provide customers with regular assessments on the domains of strategy, process, governance, people and technology accompanied by recommendations for improvement in each area. The ATAM will act as the primary liaison between Oracle, the customer, and the system integrator with respect to the implementation. He/she will serve as Oracle's support/services lead to the customer and provide business process, application functionality, technology, and implementation expertise by delivering a combination of business specifications analysis, technical consulting and project management skills. The TAM is responsible for escalating issues across multiple business units within Oracle (e.g. Technical Support, Expert Services, Sales, Consulting, Product Development, etc.) and marshaling resources as necessary to resolve problems.	Provide leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Demonstrated success at Oracle with 3 years and as a Technical Account Manager for at least 2 years, including involvement in at least 5 successful customer deployments. Recommended 7-10 years of professional Information Systems implementation experience. Demonstrated experience in package systems implementation (CRM, ERP, Consulting experiences). Understanding of various technical architectures and operating systems including web-based applications, networks, RDBMS (Oracle, DB2, MS SQL Server), etc. Project Management (PMP) certification or extensive Project Management experience across global and diverse organizations. Industry experience is desired.
86180	TAM 4- Support (Outside CA)	SUPP	PREMSERV	IC4	This position will be responsible for providing customers with the guidance and support needed throughout the full life cycle of implementation to ensure successful and most effective use of Oracle's products. In addition, this position will be a leader in ensuring overall customer satisfaction with Oracle's products and related implementation services. To be used for US employees whose work location is outside of California.	This position will provide customers with regular assessments on the domains of strategy, process, governance, people and technology accompanied by recommendations for improvement in each area. The ATAM will act as the primary liaison between Oracle, the customer, and the system integrator with respect to the implementation. He/she will serve as Oracle's support/services lead to the customer and provide business process, application functionality, technology, and implementation expertise by delivering a combination of business specifications analysis, technical consulting and project management skills. The TAM is responsible for escalating issues across multiple business units within Oracle (e.g. Technical Support, Expert Services, Sales, Consulting, Product Development, etc.) and marshaling resources as necessary to resolve problems.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Demonstrated success at Oracle for at least 3 years and as a Technical Account Manager for at least 2 years, including involvement in at least 5 successful customer deployments. Recommended 7-10 years of professional Information Systems implementation experience. Demonstrated experience in package systems implementation (CRM, ERP, Consulting experiences). Understanding of various technical architectures and operating systems including web-based applications, networks, RDBMS (Oracle, DB2, MS SQL Server), etc. Project Management (PMP) certification or extensive Project Management experience across global and diverse organizations. Industry experience is desired.
86190	TAM 5- Support (Outside CA)	SUPP	PREMSERV	IC5	This position will be responsible for providing customers with the guidance and support needed throughout the full life cycle of implementation to ensure successful and most effective use of Oracle's products. In addition, this position will be a leader in ensuring overall customer satisfaction with Oracle's products and related implementation services. To be used for US employees whose work location is outside of California.	This position will provide customers with regular assessments on the domains of strategy, process, governance, people and technology accompanied by recommendations for improvement in each area. The ATAM will act as the primary liaison between Oracle, the customer, and the system integrator with respect to the implementation. He/she will serve as Oracle's support/services lead to the customer and provide business process, application functionality, technology, and implementation expertise by delivering a combination of business specifications analysis, technical consulting and project management skills. The TAM is responsible for escalating issues across multiple business units within Oracle (e.g. Technical Support, Expert Services, Sales, Consulting, Product Development, etc.) and marshaling resources as necessary to resolve problems.	Provide leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Demonstrated success at Oracle with 3 years and as a Technical Account Manager for at least 2 years, including involvement in at least 5 successful customer deployments. Recommended 7-10 years of professional Information Systems implementation experience. Demonstrated experience in package systems implementation (CRM, ERP, Consulting experiences). Understanding of various technical architectures and operating systems including web-based applications, networks, RDBMS (Oracle, DB2, MS SQL Server), etc. Project Management (PMP) certification or extensive Project Management experience across global and diverse organizations. Industry experience is desired.
86220	TAM Manager	SUPP	PREMSERV	M2	This position will be responsible through managing a delivery team responsible for providing customers with the guidance and support needed throughout the full life cycle of implementation to ensure successful and most effective use of Oracle's products. In addition, this position will be a leader in ensuring overall customer satisfaction with Oracle's products and related implementation services.	This position is part of the Support Advanced Customer Services organization. The focus is to provide leadership and management within a specified geography. Their is responsibility for regional revenue and utilization, and for delivery of other identified departmental results through successful direction TAM delivery resources within the business unit. He/she will ensure high levels of customer satisfaction by making certain that quality and productivity guidelines are delivered, executing quality/productivity improvement efforts, understanding strategies of the Oracle Support Services organization, and positioning the organization within support and Oracle.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Prefer 10 years of professional Information Systems implementation experience. With at least 2 years People Manager experience and/or 2 years Pre-Sales Experience. Demonstrated experience in package systems implementation (CRM, ERP, Consulting experiences). Understanding of various technical architectures and operating systems including web-based applications, networks, RDBMS (Oracle, DB2, MS SQL Server), etc. Project Management (PMP) certification or extensive Project Management experience across global and diverse organizations. Industry experience is desired.
86230	TAM Sr Manager	SUPP	PREMSERV	M3	This position will be responsible for managing a delivery team responsible for providing customers with the guidance and support needed throughout the full life cycle of implementation to ensure successful and most effective use of Oracle's products. In addition, this position will be a leader in ensuring overall customer satisfaction with Oracle's products and related implementation services.	This position is part of the Support Advanced Customer Services organization. The focus is to provide leadership and management within a specified geography. There is responsibility for regional revenue and utilization, and for delivery of other identified departmental results through successful direction TAM delivery resources within the business unit. He/she will ensure high levels of customer satisfaction by making certain that quality and productivity guidelines are delivered, executing quality/productivity improvement efforts, understanding strategies of the Oracle Support Services organization, and positioning the organization within support and Oracle.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet business needs. Demonstrated experience in package systems implementation (CRM, ERP, Consulting experiences). Understanding of various technical architectures and operating systems including web-based applications, networks, RDBMS (Oracle, DB2, MS SQL Server), etc. Project Management (PMP) certification or extensive Project Management experience across global and diverse organizations. Industry experience is desired.
86240	TAM Director	SUPP	PREMSERV	M4	This position will be responsible for managing a Line of Business responsible for providing customers with the guidance and support needed throughout the full life cycle of implementation to ensure successful and most effective use of Oracle's products. In addition, this position will be a leader in ensuring overall customer satisfaction with Oracle's products and related implementation services.	This position is part of the Support Advanced Customer Services organization. This leadership position has direct revenue and margins responsibility, within an identified geography. The role is a manager of other managers, covering the full lifecycle of a TAM delivery team's capabilities and skillsets, and is responsible for continuous delivery practice development. The job role is also responsible for ensuring successful implementation of Oracle Applications at customer sites from initial pilot to full customer production rollout, ongoing support for customers in production, and overseeing the ACS delivery organization within that specified geography. He/she will ensure high levels of customer satisfaction by making certain that quality and productivity guidelines are established and strived for by each team, driving quality/productivity improvement efforts, understanding and conveying strategies of the Oracle Support Services organization, and positioning the organization within support and Oracle.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Demonstrated success at Oracle for at least, 3 years and as a TAM Manager for at least 2 years (or have prior experience in managing large delivery teams and with P&L responsibility for at least 3 years). Recommended more than 12 years of professional Information Systems implementation experience in the package application space. Project Management (PMP) certification or extensive Project Management experience across global and diverse organizations.
86250	TAM Sr Director	SUPP	PREMSERV	M5	This position will be responsible for managing a Line of Business responsible for providing customers with the guidance and support needed throughout the full life cycle of implementation to ensure successful and most effective use of Oracle's products. In addition, this position will be a leader in ensuring overall customer satisfaction with Oracle's products and related implementation services.	As a Senior Director, this position is accountable for meeting the strategic, operational performance, quality and budgetary objectives set for the entire business unit, while assuring the highest level of customer satisfaction. He/she will work closely with senior managers and other directors to ensure proper utilization, budgetary and performance goals are met, while being accountable for overall customer satisfaction and organization success. This role will also include a strategic planning function for the support organization.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge important. Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Strong people/communication skills to deal with company and customers. Masters Degree (or technical equivalent) in a related technical or professional area is preferred. In addition, twelve or more years of Information Systems implementation experience in the package application space. Six or more years of successful management experience, including four or more years as a senior executive.
86260	TAM VP	SUPP	PREMSERV	M6	This position will be responsible for managing a Line of Business responsible for providing customers with the guidance and support needed throughout the full life cycle of implementation to ensure successful and most effective use of Oracle's products. In addition, this position will be a leader in ensuring overall customer satisfaction with Oracle's products and related implementation services.	As a VP, this position is accountable for meeting the strategic, operational performance, quality and budgetary objectives set for the entire business unit, while assuring the highest level of customer satisfaction. He/she will work closely with other senior executives to ensure proper utilization, budgetary and performance goals are met, while being accountable for overall customer satisfaction and organization success. This role will also include a strategic planning function for the support organization.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Demonstrated leadership and people management skills. Ensures a consistent approach of organizational policies and procedures. Strong communication skills, analytical skills, thorough understanding of professional Information Systems implementation experience, BS or MS degree or equivalent experience relevant to functional area. Successful track record in Information Systems implementation experience in the package application space or related experience.

103300	Associate Client Success Specialist	SALES	CLNTSCS	IC0	Drive continued and maximum adoption of Oracle's HCM solutions, specifically in our highly transactional renewal base of clients, and identify and foster product expansion opportunities with the appropriate HCM sales team via a value-based relationship with assigned clients.	Work with a higher volume of smaller, less complex clients to develop a long-term, value-based partnership. The successful ACSS will help his/her clients realize the full value of their investment in Oracle's HCM solutions in order to ensure the client continually renews its SaaS/Cloud services contract with Oracle. Responsibilities include: 1) Maintaining a high level of client satisfaction by acting as a liaison and trusted source/advisor between our clients and Oracle's internal operations. These internal areas include product management, software support, implementation/integration services, engineering, cloud operations, billing/collections, and contracting/deal management. 2) During the course of client engagement, the ACSS will help to identify product expansion, up-selling, and/or cross-selling opportunities, and will partner with the appropriate sales team when appropriate. 3) Administering the highly transactional auto-renewal pipeline of opportunities ensuring high % of retention.	0-1 years work experience. A strong willingness and aptitude to learn and practice client relationship/client satisfaction and value-based selling strategies, along with an ability to handle client escalations with a combination of tact, empathy, expediency, and business acumen. The successful ACSS will be fluent in Oracle's internal and external business practices and processes, will be willing and able to adapt to changing circumstances and uncertainty, and will act constructively as an advocate for its clients when working with other Oracle operational groups.
103310	Client Success Specialist I	SALES	CLNTSCS	IC1	Drive maximum adoption of Oracle solution and identify/drive product expansion opportunities via high value relationship with the client.	Work with small, minimally complex clients to develop long term partnership with our clients to ensure they remain successful by realizing the full value of their investment with us to ensure client continues/renews contract with Oracle. Responsible for maintaining a high level of client satisfaction by being a liaison between our clients and Oracle's internal operations. Identify product expansion/up sell opportunities.	Duties and tasks are standard. Completes own role with guidance and within defined policies and procedures. Typically 0 to 2 years of professional experience.
103320	Client Success Specialist II	SALES	CLNTSCS	IC2	Drive maximum adoption of Oracle solution and identify/drive product expansion opportunities via high value relationship with the client.	Work with a higher volume of smaller, less complex clients to develop long term partnership with our clients to ensure they remain successful by realizing the full value of their investment with us to ensure client continues/renews contract with Oracle. Responsible for maintaining a high level of client satisfaction by being a liaison between our clients and Oracle's internal operations. Identify product expansion/up sell opportunities.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 3 to 5 years of professional experience. Demonstrated experience in package systems implementation (CRM, ERP, Consulting experiences) or client facing relationship experience. Understanding of various technical architectures and operating systems. Industry experience is desired.
103330	Client Success Specialist III	SALES	CLNTSCS	IC3	Drive maximum adoption of Oracle solution and identify/drive product expansion opportunities via high value relationship with the client.	Work with medium sized clients to develop long term partnership with our clients to ensure they remain successful by realizing the full value of their investment with us to ensure client continues/renews contract with Oracle. Responsible for maintaining a high level of client satisfaction by being a liaison between our clients and Oracle's internal operations. Identify product expansion/up sell opportunities. Responsible for sharing information across the CSM team via defined methods.	Job duties are varied and complex utilizing independent judgment. 5 to 7 years of professional experience. Demonstrated experience in package systems implementation (CRM, ERP, Consulting experiences) or client facing relationship experience. Understanding of various technical architectures and operating systems. Industry experience is desired.
103340	Client Success Specialist IV	SALES	CLNTSCS	IC4	Drive maximum adoption of Oracle solution and identify/drive product expansion opportunities via high value relationship with the client.	Develop long term partnership with our clients to ensure they remain successful by realizing the full value of their investment with us to ensure client continues/renews contract with Oracle. Responsible for maintaining a high level of client satisfaction by being a liaison between our clients and Oracle's internal operations. Identify product expansion/up sell opportunities. Work with larger clients. Provide input into the CSM methodology and direction. Act as mentor to newer CSMs on a voluntary basis.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Recommended 7 to 10 years of professional experience. Demonstrated experience in package systems implementation (CRM, ERP, Consulting experiences) or client facing relationship experience. Understanding of various technical architectures and operating systems. Industry experience is desired.
103350	Client Success Specialist V	SALES	CLNTSCS	IC5	Drive maximum adoption of Oracle solution and identify/drive product expansion opportunities via high value relationship with the client.	Develop long term partnership with our largest and most complex clients to ensure they remain successful by realizing the full value of their investment with us to ensure client continues/renews contract with Oracle. Responsible for maintaining a high level of client satisfaction by being a liaison between our clients and Oracle's internal operations. Identify product expansion/up sell opportunities. Interface at highest levels both internally and within clients. Assigned side projects designed to move the client success organization forward. Required to act as mentor to new CSMs	Provide leadership and expertise in development of tools, processes and activities performed by the CSM group. Recommended 10 to 12 years of professional Information Systems implementation experience. Demonstrated experience in package systems implementation (CRM, ERP, Consulting experiences) or client facing relationship experience. Understanding of various technical architectures and operating systems. Industry experience is desired.
103520	Client Success Manager	SALES	CLNTSCS	M2	Drive maximum adoption of Oracle solution and identify/drive product expansion opportunities via high value relationship with the client.	Leads a team of Client Success Managers and manage to performance goals. Responsible for achieving quarterly targets in terms of renewal rates to maximize revenue and minimize cancellations. Build team. Improve internal processes and systems to achieve operational performance that meets or exceeds goals. Establish and measure group goals and team performance against specific target objectives. Conduct regular training and mentor Client Success Managers. Interview and make hiring decisions for qualified candidates. Conduct performance reviews, provide career development coaching and take necessary corrective action for poor performers. Provide regular performance metrics to senior management.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Prefer 10 years of professional experience with at least 2 years people management experience. Demonstrated experience in package systems implementation (CRM, ERP, Consulting experiences) or client facing relationship experience. Understanding of various technical architectures and operating systems. Experience managing high level client relationships and escalations. Industry experience is desired.
103530	Client Success Snr Manager	SALES	CLNTSCS	M3	Drive maximum adoption of Oracle solution and identify/drive product expansion opportunities via high value relationship with the client.	Drive operational performance goals and will be responsible for achieving quarterly targets in terms of renewal rates to maximize revenue and minimize cancellations. Build team. Improve internal processes and systems to achieve operational performance that meets or exceeds goals. Establish and measure group goals and team performance against specific target objectives. Participate in strategic and tactical planning for the division. Builds on going customer relationships to drive renewals, maximize timely renewals and up sell to the client. Drives client issue resolution by bringing the appropriate resources in to assist or escalating to VP.	Manages and controls activities in multi-functional areas. Ensures appropriate operational planning is effectively executed to meet business needs. Prefer 10 years of professional experience with at least 2 years People Manager experience. Demonstrated experience in package systems implementation (CRM, ERP, Consulting experiences) or client facing relationship experience. Understanding of various technical architectures and operating systems. Experience managing high level client relationships and escalations. Industry experience is desired.
103540	Client Success Director	SALES	CLNTSCS	M4	Drive maximum adoption of Oracle solution and identify/drive product expansion opportunities via high value relationship with the client.	Drive operational performance goals and will be responsible for achieving quarterly targets in terms of renewal rates to maximize revenue and minimize cancellations. Build team. Improve internal processes and systems to achieve operational performance that meets or exceeds goals. Establish and measure group goals and team performance against specific target objectives. Participate in strategic and tactical planning for the division. Builds on going customer relationships to drive renewals, maximize timely renewals and up sell to the client. Owns resolution of client issues acting independently. Plans regional coverage and staffing models. Interfaces with virtual team to accomplish goals.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Prefer 12 years of professional experience with at least 5 years People Manager experience as well as P&L responsibility for at least 3 years. Successful track record in information systems implementation of client experience management or related experience. Experience managing high level client relationships and escalations.
103550	Client Success Snr Director	SALES	CLNTSCS	M5	Drive maximum adoption of Oracle solution and identify/drive product expansion opportunities via high value relationship with the client.	Drive operational performance goals and will be responsible for achieving quarterly targets in terms of renewal rates to maximize revenue and minimize cancellations. Build team. Improve internal processes and systems to achieve operational performance that meets or exceeds goals. Establish and measure group goals and team performance against specific target objectives. Participate in strategic and tactical planning for the division. Builds on going customer relationships to drive renewals, maximize timely renewals and up sell to the client. Owns resolution of client issues acting independently. Plans regional coverage and staffing models. Interfaces with virtual team to accomplish goals. Builds and maintains strong relationships with the highest levels internally and within clients.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. Strong people/communication skills to deal with company and customers. BS or MS degree or equivalent experience relevant to functional area. Successful track record in information systems implementation of client experience management or related experience. Six or more years of successful management experience, including four or more years as a senior executive. Experience managing high level client relationships and escalations.
103560	Client Success VP	SALES	CLNTSCS	M6	Drive maximum adoption of Oracle solution and identify/drive product expansion opportunities via high value relationship with the client.	Ensure effective senior management of accounts within group which produces mutually rewarding business outcomes and customer satisfaction. Initiates major change programs which influence the way the organization views itself and the way it does business, consistent with Oracle's strategic direction. Generates business plans that fulfill the organization's strategies, closely monitors and measures activities, plans, and budgets to ensure desired outcomes. Responsible for developing and maintaining senior level relationships. Establishes a challenging, stimulating, productive and fair work environment that supports and rewards both individual and team accomplishment. Develops medium to long term strategies to identify and develop a pool of talented resources. Initiates long term coaching/training plans in developing succession strategies for the organization.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Demonstrated leadership and people management skills. Ensures a consistent approach of organizational policies and procedures. Strong communication skills, analytical skills, thorough understanding of client relationship management and customer success. BS or MS degree or equivalent experience relevant to functional area. Successful track record in information systems implementation of client experience management or related experience. Experience managing high level client relationships and escalations.
3301	Technology Sales Representative I	SALES	SPECPROD	IC1	Sells a subset of product or services directly or via partners to a large number of named accounts/non-named accounts/geographical territory (mainly Tier 3 accounts).	Primary job duty is to sell technology software products and related services in a defined territory. Identifies, qualifies and closes new opportunities. Manages accounts including the entire sales process from business development prospecting and specifications through contract negotiations, signing, and post-sales support. Leverages the Oracle sales model to maximize revenue growth and increase local market share. Builds and expands business partner revenue and self sufficiency.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. 3 or more years of sales experience including technology sales experience. Ability to forecast, manage sales expenses, and successfully close new Oracle business. Business development, prospecting and presentation skills. Excellent communication skills and problem solving ability. Proven track record of exceeding sales objective and territory/account development. Experience as the focal point for clients for all sales and related issues. Oracle knowledge and/or knowledge of Oracle's competitors. Travel may be needed. Bachelor degree or equivalent.
3302	Technology Sales Representative II	SALES	SPECPROD	IC2	Sells a subset of product or services directly or via partners to a large number of named accounts/non-named accounts/geographical territory (mainly Tier 3 accounts).	Primary job duty is to sell technology software products and related services in a defined territory. Identifies, qualifies and closes new opportunities. Manages accounts including the entire sales process from business development prospecting and specifications through contract negotiations, signing, and post-sales support. Leverages the Oracle sales model to maximize revenue growth and increase local market share. Builds and expands business partner revenue and self sufficiency.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 3 or more years of sales experience including technology sales experience. Ability to forecast, manage sales expenses, and successfully close new Oracle business. Business development, prospecting and presentation skills. Excellent communication skills and problem solving ability. Proven track record of exceeding sales objective and territory/account development. Experience as the focal point for clients for all sales and related issues. Oracle knowledge and/or knowledge of Oracle's competitors. Travel may be needed. Bachelor degree or equivalent.

3303	Technology Sales Representative III	SALES	SPECPROD	IC3	Sells a subset of product or services directly or via partners to a large number of named accounts/non-named accounts/geographical territory (mainly Tier 3 accounts).	Primary job duty is to sell technology software products and related services in a defined territory. Identifies, qualifies and closes new opportunities. Manages accounts including the entire sales process from business development prospecting and specifications through contract negotiations, signing, and post-sales support. Leverages the Oracle sales model to maximize revenue growth and increase local market share. Builds and expands business partner revenue and self sufficiency.	Job duties are varied and complex, needing independent judgment. May have project lead role. 5 years field sales experience including technology sales experience. Ability to forecast, manage sales expenses, and successfully close new Oracle business, Business development, prospecting and presentation skills. Excellent communication skills and problem solving ability. Proven track record of exceeding sales objective and territory/account development. Experience as the focal point for clients for all sales and related issues. Oracle knowledge and/or knowledge of Oracle's competitors. Travel may be needed. Bachelor degree or equivalent.
3304	Technology Sales Representative IV	SALES	SPECPROD	IC4	Sells a subset of product or services directly or via partners to a large number of named accounts/non-named accounts/geographical territory (mainly Tier 3 accounts).	Primary job duty is to sell technology software products and related services in a defined territory. Identifies, qualifies and closes new opportunities. Manages accounts including the entire sales process from business development prospecting and specifications through contract negotiations, signing, and post-sales support. Leverages the Oracle sales model to maximize revenue growth and increase local market share. Builds and expands business partner revenue and self sufficiency.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years applicable experience including 7 years of technology sales experience. Ability to forecast, manage sales expenses, and successfully close new Oracle business, Business development, prospecting and presentation skills. Excellent communication skills and problem solving ability. Proven track record of exceeding sales objective and territory/account development. Experience as the focal point for clients for all sales and related issues. Oracle knowledge and/or knowledge of Oracle's competitors. Travel may be needed. Bachelor degree or equivalent.
3318	Technology Sales Representative V	SALES	SPECPROD	IC5	Sells a subset of product or services directly or via partners to a large number of named accounts/non-named accounts/geographical territory (mainly Tier 3 accounts).	Primary job duty is to sell technology software products and related services in a defined territory. Identifies, qualifies and closes new opportunities. Manages accounts including the entire sales process from business development prospecting and specifications through contract negotiations, signing, and post-sales support. Leverages the Oracle sales model to maximize revenue growth and increase local market share. Builds and expands business partner revenue and self sufficiency.	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner.12 years applicable experience including 9 years of sales experience. Successful sales track record. Ability to penetrate accounts, meet with stakeholders within accounts. Oracle knowledge and/or knowledge of Oracle's competitors. Interaction with C level players. Team player with strong interpersonal/communication skills. Excellent communication/negotiating/closing skills with prospects/customers. Travel may be needed. Bachelor degree or equivalent.
35299	Associate Telesales Business Development Representative	SALES	LEADGEN	IC0	First contact for prospects of Oracle business via inbound calls. Qualifies Oracle prospects and produces quality leads for the Oracle Sales Force.	Acts as the first contact for many prospects in Oracle business via inbound calls. Qualifies Oracle prospects and produces quality leads for the Oracle Sales Force. Performs database and record keeping activities.	0-2 years work experience. Able to demonstrate time management, basic telesales skills, and knowledge of Oracle products and services (training provided). Goal oriented individual with superior communication skills. Able to complete individual goals as well as work in a team environment. Demonstrated ability to communicate using technical concepts. Working knowledge of Oracle products a plus but not necessary. Professional demeanor. Desire for a long-term career in sales. Able to gain competence in own area and acquire a higher level understanding of role, processes, and procedures.
35300	Telesales Business Development Representative I	SALES	LEADGEN	IC1	First contact for prospects of Oracle business via inbound calls. Qualifies Oracle prospects and produces quality leads for the Oracle Sales Force.	Acts as the first contact for many prospects in Oracle business via inbound calls. Qualifies Oracle prospects and produces quality leads for the Oracle Sales Force. Performs database and record keeping activities.	0-2 years related experience. Able to demonstrate time management, basic telesales skills, and knowledge of Oracle products and services. Goal oriented individual with superior communication skills. Able to complete individual goals as well as work in a team environment. Demonstrated ability to communicate using technical concepts. Working knowledge of Oracle products a plus but not necessary. Professional demeanor. Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures.
35322	Telesales Business Development Representative II	SALES	LEADGEN	IC2	The primary focus of a Business Development Consultant is to generate demand for Oracle solutions and services through a mix of inbound calls and outbound prospecting within an assigned territory or vertical	As a Telesales Business Development Representative you will act as the first contact for many prospects in Oracle business via inbound telemarketing calls. Qualifies Oracle prospects and produce quality leads for the Oracle Sales Force. Performs database and record keeping activities.	Ability to demonstrate time management, telesales skills and knowledge of Oracle products and services (training provided). Goal oriented individual with superior communication skills. Ability to complete individual goals as well as work in a team environment. Demonstrated ability to communicate using technical concepts. Working knowledge of Oracle products preferred. Desire for a long-term career in sales preferred. Two years relevant business experience preferred.
35323	Telesales Business Development Representative III	SALES	LEADGEN	IC3	First contact for prospects of Oracle business via inbound calls. Qualifies Oracle prospects and produces quality leads for the Oracle Sales Force.	Acts as the first contact for many prospects in Oracle business via inbound calls. Qualifies Oracle prospects and produces quality leads for the Oracle Sales Force. Performs database and record keeping activities.	5-8 years related experience. Able to demonstrate time management, basic telesales skills, and knowledge of Oracle products and services. Goal oriented individual with superior communication skills. Able to complete individual goals as well as work in a team environment. Demonstrated ability to communicate using technical concepts. Working knowledge of Oracle products preferred. Professional demeanor. Job duties are varied and complex, needing independent judgment. May have project lead role.
35324	Telesales Business Development Representative IV	SALES	LEADGEN	IC4	First contact for prospects of Oracle business via inbound calls. Qualifies Oracle prospects and produces quality leads for the Oracle Sales Force.	Acts as the first contact for many prospects in Oracle business via inbound calls. Qualifies Oracle prospects and produces quality leads for the Oracle Sales Force. Performs database and record keeping activities.	8-12 years related experience. Able to demonstrate time management, basic telesales skills, and knowledge of Oracle products and services. Goal oriented individual with superior communication skills. Able to complete individual goals as well as work in a team environment. Demonstrated ability to communicate using technical concepts. Working knowledge of Oracle products. Professional demeanor. Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization.
35201	Telesales Business Development Supervisor	SALES	LEADGEN	M1	Provides daily operations management of the inbound/outbound telemarketing call response and lead qualification functions. Develops and implements a comprehensive strategy that maximizes Oracle's opportunities across all products and product lines.	Supervises a team of telesales business development representatives for a territory/region. Provides daily operations supervision of inbound and outbound call response and lead qualification functions. Sets priorities to ensure task completion. Assists in creation of product, sales, and business function training programs. Assists in coordinating marketing (direct mail, advertising, etc.) activities with Marketing organization. Uses individual knowledge and skills to develop team members. May participate in the recruiting process.	Experience qualifying prospects and customers; understanding of the sales cycle process. Oracle product knowledge preferred. BA/BS preferred. Able to coordinate the daily activities of a work group and set priorities to ensure task completion. Provide technical/functional leadership as well as first line supervision, without hire/fire authority.
35200	Telesales Business Development Manager	SALES	LEADGEN	M2	The primary focus of a Business Development Consultant is to generate demand for Oracle solutions and services through a mix of inbound calls and outbound prospecting within an assigned territory or vertical	Manages a team of telesales business development representatives for a territory/region. Provides daily operations management of inbound and outbound call response and lead qualification functions. Creates product, sales, and business function training programs. Coordinates marketing (direct mail, advertising, etc.) activities with Marketing organizations. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and provides hiring recommendations to senior management. Manages budget. Provides support to marketing and sales programs.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Experience qualifying prospects and customers and an understanding of the sales cycle process. Experience training professional sales staff. University degree in Business or equivalent. Previous management experience. Successful sales track record. Strong Oracle product knowledge preferred 5 years sales experience.
35230	Telesales Business Development Sr/ Manager	SALES	LEADGEN	M3	Provides daily operations management of the inbound/outbound telemarketing call response and lead qualification functions. Develops and implements a comprehensive strategy that maximizes Oracle's opportunities across all products and product lines.	Manages a team of telesales business development representatives for a territory/region. May manage through other managers. Provides daily operations management of inbound and outbound call response and lead qualification functions. Creates product, sales, and business function training programs. Coordinates marketing (direct mail, advertising, etc.) activities with Marketing organization. Participates as a team member in strategic and tactical planning for the division. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and provides hiring recommendations to senior management. Manages budget. Provides support to marketing and sales programs.	Experience qualifying prospects and customers; understanding of the sales cycle process. Strong leadership skills. Strong Oracle product knowledge preferred. BA/BS preferred. Experience managing staff. Manage and control activities in multi-functional areas of sections. Ensure appropriate operational planning is effectively executed to meet business needs.
35240	Telesales Business Development Director	SALES	LEADGEN	M4	Provides daily operations management of the inbound/outbound telemarketing call response and lead qualification functions. Develops and implements a comprehensive strategy that maximizes Oracle's opportunities across all products and product lines.	Manages, through other managers, a team of telesales business development representatives for a territory/region. Provides operations management of inbound and outbound call response and lead qualification functions. Creates product, sales, and business function training programs. Oversees coordination of marketing (direct mail, advertising, etc.) activities with Marketing organization. Contributes to strategic and tactical planning for the division. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and makes hiring decisions. Manages budget.	Experience qualifying prospects and customers; understanding of the sales cycle process. Strong leadership skills. Strong Oracle product knowledge. BA/BS preferred. Experience managing staff. Assist in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interact across functional areas with senior management or executives to ensure unit objectives are met. Able to influence thinking or gain acceptance of others in sensitive situations important.
35250	Telesales Business Development Sr/ Director	SALES	LEADGEN	M5	Provides daily operations management of the inbound/outbound telemarketing call response and lead qualification functions. Develops and implements a comprehensive strategy that maximizes Oracle's opportunities across all products and product lines.	Manages, through managers and directors, a team of telesales business development representatives for a territory/region. Provides operations management of lead qualification functions. Oversees coordination of marketing (direct mail, advertising, etc.) activities with Marketing organization. Contributes to strategic and tactical planning for the division. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and makes hiring decisions. Manages budget.	Experience qualifying prospects and customers; understanding of the sales cycle process. Strong leadership skills. Strong Oracle product knowledge. BA/BS preferred. Experience managing staff. Assist in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interact across functional areas with senior management or executives to ensure unit objectives are met. Able to influence thinking or gain acceptance of others in sensitive situations is important. Direct and ensure the implementation of operational policies through subordinate managers. Interact internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge.

35260	Telesales Business Development VP	SALES	LEADGEN	M6	Provides daily operations management of the inbound/outbound telemarketing call responses and lead qualification functions. Develops and implements a comprehensive strategy that maximizes Oracle's opportunities across all products and product lines.	Oversees and manages, through managers and directors, a team of telesales business development representatives for a territory/region. Provides operations management of lead qualification functions. Oversees coordination of marketing (direct mail, advertising, etc.) activities with Marketing organization. Develops strategic and tactical plans for the division. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and makes hiring decisions. Manages budget.	Extensive knowledge of Oracle's sales methodologies, processes, and competitive and industry knowledge. Able to travel. Preferred Qualifications: BA/BS degree or equivalent, advanced degree highly desirable. Assists in the creation of division strategy and consult with senior management in providing direction to ensure growth and financial success. Ensure a consistent approach of organizational policies and procedures.
6100	Sales & Business Development Representative	SALES	TELESALES	IC0	As an SBD Representative you will be a strategic member of the sales team responsible for identifying and ultimately creating qualified sales opportunities for Oracle. Additionally, you will gain invaluable experience closing deals.	Collaborate with the virtual sales team on account strategy, demand generation activities, and results. Manage customer calls and web presentations. Responsible for building sales pipeline and generating revenue. Coordinate sales efforts with both inside and Field Sales Representatives. Increase pipeline through demand generation and targeted campaigns. Gain in-depth knowledge of Oracle products and technologies, territories, accounts, competitors, industry trends, etc.	College graduate with a GPA of 3.2 or higher preferred. Typically 0-1 year of relevant work experience. Possess strong business acumen with the ability to learn and understand product solutions and features. Ability to understand customer's industry and apply core business processes. Effective sales, marketing, time and project management skills necessary.
1610	Telesales Channel Representative I	SALES	TELESALES	IC1	Achieve regional indirect revenue targets. Proactively manage sales of Oracle's technology products through resellers. Develop and manager Partner coverage maps in each sales territory via the telephone.	Increase indirect sales by identifying and integrating "product/solution" specific partners with regional sales teams to achieve sales targets per product category. Drive and convert and manage through close new partner-generated opportunities. Accurately forecast indirect incremental and non-incremental regional business. Implement channel strategy to ensure minimal transaction slippage at quarter close.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Sales experience in software industry preferred. Typically graduate or equivalent with 0-2 year experience. B.S. in computer science, computer engineering, or similar background. Strong interpersonal skills and proficient writing skills.
1620	Telesales Channel Representative II	SALES	TELESALES	IC2	Achieve regional indirect revenue targets. Proactively manage sales of Oracle's technology products through resellers. Develop and manager Partner coverage maps in each sales territory via the telephone.	Increase indirect sales by identifying and integrating "product/solution" specific partners with regional sales teams to achieve sales targets per product category. Drive, convert and manage through close new partner-generated opportunities. Accurately forecast indirect incremental and non-incremental regional business. Implement channel strategy to ensure minimal transaction slippage at quarter close.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Two years experience in software industry sales. Channel development or management experience, along with strong networking and partnering skills preferred. B.S. in computer science, computer engineering, or similar background. Strong interpersonal skills and proficient writing skills.
1630	Telesales Channel Representative III	SALES	TELESALES	IC3	Achieve regional indirect revenue targets. Proactively manage sales of Oracle's technology products through resellers. Develop and manage Partner coverage maps in each sales territory via the telephone.	Increase indirect sales by identifying and integrating "product/solution" specific partners with regional sales teams to achieve sales targets per product category. Drive, convert and manage through close new partner-generated opportunities. Accurately forecast indirect incremental and non-incremental regional business. Implement channel strategy to ensure minimal transaction slippage at quarter close.	Job duties are varied and complex needing independent judgment. May have project lead role. Five years experience in software industry sales. Channel development or management experience, along with strong networking and partnering skills preferred. B.S. in computer science, computer engineering, or similar background. Strong interpersonal skills and proficient writing skills.
1710	Telesales/Internet Channel Supervisor	SALES	TELESALES	M1			0
1720	Telesales/Internet Channel Sales Manager	SALES	TELESALES	M2	Achieve regional indirect revenue targets. Proactively manage sales of Oracle's technology products through resellers. Develop and manager Partner coverage maps in each sales territory via the telephone.	Manages a team of Channel telesales representatives. Participates as a team member in strategic and tactical planning for the division. Develops and executes strategic regional plans utilizing resources from various marketing and sales functions to maximize revenue with frequent guidance from the area manager or director. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and provides hiring recommendations to senior management. Handles escalations and participates directly in complex channel sales situations to negotiate and/or resolve disputes and ensure customer satisfaction. Conducts regional sales forecasts, territory planning, demand generation, deal strategy development and trend analysis.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Working knowledge of channel telesales job. Through understanding of Oracle's products and services. Ability to lead sales team in all areas of the sales cycle. Effective written and verbal communication skills. Ability to negotiate price, other concessions and terms and conditions. Strong quantitative, analytical, and conflict resolution ability. Degree in Business or Computer Science 5 years sales or sales management experience.
1730	Telesales/Internet Channel Sales Snr Manager	SALES	TELESALES	M3	Achieve regional indirect revenue targets. Proactively manage sales of Oracle's technology products through resellers. Develop and manager Partner coverage maps in each sales territory via the telephone.	Manages a team of channel telesales representatives/managers for a territory/region. Participates as a team member in strategic and tactical planning for the division. Develops and executes strategic regional plans utilizing resources from various marketing and sales functions to maximize revenue with frequent guidance from the area manager or director. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and provides hiring recommendations to senior management. Handles escalations and participates directly in complex sales situations to negotiate and/or resolve disputes and ensure customer satisfaction. Conducts regional sales forecasts, territory planning, demand generation, deal strategy development and trend analysis.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet business needs. Working knowledge of channel telesales job important. Through understanding of Oracle's products and services. Ability to lead sales team in all areas of the sales cycle. Effective written and verbal communication skills. Ability to negotiate price, other concessions and terms and conditions. Strong quantitative, analytical, and conflict resolution ability. Degree in Business or Computer Science preferred with 5 - 7 years sales or sales management experience.
1740	Telesales/Internet Channel Sales Director	SALES	TELESALES	M4	Achieve regional indirect revenue targets. Proactively manage sales of Oracle's technology products through resellers. Develop and manager Partner coverage maps in each sales territory via the telephone.	Manages a team of channel telesales managers for a territory/region. Participates as a team member in strategic and tactical planning for the division. Develops and executes strategic regional plans utilizing resources from various marketing and sales functions to maximize revenue. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and provides hiring recommendations to senior management. Handles escalations and participates directly in complex sales situations to negotiate and/or resolve disputes and ensure customer satisfaction. Conducts regional sales forecasts, territory planning, demand generation, deal strategy development and trend analysis.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Working knowledge of telesales job. Through understanding of Oracle's products and services. Ability to lead sales team in all areas of the sales cycle. Effective written and verbal communication skills. Ability to negotiate price, other concessions and terms and conditions. Strong quantitative, analytical, and conflict resolution ability. Degree in Business or Computer Science preferred. 5 - 7 years sales or sales management experience.
1750	Telesales/Internet Channel Sales Snr Director	SALES	TELESALES	M5	Achieve regional indirect revenue targets. Proactively manage sales of Oracle's technology products through resellers. Develop and manager Partner coverage maps in each sales territory via the telephone.	Manages a team of channel telesales managers for a territory/region. Participates as a team member in strategic and tactical planning for the division. Develops and executes strategic regional plans utilizing resources from various marketing and sales functions to maximize revenue. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and provides hiring recommendations to senior management. Handles escalations and participates directly in complex sales situations to negotiate and/or resolve disputes and ensure customer satisfaction. Conducts regional sales forecasts, territory planning, demand generation, deal strategy development and trend analysis.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge.
1760	Telesales/Internet Channel Sales VP	SALES	TELESALES	M6	Achieve regional indirect revenue targets. Proactively manage sales of Oracle's technology products through resellers. Develop and manager Partner coverage maps in each sales territory via the telephone.	Directs and manages a team of channel telesales managers. Participates as a team member in strategic and tactical planning for the division. Develops and executes strategic regional plans utilizing resources from various marketing and sales functions to maximize revenue with frequent guidance from the area manager or director. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and provides hiring recommendations to senior management. Handles escalations and participates directly in complex sales situations to negotiate and/or resolve disputes and ensure customer satisfaction. Conducts regional sales forecasts, territory planning, demand generation, deal strategy development and trend analysis.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development and product management.
91128	Associate Telesales Representative	SALES	TELESALES	IC0	Order fulfilment and selling of products and services in high volume, low value, short cycle transactions using telephone sales.	As an Associate Telesales Sales Representative you will sell products and services to an assigned geographic territory to achieve assigned objectives. Responsible for understanding Oracle's product offerings. Liaise with customer contacts for the purpose of managing the customer relationship, identifying new opportunities, and selling Oracle products and services. Participates as a team member on sales teams including field sales, support and education sales and sales consulting.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Works under close supervision. Seeks intervention from his/her manager on complex deals that fall outside of existing guidelines. 0 - 2 years relevant work experience. Ability to communicate effectively over the telephone with mid level decision makers. Ability to work independently. BA/BS or degree Computer Science degree preferred.
91198	Telesales Representative I	SALES	TELESALES	IC1	The primary focus of a Telesales Representative is to sell solutions / services to existing Oracle customers and to prospect for new customers in the assigned territory or vertical.	As a Telesales Sales Representative you will sell products and services to an assigned geographic or national account base territory to achieve assigned objectives. Develops account penetration strategies, and closes business . Responsible for understanding Oracle's product offerings and competitive issues. Identifies new business opportunities by creating and implementing territory campaigns with management assistance. Liaise with customer contacts for the purpose of managing the customer relationship, identifying new opportunities, and selling Oracle products and services. Participates as a team member on sales teams including field sales, support and education sales and sales consulting.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Works under close supervision. Seeks intervention from his/her manager on complex deals that fall outside of existing guidelines. Two or more years of high tech sales experience. Ability to communicate effectively over the telephone with high level decision makers. Ability to work independently. Typically bachelor degree in Business or Computer Science or equivalent.
91199	Telesales Representative II	SALES	TELESALES	IC2	The primary focus of a Telesales Representative is to sell solutions / services to existing Oracle customers and to prospect for new customers in the assigned territory or vertical.	As a Telesales Sales Representative you will sell products and services to an assigned geographic or national account base territory to achieve assigned objectives. Develops account penetration strategies, and closes business . Responsible for understanding Oracle's product offerings and competitive issues. Identifies new business opportunities by creating and implementing territory campaigns with management assistance. Liaise with customer contacts for the purpose of managing the customer relationship, identifying new opportunities, and selling Oracle products and services. Participates as a team member on sales teams including field sales, support and education sales and sales consulting.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Works under general supervision. Seeks intervention from his/her manager on complex deals that fall outside of existing guidelines. 3 years of relevant experience. Ability to communicate effectively over the telephone with high level decision makers. Ability to work independently. Typically bachelor degree in Business or Computer Science or equivalent.
91200	Telesales Representative III	SALES	TELESALES	IC3	The primary focus of a Telesales Representative is to sell solutions / services to existing Oracle customers and to prospect for new customers in the assigned territory or vertical.	As a Telesales Sales Representative you will sell products and services to an assigned geographic or national account base territory to achieve assigned objectives. Develops account penetration strategies, and closes business . Responsible for understanding Oracle's product offerings and competitive issues. Identifies new business opportunities by creating and implementing territory campaigns with management assistance. Liaise with customer contacts for the purpose of managing the customer relationship, identifying new opportunities, and selling Oracle products and services. Participates as a team member on sales teams including field sales, support and education sales and sales consulting.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Seeks intervention from his/her manager on complex deals that fall outside of existing guidelines. 5 years of relevant experience. Ability to communicate effectively over the telephone with high level decision makers. Ability to work independently. Typically bachelor degree in Business or Computer Science or equivalent.

31000	Telesales/Internet Sales Supervisor	SALES	TELESALES	M1	Order fulfillment and selling of products and services in high volume, low value, short cycle transactions using telephone sales.	Supervises a team of telesales representatives/managers for a territory/region. Participates as a team member in strategic and tactical planning for the division. Develops working relationships with license, consulting, education, and/or support field managers to develop joint account plans. Develops and executes strategic regional plans utilizing resources from various marketing and sales functions to maximize revenue with frequent guidance from the manager or regional manager. Participates in the recruiting process and provides hiring recommendations to senior management. Handles escalations and participates directly in complex sales situations to negotiate and/or resolve disputes and ensure customer satisfaction. Conducts regional sales forecasts, territory planning, demand generation, deal strategy development and trend analysis.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority. Working knowledge of telesales job important. Through understanding of Oracle's products and services. Ability to lead sales team in all areas of the sales cycle. Effective written and verbal communication skills. Quantitative, analytical, and conflict resolution ability. Degree in Business or Computer Science preferred with 0-5 years experience.
30150	Telesales/Internet Sales Manager	SALES	TELESALES	M2	The primary focus of an Oracle Inside Sales Team Manager is to plan, manage and develop a team of Inside Sales Representatives.	Manages a team of telesales representatives for a territory/region. Participates as a team member in strategic and tactical planning for the division. Develops working relationships with license, consulting, education, and/or support field managers to develop joint account plans. Develops and executes strategic regional plans utilizing resources from various marketing and sales functions to maximize revenue with frequent guidance from the area manager or director. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and provides hiring recommendations to senior management. Handles escalations and participates directly in complex sales situations to negotiate and/or resolve disputes and ensure customer satisfaction. Conducts regional sales forecasts, territory planning, demand generation, deal strategy development and trend analysis.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Working knowledge of telesales job. Through understanding of Oracle's products and services. Ability to lead sales team in all areas of the sales cycle. Effective written and verbal communication skills. Ability to negotiate price, other concessions and terms and conditions. Strong quantitative, analytical, and conflict resolution ability. Degree in Business or Computer Science 5 years sales or sales management experience.
30153	Telesales/Internet Sales Snr Manager	SALES	TELESALES	M3	The primary focus of an Oracle Inside Sales Team Manager is to plan, manage and develop a team of Inside Sales Representatives.	Manages a team of telesales representatives/managers for a territory/region. Participates as a team member in strategic and tactical planning for the division. Develops working relationships with license, consulting, education, and/or support field managers to develop joint account plans. Develops and executes strategic regional plans utilizing resources from various marketing and sales functions to maximize revenue with frequent guidance from the area manager or director. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and provides hiring recommendations to senior management. Handles escalations and participates directly in complex sales situations to negotiate and/or resolve disputes and ensure customer satisfaction. Conducts regional sales forecasts, territory planning, demand generation, deal strategy development and trend analysis.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet business needs. Working knowledge of telesales job important. Through understanding of Oracle's products and services. Ability to lead sales team in all areas of the sales cycle. Effective written and verbal communication skills. Ability to negotiate price, other concessions and terms and conditions. Strong quantitative, analytical, and conflict resolution ability. Degree in Business or Computer Science preferred with 6 - 7 years sales or sales management experience.
31002	Telesales/Internet Sales Director	SALES	TELESALES	M4	Order fulfillment and selling of products and services in high volume, low value, short cycle transactions using telephone sales.	Manages a team of telesales managers for a territory/region. Participates as a team member in strategic and tactical planning for the division. Develops working relationships with license, consulting, education, and/or support field managers to develop joint account plans. Develops and executes strategic regional plans utilizing resources from various marketing and sales functions to maximize revenue. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and provides hiring recommendations to senior management. Handles escalations and participates directly in complex sales situations to negotiate and/or resolve disputes and ensure customer satisfaction. Conducts regional sales forecasts, territory planning, demand generation, deal strategy development and trend analysis.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations. Working knowledge of telesales job. Through understanding of Oracle's products and services. Ability to lead sales team in all areas of the sales cycle. Effective written and verbal communication skills. Ability to negotiate price, other concessions and terms and conditions. Strong quantitative, analytical, and conflict resolution ability. Degree in Business or Computer Science preferred. 5 - 7 years sales or sales management experience.
31004	Telesales/Internet Sales Snr Director	SALES	TELESALES	M5	Order fulfillment and selling of products and services in high volume, low value, short cycle transactions using telephone sales.	Manages a team of telesales managers for a territory/region. Participates as a team member in strategic and tactical planning for the division. Develops working relationships with license, consulting, education, and/or support field managers to develop joint account plans. Develops and executes strategic regional plans utilizing resources from various marketing and sales functions to maximize revenue. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and provides hiring recommendations to senior management. Handles escalations and participates directly in complex sales situations to negotiate and/or resolve disputes and ensure customer satisfaction. Conducts regional sales forecasts, territory planning, demand generation, deal strategy development and trend analysis.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge.
30133	Telesales/Internet Sales Vice President	SALES	TELESALES	M6	Order fulfillment and selling of products and services in high volume, low value, short cycle transactions using telephone sales.	Directs and manages a team of telesales managers for a territory/region. Participates as a team member in strategic and tactical planning for the division. Develops working relationships with license, consulting, education, and/or support field managers to develop joint account plans. Develops and executes strategic regional plans utilizing resources from various marketing and sales functions to maximize revenue with frequent guidance from the area manager or director. Responsible for coaching, performance management, and career development of staff. Participates in the recruiting process and provides hiring recommendations to senior management. Handles escalations and participates directly in complex sales situations to negotiate and/or resolve disputes and ensure customer satisfaction. Conducts regional sales forecasts, territory planning, demand generation, deal strategy development and trend analysis.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of product development and product management.
83351	Adv Customer Service Support Manager	SUPP	PREMSERV	M2	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to internal Oracle employees on diverse customer situations and escalated issues.	The Manager translates departmental goals into performance objectives for each team member and measures departmental and individual performance against plan while routinely coaching first line managers to maximize performance. You will be expected to carefully prepare and communicate employee performance appraisals on a regular basis, while jointly implementing and employee development plan for each team member. Of the more day-to-day activities, you will be ensuring the proper utilization for resources and providing justification for additional resource requests– while maintaining a budget for each individual project. A successful Manager is expected to be totally committed to the delivery of outstanding support and service to customers.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management.
83352	Adv Customer Service Support Snr Manager	SUPP	PREMSERV	M3	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to internal Oracle employees on diverse customer situations and escalated issues.	The Senior Manager translates departmental goals into performance objectives for each team member and measures departmental and individual performance against plan while routinely coaching first line managers to maximize performance. You will be expected to carefully prepare and communicate employee performance appraisals on a regular basis, while jointly implementing and employee development plan for each team member. Of the more day-to-day activities, you will be ensuring the proper utilization for resources and providing justification for additional resource requests– while maintaining a budget for each individual project. Most importantly, a successful Senior Manager is expected to be totally committed to the delivery of outstanding support and service to customers.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet business needs. A BA/BS degree and five or more years of technical or professional experience preferred, with three or more years of management experience (preferably in a support environment). A proven track record of excellent problem solving and analytical skills, and excellent communication skills while projecting a positive, professional image.
83353	Adv Customer Service Support Director	SUPP	PREMSERV	M4	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to internal Oracle employees on diverse customer situations and escalated issues.	The Premium Support Director successfully manages relationships which affect employees within the organization and the customer base. You will routinely make decisions which can significantly impact Oracle's business relationships, revenue opportunities, and the division's overall goal attainment. An employee in this position establishes and communicates organizational objectives and implements plans to ensure attainment. Of the more day-to-day activities, you will ensure proper utilization of resources and provide justification for additional resource requests. Most importantly, a successful Director is expected to be totally committed to the delivery of outstanding support and service to customers.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. A graduate degree in a related technical or professional area is preferred. Five or more years of technical or professional experience is preferred with six years of management experience (preferably in a support environment). In addition, proven track record of excellent problem solving and analytical skills, and excellent communication skills, while projecting a positive, professional image.

83354	Adv Customer Service Support Snr Director	SUPP	PREMSERV	M6	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to Internal Oracle employees on diverse customer situations and escalated issues.	The Premium Support Senior Director is expected to successfully meet or exceed the balanced triangle objectives of business, employees and customer within Proactive Support. You will routinely make decisions that can significantly impact Oracle's business relationships, revenue opportunities, and division's overall goal attainment. Of the more day-to-day activities, you will be responsible for overall customer satisfaction (Customer), composition of Proactive Support offered; sales and marketing processes and programs; sales channel composition and management (Business), and creating an environment which enhances employee success (Employee).	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge important. A graduate degree in a related technical or professional area preferred. Five or more years of technical or professional experience preferred with six years of management experience (preferably in a support environment). Four or more years as a senior executive preferred. In-depth working knowledge of Oracle products/platforms and their uses important.
83355	Adv Customer Service Support VP	SUPP	PREMSERV	M6	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to Internal Oracle employees on diverse customer situations and escalated issues.	The Premium Support Vice President is expected to successfully meet or exceed the balanced triangle objectives of business, employees and customer within Proactive Support. You will routinely make decisions that can significantly impact Oracle's business relationships, revenue opportunities, and division's overall goal attainment. Of the more day-to-day activities, you will be responsible for overall customer satisfaction (Customer), composition of Proactive Support offered; sales and marketing processes and programs; sales channel composition and management (Business), and creating an environment which enhances employee success (Employee).	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. A graduate degree in a related technical or professional area preferred. Five or more years of technical or professional experience preferred with six years of management experience (preferably in a support environment). Seven or more years as a senior executive preferred. In-depth working knowledge of Oracle products/platforms and their uses important.
84441	Service Delivery Management Consultant 1- Support	SUPP	PREMSERV	IC1	To work with one or more senior Service Delivery Management Consultant on medium to large accounts assisting in maximizing the customers' use of Support Services, and to support a drive for a high degree of satisfaction and referenceability, and to protect and enhance Support revenue streams.	To assist others in representing the customer as a single point of contact within Oracle. To support those charded with managing the contract, or delivering the engagement as defined by Oracle Service Support (OSS). Aid the development, and maintenance, of the relationships with more senior management consultants across lines of business and third parties. Help in the planning and deployment of Support activities to ensure effective delivery within agreed budgetary constraints. Assist in the renewal of Support contracts, and contribute to pre-sales activities.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience. B.S. degree.
84442	Service Delivery Management Consultant 2- Support	SUPP	PREMSERV	IC2	To work with one or more senior Service Delivery Management Consultant on medium to large accounts, or work on a small accounts. Working with a more senior Service Delivery Management Consultant, or on smaller accounts when working alone, to maximize the customers' use of Support Services, to support a drive for a high degree of satisfaction and referenceability, and to protect and enhance Support revenue streams.	To assist others in representing the customer as a single point of contact within Oracle's medium or larger accounts. To support those charded with managing the contract, or delivering the engagement as defined by Oracle Service Support (OSS). Aid the development, and maintenance, of the relationships with more senior management consultants across lines of business and third parties. Help in the planning and deployment of Support activities to ensure effective delivery within agreed budgetary constraints. Assist in the renewal of Support contracts, and contribute to pre-sales activities. When responsible for a smaller account to Advise the account on the effective and efficient way to use Oracle support services and products, tools, systems, interfaces and procedures. Assure and improve the quality of the service, and maintain accurate account information. Assist in the renewal of Support contracts, and contribute to pre-sales activities. Communicate opportunities for customers to engage with Oracle such as technical events and business seminars.	Duties and tasks are standard with some variation; displays understanding of roles, processes and procedures. Performs moderately complex problem solving with assistance and guidance in understanding and applying company policies and processes. BS degree or equivalent experience relevant to functional area.
84443	Service Delivery Management Consultant 3- Support	SUPP	PREMSERV	IC3	To develop and manage the Oracle Support relationship with a designated large account, or small number of medium accounts, throughout the engagement and to maximize the customers' use of Support Services, drive high degree of satisfaction and referenceability, and to protect and enhance Support revenue streams.	Represent the customer as a single point of contact within Oracle. Manage the contract, or delivery engagement as defined by Oracle Service Support (OSS). Develop and maintain relationships with senior management across lines of business and third parties. Plan and deploy Support activities to ensure effective delivery within agreed budgetary constraints. Advise the account on the effective and efficient way to use Oracle support services and products, tools, systems, interfaces and procedures. Assure and improve the quality of the service, and maintain accurate account information. Assist in the renewal of Support contracts, and contribute to pre-sales activities. Communicate opportunities for customers to engage with Oracle such as technical events and business seminars.	Job duties are varied and complex utilizing independent judgment. May have project lead role.
84444	Service Delivery Management Consultant 4- Support	SUPP	PREMSERV	IC4	To develop and manage the Oracle Support relationship with a designated large account, or small number of medium accounts, throughout the engagement and to maximize the customers' use of Support Services, drive high degree of satisfaction and referenceability, and to protect and enhance Support revenue streams.	Represent the customer as a single point of contact within Oracle. Manage the contract, or delivery engagement as defined by Oracle Service Support (OSS). Develop and maintain relationships with senior management across lines of business and third parties. Plan and deploy Support activities to ensure effective delivery within agreed budgetary constraints. Advise the account on the effective and efficient way to use Oracle support services and products, tools, systems, interfaces and procedures. Assure and improve the quality of the service, and maintain accurate account information. Assist in the renewal of Support contracts, and contribute to pre-sales activities. Communicate opportunities for customers to engage with Oracle such as technical events and business seminars.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization.
84445	Service Delivery Management Consultant 5- Support	SUPP	PREMSERV	IC5	To develop and manage the Oracle Support relationship with a designated large account(s), throughout the engagement and to maximize the customers' use of Support Services, drive high degree of satisfaction and referenceability, and to protect and enhance Support revenue streams.	Represent the customer as a single point of contact within Oracle. Manage the contract, or delivery engagement, as defined by Oracle Service Support (OSS). Develop and maintain solid relationships with senior management across lines of business and third parties. Plan and deploy Support activities and to effect delivery within agreed budgetary constraints. Advise the account on the effective and efficient way to use Oracle support services and products, tools, systems, interfaces and procedures. Assure and improve the quality of the service, and maintain accurate account information. Assist in the renewal of Support contracts, and contribute to pre-sales activities. Communicate opportunities for customers to engage with Oracle such as technical events and business seminars.	Acknowledged authority within the Corporation. Provides leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology.
52820	Business Services Representative 2-Support	SUPP	PREMSERV	IC2	The Service Delivery Manager is responsible for maintaining and managing the ACS contract relationship with the customer. The SDM helps the customer leverage their ACS services coupled with their Premier Support contract to maximize the value from their Oracle investment and achieve desired business outcomes. Ensures that customers and decision makers are informed and promptly resolves key issues and problems.	The SDM's responsibilities falls into five major areas: ACCOUNT MANAGEMENT, COORDINATION OF CONTRACT DELIVERABLES, CUSTOMER ADVOCACY, ESTABLISH SERVICE VALUE PROPOSITION, and assist with BUSINESS DEVELOPMENT. The specific details of their responsibilities and task will vary with the type of contract or contracts being covered. ACCOUNT MANAGEMENT: Works proactively with the customer to understand key customer projects, pertinent goals, and customer KPIs. Develops an account plan and strategy for leveraging the acquired ACS services to achieve the desired value-based objectives. Performs ongoing account oversight and conduct periodic Account Reviews. COORDINATION OF CONTRACT DELIVERABLES: Develop a Service Delivery Plan that maps key account objectives to specific contract deliverables identified with the ACS contracts. Manage the Delivery Plan, coordinate resource assignments, and manage Projects to drive the desired results & deliver high-value to the customer. Properly manage project efforts to prevent scope-creep and ensure optimal profit margin. CUSTOMER ADVOCACY: Serves as the customer advocate within Oracle focusing on Support LOB issues, but also providing assistance across all lines of business. Customer advocacy needs the SDM both clearly articulating the customers position, but also manage the customer's expectations (and represent the interests of Oracle). ESTABLISH SERVICE VALUE PROPOSITION: The SDM works collaboratively with the customer and other members of the account team to understand the Key Business Specifications, the appropriate KPIs, and the associated Payback Avenues to drive ROI for the customer. BUSINESS DEVELOPMENT: Recognizes and solicits business opportunities within customer accounts and develops to the point where the sales organization can engage in deal pursuit.	Works collaboratively with Sales, the CSM (where applicable) and the customers to determine their needs and identify appropriate solutions. The SDM has a good working knowledge of the tools, methods & techniques used to conduct periodic Account Planning & Account Reviews. Strong knowledge of Professional Services, Account Management, Project Management, Enterprise IT Management, Customer Support, Enterprise software deployments, PMP and basic ITIL Certification is desirable as well demonstrated competency in interpersonal skills, business acumen, relationship building, conflict management, time management and team building. Extensive customer face-to-face experience at middle or executive levels, solid industry experience/knowledge, and demonstrated expertise in large (multi-site or international) IT projects.

52830	Business Services Representative 3-Support	SUPP	PREMSERV	IC3	The Service Delivery Manager is responsible for maintaining and managing the ACS contract relationship with the customer. The SDM helps the customer leverage their ACS services coupled with their Premier Support contract to maximize the value from their Oracle investment and achieve desired business outcomes. Ensures that customers and decision makers are influenced and promptly resolves key issues and problems.	The SDM's responsibilities falls into five major areas: ACCOUNT MANAGEMENT, COORDINATION OF CONTRACT DELIVERABLES, CUSTOMER ADVOCACY, ESTABLISH SERVICE VALUE PROPOSITION, and assist with BUSINESS DEVELOPMENT. The specific details of their responsibilities and task will vary with the type of contract or contracts being covered. ACCOUNT MANAGEMENT: Works proactively with the customer to understand key customer projects, pertinent goals, and customer KPIs. Develops an account plan and strategy for leveraging the acquired ACS services to achieve the desired value-based objectives. Perform ongoing account oversight and conduct periodic Account Reviews. COORDINATION OF CONTRACT DELIVERABLES: Develop a Service Delivery Plan that maps key account objectives to specific contract deliverables identified with the ACS contracts. Manage the Delivery Plan, coordinate resource assignments, and manage Projects to drive the desired results & deliver high-value to the customer. Properly manage project efforts to prevent scope-creep and ensure optimal profit margin. CUSTOMER ADVOCACY: Serves as the customer advocate within Oracle focusing on Support LOB issues, but also providing assistance across all lines of business. Customer advocacy needs the SDM both clearly articulating the customers position, but also manage the customer's expectations (and represent the interests of Oracle). ESTABLISH SERVICE VALUE PROPOSITION: The SDM works collaboratively with the customer and other members of the account team to understand the Key Business Specifications, the appropriate KPIs, and the associated Payback Avenues to drive ROI for the customer. BUSINESS DEVELOPMENT: Recognizes and solicits business opportunities within customer accounts and develops to the point where the sales organization can engage in deal pursuit.	Works collaboratively with Sales, the CSM (where applicable) and the customers to determine their needs and identify appropriate solutions. The SDM has a good working knowledge of the tools, methods & techniques used to conduct periodic Account Planning & Account Reviews. Strong knowledge of Professional Services, Account Management, Project Management, Enterprise IT Management, Customer Support, Enterprise software deployments. PMP and basic ITIL Certification is desirable as well demonstrated competency in interpersonal skills, business acumen, relationship building, conflict management, time management and team building. Extensive customer face-to-face experience at middle or executive levels, solid industry experience/knowledge, and demonstrated expertise in large (multi site or international) IT projects.
52840	Business Services Representative 4-Support	SUPP	PREMSERV	IC4	The Service Delivery Manager is responsible for maintaining and managing the ACS contract relationship with the customer. The SDM helps the customer leverage their ACS services coupled with their Premier Support contract to maximize the value from their Oracle investment and achieve desired business outcomes. Ensures that customers and decision makers are influenced and promptly resolves key issues and problems.	The SDM's responsibilities falls into five major areas: ACCOUNT MANAGEMENT, COORDINATION OF CONTRACT DELIVERABLES, CUSTOMER ADVOCACY, ESTABLISH SERVICE VALUE PROPOSITION, and assist with BUSINESS DEVELOPMENT. The specific details of their responsibilities and task will vary with the type of contract or contracts being covered. ACCOUNT MANAGEMENT: Works proactively with the customer to understand key customer projects, pertinent goals, and customer KPIs. Develops an account plan and strategy for leveraging the acquired ACS services to achieve the desired value-based objectives. Perform ongoing account oversight and conduct periodic Account Reviews. COORDINATION OF CONTRACT DELIVERABLES: Develop a Service Delivery Plan that maps key account objectives to specific contract deliverables identified with the ACS contracts. Manage the Delivery Plan, coordinate resource assignments, and manage Projects to drive the desired results & deliver high-value to the customer. Properly manage project efforts to prevent scope-creep and ensure optimal profit margin. CUSTOMER ADVOCACY: Serves as the customer advocate within Oracle focusing on Support LOB issues, but also providing assistance across all lines of business. Customer advocacy needs the SDM both clearly articulating the customers position, but also manage the customer's expectations (and represent the interests of Oracle). ESTABLISH SERVICE VALUE PROPOSITION: The SDM works collaboratively with the customer and other members of the account team to understand the Key Business Specifications, the appropriate KPIs, and the associated Payback Avenues to drive ROI for the customer. BUSINESS DEVELOPMENT: Recognizes and solicits business opportunities within customer accounts and develops to the point where the sales organization can engage in deal pursuit.	Demonstrates in-depth understanding of customers' industries and core business processes, and their technical and business needs. Builds significant long-term relationships with key customer contacts. Significant background in Professional Services, Account Management, Project Management, Enterprise IT Management, Customer Support, Enterprise software deployments, and substantial Business Acumen. PMP and standard ITIL Certification is desirable. Strong interpersonal skills, Extensive customer "face-to-face" experience at middle or executive levels, Strong relationship building skills, Solid industry experience/knowledge Conflict management skills, time management and self management ability, Strong management skills, Expertise in large (multi-site or international project management, Business acumen, Strong team orientation. Substantial experience in IT/Account Management.
52850	Business Services Representative 5-Support	SUPP	PREMSERV	IC5	Establish professional relationships with key customer contacts to ensure the highest level of customer satisfaction. Align contracted services with customer goals and objectives. Coordinate delivery of all Support Services and other Oracle LOB services to meet customer goals and objectives, and ensure contract renewal.	SERVICE DELIVERY & ACCOUNT MANAGEMENT: (presence of this role in an account is fee based) Works proactively with the customer to understand key customer projects and goals and aligns Oracle ACS Services to assist in key strategic projects; manages all ACS aspects of the relationship between the customer and Oracle Support Services MARGIN MANAGEMENT: Manages flow and execution of work related to procured services. Optimizes margin through effective resource management CUSTOMER ADVOCATE: Serves as the customer advocate within Oracle - across all lines of business - clearly articulating the customers position to the appropriate Oracle management while maintaining the integrity of an Oracle employee and the interest of the company. Includes reactive and escalation management. ACCOUNT REVIEWS & ACCOUNT PLANNING: Conducts regular Status meetings and Account Review meetings with the customer. BUSINESS DEVELOPMENT: Recognizes and solicits business opportunities within customer accounts and develops to the point where the sales organization can engage in deal pursuit. INTERNAL/EXTERNAL PLANNING & REPORTING: Conducts regular Internal Account Review meetings with Oracle Support management: Manages Account Documentation including Joint Contact & Escalation Guide, Service Delivery Plan, Account Review Documents, KBRAPT data, and Scorecard data.	Displays authority, confidence, and a significant understanding of customer's business strategies and industry trends. Develops significant high-level customer contacts and relationships. Extensive background in Professional Services, Account Management, Project Management, Enterprise IT Management, Customer Support, Enterprise software deployments, and good Business Acumen. PMP and advanced ITIL Certification is desirable. Superior interpersonal skills, Extensive customer "face-to-face" experience at middle or executive levels, Strong relationship building skills, Solid industry experience/knowledge Conflict management skills, Time management and self management ability, Strong management skills, Proven expertise in large (multi-site or international project management, Business acumen, Strong team orientation. Extensive experience in IT/Account Management.
52920	Business Services Manager-Support	SUPP	PREMSERV	M2	Advanced Customer Services (ACS) Territory Manager (TM) responsible for all aspects of the business, including: customer satisfaction, employee development (TAMs & SDMs), team morale & performance, optimizing the overall operation of the business, and attending to all administrative operational duties.	Manages designated territory. Ensures appropriate account plans and delivery plans are established, managed, updated, and reviewed for all customers and contracts within assigned territory. Works collaboratively with account managers, the Enterprise CSM/CSD, ACS partner teams, and the FSR to ensure optimal operation to meet revenue, margin, utilization, retention and other key business goals. Responsible for: managing costs, optimizing revenue generation, maximizing utilization, accurate time entry & T&M forecasting, complying with all business practices/policies and norms, ensuring within scope delivery, achieving expected customer satisfaction, obtaining contract renewal/retention, managing resource assignments, conducting account planning sessions, ensuring complete delivery plans, and promoting periodic value-based account reviews. Translates departmental goals into performance objectives for his team and works collaboratively with the extended account team to ensure that departmental and individual goals are achieved. Measures progress against the overall territory plan while routinely coaching account managers to maximize performance.	Demonstrate competency and experience in the following five key areas: 1) strong administrative & organizational skills, 2) advanced business acumen & knowledge of business terminology, 3) experience supervising staff 4) knowledge of ACS services or similar experience managing professional services, and 5) effective customer & account management expertise. Good working knowledge of the tools, methods & techniques used to conduct periodic account planning & account reviews, solid background in professional services, account Management, project Management, IT management, customer support, and enterprise software deployments. PMP and basic ITIL certification is desirable. Demonstrate strong interpersonal skills & soft-skills, extensive customer face-to-face experience at senior or executive levels, relationship building skills, both internal & external (with the customer). Lead a specialized area which may have diverse functional elements. Frequently interact with supervisors and/or functional peer group managers, May interact with senior management.
52930	Business Services Sr/ Manager-Support	SUPP	PREMSERV	M3	Advanced Customer Services (ACS) Territory Manager (TM) responsible for all aspects of the business, including: customer satisfaction, employee development (TAMs & SDMs), team morale & performance, optimizing the overall operation of the business, and attending to all administrative operational duties.	Manages designated territory. Ensures appropriate account plans and delivery plans are established, managed, updated, and reviewed for all customers and contracts within assigned territory. Works collaboratively with account managers, the Enterprise CSM/CSD, ACS partner teams, and the FSR to ensure optimal operation to meet revenue, margin, utilization, retention and other key business goals. Responsible for: managing costs, optimizing revenue generation, maximizing utilization, accurate time entry & T&M forecasting, complying with all business practices/policies and norms, ensuring within-scope delivery, achieving expected customer satisfaction, obtaining contract renewal/retention, managing resource assignments, conducting account planning sessions, ensuring complete delivery plans, and promoting periodic value-based account reviews. Translates departmental goals into performance objectives for his team and works collaboratively with the extended account team to ensure that departmental and individual goals are achieved. Measures progress against the overall territory plan while routinely coaching account managers to maximize performance.	Demonstrate competency and experience in the following five key areas: 1) strong administrative & organizational skills, 2) advanced business acumen & knowledge of business terminology, 3) experience managing staff 4) knowledge of ACS services or similar experience managing professional services, and 5) effective customer & account management expertise. Good working knowledge of the tools, methods & techniques used to conduct periodic Account Planning & Account Reviews, solid background in Professional Services, Account Management, Project Management, IT Management, Customer Support, and Enterprise Software Deployments, PMP and basic ITIL Certification is desirable. Demonstrates strong interpersonal skills & soft-skills, extensive customer face-to-face experience at senior or executive levels, relationship building skills, both internal & external (with the customer). Able to manage and control activities in multi-functional areas of sections and ensures appropriate operational planning is effectively executed to meet Corporate business needs.
52940	Business Services Director-Support	SUPP	PREMSERV	M4	Advanced Customer Services (ACS) Territory Manager (TM) responsible for all aspects of the business, including: customer satisfaction, employee development (TAMs & SDMs), team morale & performance, optimizing the overall operation of the business, and attending to all administrative operational duties.	Accountable for meeting the strategic, operational performance, quality and budgetary objectives set for the entire business unit or cost center, while assuring the highest level of customer satisfaction. Manages territory and staff development & management, business governance & administration, and ensuring customer satisfaction & contract renewal. Manages established business goals (including margin & revenue goals) and is a catalyst for financial success at a Region level. Assists other Territory Managers both within their Region and throughout the Country. Implements appropriate operational planning to contribute to the success of the entire Country (not just their Territory & Region). Provides mentoring to his/her peers, assists with country-wide initiatives & special projects, establishes collaborative teaming with senior contacts within other LOBs, and represents Oracle Support from all aspects (more than a representative of just ACS). Assists and provides periodic coverage for immediate manager.	Demonstrate competency and experience in the following five key areas: 1) strong administrative & organizational skills, 2) advanced business acumen & knowledge of business terminology, 3) experience managing staff 4) knowledge of ACS services or similar experience managing professional services, and 5) effective customer & account management expertise. Good working knowledge of the tools, methods & techniques used to conduct periodic account planning & account reviews, solid background in professional services, account management, project management, IT management, customer support, and enterprise software deployments. PMP and basic ITIL certification is desirable. Demonstrate strong interpersonal skills & soft-skills, extensive customer face-to-face experience at senior or executive levels, relationship building skills, both internal & external (with the customer). Assist in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interact across functional areas with senior management or executives to ensure unit objectives are met. Able to influence thinking or gain acceptance of others in sensitive situations is important.

52950	Business Services Snr Director-Support	SUPP	PREMSERV	M5	Advanced Customer Services (ACS) Territory Manager (TM) responsible for all aspects of the business, including: customer satisfaction, employee development (TAMs & SDMs), team morale & performance, optimizing the overall operation of the business, and attending to all administrative operational duties.	Accountable for meeting the strategic, operational performance, quality and budgetary objectives set for the entire business unit or cost center, while assuring the highest level of customer satisfaction. Successfully manages territory, staff development, business governance & administration, and ensures customer satisfaction & contract renewal). Assists other ACS managers throughout the Country and Globally. Manages established business goals (including margin & revenue goals) and is a catalyst for financial success at a Country level. Implements appropriate operational planning to contribute to the success of the entire ACS business at a Global level (not just their Territory, Region, & Country). Provides mentoring to peers, assists with global initiatives & special projects, establishes collaborative teaming with senior contacts within other LOBs (and other countries), and represents Oracle Corporation from all aspects & business-lines (more than just ACS & Support). Provides line-of-succession and assumes manager"s role if needed.	Demonstrate competency and experience in the following five key areas: 1) strong administrative & organizational skills, 2) advanced business acumen & knowledge of business terminology, 3) experience managing staff 4) knowledge of ACS services or similar experience managing professional services, and 5) effective customer & account management expertise. Good working knowledge of the tools, methods & techniques used to conduct periodic account planning & account reviews, solid background in professional services, account management, project management, IT management, customer support, and enterprise software deployments. PMP and basic ITIL certification is desirable. Demonstrate strong interpersonal skills & soft-skills, extensive customer face-to-face experience at senior or executive levels, relationship building skills, both internal & external (with the customer). Assist in the development of short, medium and long term plans to achieve strategic objectives. Regularly interact across functional areas with senior management or executives to ensure unit objectives are met. Able to influence thinking or gain acceptance of others in sensitive situations is important. Direct and ensure the implementation of operational policies through subordinate managers. Interact internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge.
52960	Business Services VP-Support	SUPP	PREMSERV	M6	Advanced Customer Services (ACS) Territory Manager (TM) responsible for all aspects of the business, including: customer satisfaction, employee development (TAMs & SDMs), team morale & performance, optimizing the overall operation of the business, and attending to all administrative operational duties.	Accountable for meeting the strategic, operational performance, quality and budgetary objectives set for the entire business unit or cost center, while assuring the highest level of customer satisfaction. Successfully manages territory, staff development, business governance & administration, and ensures customer satisfaction & contract renewal). Assists other ACS managers throughout the Country and Globally. Manages established business goals (including margin & revenue goals) and is a catalyst for financial success at a Country level. Implements appropriate operational planning to contribute to the success of the entire ACS business at a Global level (not just their Territory, Region, & Country). Provides mentoring to peers, assists with global initiatives & special projects, establishes collaborative teaming with senior contacts within other LOBs (and other countries), and represents Oracle Corporation from all aspects & business-lines (more than just ACS & Support). Provides line-of-succession and assumes manager"s role if needed.	Demonstrate competency and experience in the following five key areas: 1) strong administrative & organizational skills, 2) advanced business acumen & knowledge of business terminology, 3) experience managing staff 4) knowledge of ACS services or similar experience managing professional services, and 5) effective customer & account management expertise. Good working knowledge of the tools, methods & techniques used to conduct periodic account planning & account reviews, solid background in professional services, account management, project management, IT management, customer support, and enterprise software deployments. PMP and basic ITIL certification is desirable. Demonstrate strong interpersonal skills & soft-skills, extensive customer face-to-face experience at senior or executive levels, relationship building skills, both internal & external (with the customer). Assist in the creation of business plan to ensure growth and financial success. Regularly interact across functional areas with senior management or executives to ensure LOB objectives are met. Able to effect change with others of differing or conflicting goals in sensitive situations is important.
101510	Field Support Specialist 1	SUPP	PREMSERV	IC1	Responsible for providing the first line of on-site field system support that includes hardware, software, software applications, and networking to customers and field personnel on-site at customers or remotely.	Provides a high level of customer satisfaction through the effective delivery of technical support and service programs. Customer support specifications may include product performance / maintenance, product installation, project management, site planning and professional services. Pro-actively coordinates resources, problem resolution, problem escalation, and the use of system level diagnostics. Understands service processes and options that are linked with the customers specifications. Able to identify and solve a wide range of problems. Needs a 24-hour commitment to support customer specifications which may also be fulfilled by participation in the regional standby rotation. Works primarily at customer sites.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Typically graduate or equivalent with 0 - 2 year experience.
101520	Field Support Specialist 2	SUPP	PREMSERV	IC2	Responsible for providing the first line of on-site field system support that includes hardware, software, software applications, and networking to customers and field personnel on-site at customers or remotely.	Provides a high level of customer satisfaction through the effective delivery of technical support and service programs. Customer support specifications may include product performance / maintenance, product installation, project management, site planning and professional services. Pro-actively coordinates resources, problem resolution, problem escalation, and the use of system level diagnostics. Understands service processes and options that are linked with the customers specifications. Able to identify and solve a wide range of problems. Needs a 24-hour commitment to support customer specifications which may also be fulfilled by participation in the regional standby rotation. Works primarily at customer sites.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. 2 years relevant experience and BA/BS degree preferred.
101530	Field Support Specialist 3	SUPP	PREMSERV	IC3	Responsible for providing the first line of on-site field system support that includes hardware, software, software applications, and networking to customers and field personnel on-site at customers or remotely.	Provides a high level of customer satisfaction through the effective delivery of technical support and service programs. Customer support specifications may include product performance / maintenance, product installation, project management, site planning and professional services. Pro-actively coordinates resources, problem resolution, problem escalation, and the use of system level diagnostics. Understands service processes and options that are linked with the customers specifications. Able to identify and solve a wide range of problems. Needs a 24-hour commitment to support customer specifications which may also be fulfilled by participation in the regional standby rotation. Works primarily at customer sites.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 5 years relevant work experience. BS/BA preferred.
101540	Field Support Specialist 4	SUPP	PREMSERV	IC4	Responsible for providing the first line of on-site field system support that includes hardware, software, software applications, and networking to customers and field personnel on-site at customers or remotely.	Provides a high level of customer satisfaction through the effective delivery of technical support and service programs. Customer support specifications may include product performance / maintenance, product installation, project management, site planning and professional services. Pro-actively coordinates resources, problem resolution, problem escalation, and the use of system level diagnostics. Understands service processes and options that are linked with the customers specifications. Able to identify and solve a wide range of problems. Needs a 24-hour commitment to support customer specifications which may also be fulfilled by participation in the regional standby rotation. Works primarily at customer sites.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 8 years relevant work experience. BS/BA preferred.
101550	Field Support Specialist 5	SUPP	PREMSERV	IC5	Responsible for providing the first line of on-site field system support that includes hardware, software, software applications, and networking to customers and field personnel on-site at customers or remotely.	Provides a high level of customer satisfaction through the effective delivery of technical support and service programs. Customer support specifications may include product performance / maintenance, product installation, project management, site planning and professional services. Pro-actively coordinates resources, problem resolution, problem escalation, and the use of system level diagnostics. Understands service processes and options that are linked with the customers specifications. Able to identify and solve a wide range of problems. Needs a 24-hour commitment to support customer specifications which may also be fulfilled by participation in the regional standby rotation. Works primarily at customer sites.	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. 10 plus years experience. BA/BS degree preferred.
86502	Systems Analyst 1-Support	SUPP	PREMSERV	IC1	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to Internal Oracle employees on diverse customer situations and escalated issues.	As a Systems Engineer, you will interface with the customer"s IT staff on a regular basis. Either at the client"s site or from a remote location, you will be responsible for resolution of moderately complex technical problems related to the installation, recommended maintenance and use and repair/workarounds for Oracle products. You should have knowledge of some Oracle products and one platform that is being supported. You will be expected to work with only general guidance from senior engineers and management and, in some areas may work independently.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. A Bachelor"s degree in Computer Science, Engineering or equivalent experience preferred.
86520	Systems Analyst 2-Support	SUPP	PREMSERV	IC2	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to Internal Oracle employees on diverse customer situations and escalated issues.	As a Systems Engineer, you will interface with the customer"s IT staff on a regular basis. Either at the client"s site or from a remote location, you will be responsible for resolution of moderately complex technical problems related to the installation, recommended maintenance and use and repair/workarounds for Oracle products. You should have knowledge of some Oracle products and one platform that is being supported. You will be expected to work with only general guidance from senior engineers and management and, in some areas may work independently.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Because of substantial customer interfacing, a demonstrated ability to work with customers on an independent basis, while constantly achieving the highest levels of customer satisfaction is essential. A Bachelors degree in Computer Science, Engineering or equivalent experience is preferred with two years related experience.

85540	Systems Analyst 3-Support	SUPP	PREMSERV	IC3	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to internal Oracle employees on diverse customer situations and escalated issues.	As a Senior Systems Engineer, you will interface with the customer's IT staff on a regular basis. Either at the client's site or from a remote location, you will be responsible for resolution of moderately complex technical problems related to the installation, recommended maintenance and use and repair/workarounds for Oracle products. You should be highly experienced in some Oracle products and several platforms that are being supported. You will be expected to work with only general guidance from management while advising management on progress/status.	Job duties are varied and complex utilizing independent judgment. May have project lead role. Because of substantial customer interfacing, a demonstrated ability to work with customers on an independent basis with exceptional communication skills, while consistently achieving the highest levels of customer satisfaction is essential. A Bachelor's degree in Computer Science, Engineering or equivalent experience is preferred with five years related experience. Experience with Oracle's core products, applications, and tools is important.
90244	Systems Analyst 4-Support	SUPP	PREMSERV	IC4	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to internal Oracle employees on diverse customer situations and escalated issues.	As an Advisory Systems Engineer, you are expected to be an expert member of the problem-solving/avoidance team and be highly skilled in solving extremely complex (often previously unknown), critical customer issues. Performing the assigned duties with a high level of autonomy and reporting to management on customer status and technical matters on a regular basis, you will be expected to work with very limited guidance from management. Further, the Advisory Systems Engineer is sought by customers and Oracle employees to provide expert technical advice.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Because of substantial customer interfacing, a demonstrated ability to work with customers on an independent basis with exceptional communication skills, while consistently achieving the absolute highest levels of customer satisfaction. Both a Bachelor's and Master's degree in Computer Science, Engineering or equivalent experience 8 years related experience prior to taking this position. In addition, experience with Oracle's core products, applications, and tools.
85550	Systems Analyst 5-Support	SUPP	PREMSERV	IC5	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to internal Oracle employees on diverse customer situations and escalated issues.	As a Senior Principal Systems Engineer, you are a guru, with strong expertise across the stack & tiers (application and system), focused in the creation and management of business solutions using Oracle technology, the operations surrounding it, and the Oracle services infrastructure needed to achieve the highest service levels (e.g., availability, performance, etc.) and consequent high customer satisfaction. You will be responsible for setting overall technology direction for key areas to invest resources in, building internal expertise and leveraging knowledge within the Support organization. You will be expected to resolve and help guide resolution of multiple highly difficult and complex problems and escalations involving several product areas, while providing consultation to senior technical advisors on projects, reviewing their work and advising areas for self-advancement.	Provide leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Bachelor's and Master's degree in Computer Science or Engineering (Advanced degree such as MBA and/or Ph.D. a plus) 10 years related experience prior to taking this position. In addition, extensive experience with Oracle's core products, applications, and tools. Only proven top performing candidates of high integrity in previous job positions/grades are considered.
109300	Field Support Specialist Acq	SUPP	PREMSERV	N/A			0
109400	Customer Support Analyst Acq	SUPP	SUPPACC	N/A			0
82246	Customer Service Account Management Consultant 3 - Support	SUPP	SUPPACC	IC3	Develops and manages the Oracle Support relationship with a designated large account or small number of medium accounts throughout engagement. Maximizes the customers' use of Support Services, drives high degree of satisfaction and referenceability, and to protects and enhances Support revenue streams.	Main contact for Oracle customers. Manages the contract, or delivery engagement as defined by Oracle Service Support (OSS). Develops and maintains relationships with senior management across lines of business and third parties. Plans and deploys support activities to ensure effective delivery within agreed budgetary constraints. Advises the account on effective and efficient way to use Oracle support services and products, tools, systems, interfaces, and procedures. Assures and improves the quality of the service, and maintains accurate account information. Communicates opportunities for customers to engage with Oracle such as technical events and business seminars. Assists in the renewal of Support contracts, and contributes to pre-sales activities.	5-6 years of relevant experience. Specialist in account management practice. Fully proficient practitioner able to communicate at all levels within the account and create opportunities for the client to grow and improve their Oracle products and services. Proven ability to be customer focused, and developed acumen to cultivate and develop lasting customer relations. Job duties are varied and complex, needing independent judgment. May have project lead role.
83347	Customer Service Account Management Consultant 4-Support	SUPP	SUPPACC	IC4	Develops and manages the Oracle Support relationship with a designated large account or small number of medium accounts throughout engagement. Maximizes the customers' use of Support Services, drives high degree of satisfaction and referenceability, and to protects and enhances Support revenue streams.	Main contact for Oracle customers. Manages the contract, or delivery engagement as defined by Oracle Service Support (OSS). Develops and maintains relationships with senior management across lines of business and third parties. Plans and deploys support activities to ensure effective delivery within agreed budgetary constraints. Advises the account on effective and efficient way to use Oracle support services and products, tools, systems, interfaces, and procedures. Assures and improves the quality of the service, and maintains accurate account information. Communicates opportunities for customers to engage with Oracle such as technical events and business seminars. Assists in the renewal of Support contracts, and contributes to pre-sales activities.	8-12 years relevant work experience. Strong account management skills acquired through advanced training, study and experience. Extensive exposure to medium accounts needing subtle management often in difficult circumstances.
83348	Customer Service Account Management Consultant 5-Support	SUPP	SUPPACC	IC5	Develops and manages the Oracle Support relationship with a designated large account or small number of medium accounts throughout engagement. Maximizes the customers' use of Support Services, drives high degree of satisfaction and referenceability, and to protects and enhances Support revenue streams.	Main contact for Oracle customers. Manages the contract, or delivery engagement as defined by Oracle Service Support (OSS). Develops and maintains relationships with senior management across lines of business and third parties. Plans and deploys support activities to ensure effective delivery within agreed budgetary constraints. Advises the account on effective and efficient way to use Oracle support services and products, tools, systems, interfaces, and procedures. Assures and improves the quality of the service, and maintains accurate account information. Communicates opportunities for customers to engage with Oracle such as technical events and business seminars. Assists in the renewal of Support contracts, and contributes to pre-sales activities.	12 plus years of relevant work experience. Strong account management skills acquired through advanced training, study and experience. Highly specialized level of technical expertise or business acumen. Extensive breadth and depth of knowledge and experience of account management at the highest levels, representing companies major or top service accounts. Viewed as an expert in the field. Recognized authority and leading contributor in immediate business area/function. Work is non routine and very complex, involving the application of advanced technical/ business skills.
83349	Customer Service Acct Mgmt Cons 4- Support (Outside CA)	SUPP	SUPPACC	IC4	Develops and manages the Oracle Support relationship with a designated large account or small number of medium accounts throughout engagement. Maximizes the customers' use of Support Services, drives high degree of satisfaction and referenceability, and to protects and enhances Support revenue streams.	Main contact for Oracle customers. Manages the contract, or delivery engagement as defined by Oracle Service Support (OSS). Develops and maintains relationships with senior management across lines of business and third parties. Plans and deploys support activities to ensure effective delivery within agreed budgetary constraints. Advises the account on effective and efficient way to use Oracle support services and products, tools, systems, interfaces, and procedures. Assures and improves the quality of the service, and maintains accurate account information. Communicates opportunities for customers to engage with Oracle such as technical events and business seminars. Assists in the renewal of Support contracts, and contributes to pre-sales activities.	8-12 years relevant work experience. Strong account management skills acquired through advanced training, study and experience. Extensive exposure to medium accounts needing subtle management often in difficult circumstances.
83350	Customer Service Acct Mgmt Cons 5- Support (Outside CA)	SUPP	SUPPACC	IC5	Develops and manages the Oracle Support relationship with a designated large account or small number of medium accounts throughout engagement. Maximizes the customers' use of Support Services, drives high degree of satisfaction and referenceability, and to protects and enhances Support revenue streams.	Main contact for Oracle customers. Manages the contract, or delivery engagement as defined by Oracle Service Support (OSS). Develops and maintains relationships with senior management across lines of business and third parties. Plans and deploys support activities to ensure effective delivery within agreed budgetary constraints. Advises the account on effective and efficient way to use Oracle support services and products, tools, systems, interfaces, and procedures. Assures and improves the quality of the service, and maintains accurate account information. Communicates opportunities for customers to engage with Oracle such as technical events and business seminars. Assists in the renewal of Support contracts, and contributes to pre-sales activities.	12 plus years of relevant work experience. Strong account management skills acquired through advanced training, study and experience. Highly specialized level of technical expertise or business acumen. Extensive breadth and depth of knowledge and experience of account management at the highest levels, representing companies major or top service accounts. Viewed as an expert in the field. Recognized authority and leading contributor in immediate business area/function. Work is non routine and very complex, involving the application of advanced technical/ business skills.
83340	Customer Service Admin Support A4	SUPP	SUPPACC	IC0	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to internal Oracle employees on diverse customer situations and escalated issues.	In this role, you will provide guidance and real time resolution on a wide range of technical and non-technical customer issues including, but not limited to: product compatibility and configuration, license reconciliation, support entitlements and validation, invoice and shipping inquiries, electronic support troubleshooting and product availability. Also, you will be the point of contact for new customers, introducing and educating them on Oracle as a whole. You will also have the opportunity to gain knowledge of specific product areas within our core technologies and/or applications.	Prior working knowledge of or the desire to quickly learn about Oracle Financials, Oracle Service, ITS, Imaging, GSR, the World Wide Web, Internal knowledgebase, MSOffice tools and our Electronic Support Service Offerings. In addition, you will need to understand the use of operating systems, hardware environments, software, networking, Oracle products and how they all interrelate in a customer environment. Bachelors degree, an ideal candidate will demonstrate excellent communication skills, demonstrate prior abilities to be an effective team player, and will demonstrate commitment to ensuring customer success.

83341	Customer Service Analyst 1-Support	SUPP	SUPPACC	IC1	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to Internal Oracle employees on diverse customer situations and escalated issues.	In this role, your primary focus will be to deliver post-sales support and solutions to the Oracle Support Services customer base while serving as an advocate for customer needs. You will be responsible for fielding and resolving post-sales non-technical customer inquiries via phone and electronic means and technical questions regarding the use of and troubleshooting for our Electronic Support Services. As a primary point of contact for customers, you will act as a liaison between Oracle employees and the customer with moderate direction from Senior Client Relations Analysts and management. You will also provide guidance and resolution on a wide range of technical and non-technical customer issues. Resolution is primarily provided in real time with follow up for more complex matters.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Ideal candidate would have prior working knowledge of or the desire to quickly learn about Oracle Financials, Oracle Service, ITS, Imaging, GSR, the World Wide Web, Internal knowledgebase, MSOffice tools and our Electronic Support Service Offerings. In addition, you will need to understand the use of operating systems, hardware environments, software, networking, Oracle products and how they all interrelate in a customer environment. Bachelors degree and prior related experience, an ideal candidate will have excellent communication skills, will have shown prior abilities to be an effective team player, and will demonstrate commitment to ensuring customer success.
83342	Customer Service Analyst 2-Support	SUPP	SUPPACC	IC2	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to Internal Oracle employees on diverse customer situations and escalated issues.	In this role, your primary focus will be to deliver post-sales support and solutions to the Oracle Support Services customer base while serving as an advocate for customer needs. You will be responsible for fielding and resolving post-sales non-technical customer inquiries via phone and electronic means and technical questions regarding the use of and troubleshooting for our Electronic Support Services. As a primary point of contact for customers, you will act as a liaison between Oracle employees and the customer with little direction from management. You will also provide guidance and resolution on a wide range of technical and non-technical customer issues. Resolution is primarily provided in real time with follow up for more complex matters. This position may provide you an opportunity to be "proactively responsible" for support for our top revenue and strategic customers.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Prior working knowledge of or the desire to quickly learn about Oracle Financials, Oracle Service, ITS, Imaging, GSR, the World Wide Web, Internal knowledgebase, MSOffice tools and our Electronic Support Service Offerings. In addition, understand the use of operating systems, hardware environments, software, networking, Oracle products and how they all interrelate in a customer environment. You should also be fluent in customer TAR reporting systems. Bachelors degree and three years related experience (and one year Client Relations experience) in hand, an ideal candidate will have excellent communication skills, will have shown prior abilities to be an effective team player, and will demonstrate commitment to ensuring customer success.
83343	Customer Service Analyst 3-Support	SUPP	SUPPACC	IC3	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to Internal Oracle employees on diverse customer situations and escalated issues.	In this role, you will be considered the lead customer liaison for 4-10 strategic, top-revenue Support accounts, and will attend one-on-one meetings with representatives of the strategic accounts. You will be responsible for managing internal projects, such as creating internal training curricula and schedules, presenting across lines of businesses, identifying and driving productivity improvement opportunities, coordinating, preparing and qualifying Premier Analysts for Customer Visits and employee mentoring.	Job duties are varied and complex, needing independent judgment. May have project lead role. Because of the nature of this position, a proven track record of demonstrated working skills including, but not limited to, excellent verbal and written communication skills, project management skills, ability to multitask and work under pressure, and (most importantly) an unabbreviated commitment to ensuring customer success. Bachelor's Degree in either communications or information systems, previous account management and customer-focused experience, training experience in a software environment, prior working knowledge of or the desire to quickly learn about Oracle's products, and six years related experience.
83344	Customer Service Analyst 4-Support	SUPP	SUPPACC	IC4	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to Internal Oracle employees on diverse customer situations and escalated issues.	In this role, you will be considered the lead customer liaison for 4-10 strategic, top-revenue Support accounts, and will attend one-on-one meetings with representatives of the strategic accounts. You will be responsible for managing internal projects, such as creating internal training curricula and schedules, presenting across lines of businesses, identifying and driving productivity improvement opportunities, coordinating, preparing and qualifying Premier Analysts for Customer Visits and employee mentoring.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization.
83345	Customer Service Analyst 5-Support	SUPP	SUPPACC	IC5	To develop and manage the Oracle Support relationship with designated small to medium accounts throughout the engagement to maximize the customers' use of Support Services, drive high degree of satisfaction and referenceability, and to protect and enhance Support revenue streams.	Represent the customer as a single point of contact within Oracle. Manage the contract, or delivery engagement as defined by Oracle Service Support (OSS). Develop and maintain relationships with senior management across lines of business and third parties. Plan and deploy Support activities to ensure effective delivery within agreed budgetary constraints. Advise the account on the effective and efficient way to use Oracle support services and products, tools, systems, interfaces and procedures. Assure and improve the quality of the service, and maintain accurate account information. Assist in the renewal of Support contracts, and contribute to pre-sales activities. Communicate opportunities for customers to engage with Oracle such as technical events and business seminars.	Has a highly specialized level of technical expertise or business acumen. Extensive breadth and depth of knowledge and experience of account management at the highest levels representing companies major or top service accounts. Competently communicates a
11210	Customer Service Supervisor-Support	SUPP	SUPPACC	M1	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. As a Customer Relations Supervisor, you will be responsible for managing projects, such as creating internal training curriculums and schedules, presenting at Oracle Support Services new hire orientation, identifying and driving productivity improvement opportunities, coordinating, preparing and qualifying Client Relations analysts for the customer visit program and employee mentoring. A Supervisor is the first level point of contact for Client Relations' associates and is the first line of management for Client Relations Analysts.	In this role, you will assist management in establishing group goals and assist analysts in setting their objectives. You will identify and assume project ownership for process and productivity improvements, as well as acting as a mentor to other Analysts while providing management with performance feedback. In short, your role will serve as an important communications liaison between management and Customer Relations Analysts.	Coordinates the daily activities of a work group, setting priorities to ensure task completion. Provides technical/functional leadership as well as first line supervision, but does not have hire/fire authority. A bachelors degree and one year Client Relations experience and 3 years of professional experience in Client Relations field. Prefer a proven track record of excellent problem solving and research skills and excellent communication skills, while projecting a positive, professional image.
11220	Customer Service Manager-Support	SUPP	SUPPACC	M2	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. As a Client Relations Manager, you will be responsible for delivery of departmental results through successful direction and management of team or staff. While in this role, you will ensure high levels of customer satisfaction by establishing and measuring group performance against quality and productivity guidelines.	Your role will have an important part in the development and execution of the Client Relations yearly business plan. In addition, you will be responsible for establishing, implementing, and communicating departmental objectives and service levels. As a manager, you will be responsible for preparing and presenting employee performance appraisals on a regular basis. You will always be prepared to act as a company spokesperson to outside customers regarding their needs and inquiries.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Bachelors degree as well as at least 3 years Client Relations experience or appropriate related experience at Oracle. In addition, a proven track record of excellent problem solving and research skills, and excellent communication skills, while projecting a positive, professional image. Because of the nature of this position, you should have excellent communication skills, as well as the ability to provide leadership and direction to a professional team. As a Manager, you will demonstrate good judgment in the balancing of customer, employee, and company objectives.
11230	Customer Service Sr Manager-Support	SUPP	SUPPACC	M3	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. The Client Relations Senior Manager is responsible for delivery of departmental results for the U.S. Operation through successful direction of line managers and their staff within the department. You will ensure high levels of customer satisfaction by making certain that quality and productivity guidelines are established and solved for by each team, driving quality/productivity improvement efforts, understanding and conveying strategies of the Oracle Support Services organization, and positioning the organization within support and Oracle.	The Senior Manager will be responsible for all aspects of the respective US Client Relations organization, including the direction of department managers and their staff. A large component of this job is to translate departmental goals into performance objectives for each line manager and measure departmental and individual performance against plan. To accomplish this goal, you will jointly develop and implement an employee development plan for each line manager and recommend strategies for improvement areas. Your role will also include first line approval for salary and bonus recommendations as well as approving all personnel decisions (including hiring, promotion, transfer, compensation, and disciplinary action).	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Bachelors degree as well as at least 5 years Client Relations experience or appropriate related experience at Oracle. A proven track record of excellent problem solving and research skills, and excellent communication skills, while projecting a positive, professional image. Because of the nature of this position, you should have excellent communication skills, as well as the ability to provide leadership and direction to a professional team. As a Manager, you will demonstrate good judgment in the balancing of customer, employee, and company objectives.

11240	Customer Service Director-Support	SUPP	SUPPACC	M4	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. The Customer Service Director is responsible for delivery of departmental results for support operations through successful direction of line managers and their staff within the department. You will ensure high levels of customer satisfaction by making certain that quality and productivity guidelines are established and strived for by each team, driving quality/productivity improvement efforts, understanding and conveying strategies of the Oracle Support Services organization, and positioning the organization within support and Oracle.	The Director will be responsible for all aspects of the respective US Client Relations organization, including the direction of department senior managers and their staff. A large component of this job is to translate departmental goals into performance objectives for each line manager and measure departmental and individual performance against plan. To accomplish this goal, you will jointly develop and implement an employee development plan for each line manager and recommend strategies for improvement areas. Your role will also include approval for salary and bonus recommendations as well as approving all personnel decisions (including hiring, promotion, transfer, compensation, and disciplinary action).	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Ability to influence thinking or gain acceptance of others in sensitive situations.
11250	Customer Service Snr Director-Support	SUPP	SUPPACC	M5	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. The Customer Service Snr Director is responsible for delivery of departmental results for support operations through successful direction of line managers and their staff within the department. You will ensure high levels of customer satisfaction by making certain that quality and productivity guidelines are established and strived for by each team, driving quality/productivity improvement efforts, understanding and conveying strategies of the Oracle Support Services organization, and positioning the organization within support and Oracle.	Will be responsible for all aspects of the respective US Client Relations organization, including the direction of department managers and their staff. A large component of this job is to translate departmental goals into performance objectives for each line manager and measure departmental and individual performance against plan. To accomplish this goal, you will jointly develop and implement an employee development plan for each line manager and recommend strategies for improvement areas.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. BA/BS degree. MBA preferred.
11260	Customer Service VP-Support	SUPP	SUPPACC	M6	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. The Customer Service VP is responsible for delivery of departmental results for support operations through successful direction of line managers and their staff within the department. You will ensure high levels of customer satisfaction by making certain that quality and productivity guidelines are established and strived for by each team, driving quality/productivity improvement efforts, understanding and conveying strategies of the Oracle Support Services organization, and positioning the organization within support and Oracle.	Will be responsible for all aspects of the respective US Client Relations organization, including the direction of department managers and their staff. A large component of this job is to translate departmental goals into performance objectives for each line manager and measure departmental and individual performance against plan. To accomplish this goal, you will jointly develop and implement an employee development plan for each line manager and recommend strategies for improvement areas.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Demonstrated leadership and people management skills. Strong communication skills, analytical skills, thorough understanding of customer service. BS or MS degree or equivalent experience relevant to functional area.
45110	Support SVP	SUPP	SUPPACC	M7	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to Internal Oracle employees on diverse customer situations and escalated issues.		Contributes through Corporate vision; providing strategic direction for a division or business unit. Profit and loss responsibility of a division or business unit.
47010	Knowledge Analyst 1-Support	SUPP	PRODSUPP	IC1	Systematically collects information from Subject Matter Experts (SME) for the development of sector-specific keyword lists and databases that assist with understanding company technology, taxonomies, and methodologies.	Systematically collects information from Subject Matter Experts (SME) for the development of sector-specific keyword lists and databases that assist with understanding company technology, taxonomies, and methodologies. Identifies problems and solutions to be captured in the sector's knowledge base(s). Develops knowledge-based systems, algorithms, databases and expert systems that interact within the organization and to benefit customers including tools incorporated into end-user applications. May write software or scripts to extract data from various archives and live systems. May design procedures and processes where internal/external customers notify knowledge engineer of product issues/deficiencies so solutions may be included in knowledge-based articles, canned email responses, FAQs, online agent knowledge base, "tip-of-the-day" resources, build notices, etc. Develops, tests, and maintains expert systems for rule validity and usability. Continues to identify and capture new information on an ongoing basis. May develop or use measurement tools that monitor usage of database, compile and evaluate feedback and report results to management. Typical tools used by knowledge engineers are: XML, XSL, RDF/S, OWL and dynamic languages like Python, Perl, and Ruby.	0-2 years of relevant experience. BA/BS degree. Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures.
47020	Knowledge Analyst 2-Support	SUPP	PRODSUPP	IC2	Systematically collects information from Subject Matter Experts (SME) for the development of sector-specific keyword lists and databases that assist with understanding company technology, taxonomies, and methodologies.	Systematically collects information from Subject Matter Experts (SME) for the development of sector-specific keyword lists and databases that assist with understanding company technology, taxonomies, and methodologies. Identifies problems and solutions to be captured in the sector's knowledge base(s). Develops knowledge-based systems, algorithms, databases and expert systems that interact within the organization and to benefit customers including tools incorporated into end-user applications. May write software or scripts to extract data from various archives and live systems. May design procedures and processes where internal/external customers notify knowledge engineer of product issues/deficiencies so solutions may be included in knowledge-based articles, canned email responses, FAQs, online agent knowledge base, "tip-of-the-day" resources, build notices, etc. Develops, tests, and maintains expert systems for rule validity and usability. Continues to identify and capture new information on an ongoing basis. May develop or use measurement tools that monitor usage of database, compile and evaluate feedback and report results to management. Typical tools used by knowledge engineers are: XML, XSL, RDF/S, OWL and dynamic languages like Python, Perl, and Ruby.	2-5 years relevant technical experience. Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures.
47030	Knowledge Analyst 3-Support	SUPP	PRODSUPP	IC3	Systematically collects information from Subject Matter Experts (SME) for the development of sector-specific keyword lists and databases that assist with understanding company technology, taxonomies, and methodologies.	Systematically collects information from Subject Matter Experts (SME) for the development of sector-specific keyword lists and databases that assist with understanding company technology, taxonomies, and methodologies. Identifies problems and solutions to be captured in the sector's knowledge base(s). Develops knowledge-based systems, algorithms, databases and expert systems that interact within the organization and to benefit customers including tools incorporated into end-user applications. May write software or scripts to extract data from various archives and live systems. May design procedures and processes where internal/external customers notify knowledge engineer of product issues/deficiencies so solutions may be included in knowledge-based articles, canned email responses, FAQs, online agent knowledge base, "tip-of-the-day" resources, build notices, etc. Develops, tests, and maintains expert systems for rule validity and usability. Continues to identify and capture new information on an ongoing basis. May develop or use measurement tools that monitor usage of database, compile and evaluate feedback and report results to management. Typical tools used by knowledge engineers are: XML, XSL, RDF/S, OWL and dynamic languages like Python, Perl, and Ruby.	5-8 years of relevant technical experience. Undergraduate degree in Computer Science, MIS, Engineering or equivalent preferred. Ability to solve customer issues and convey resolution in complete, consistent and effective fashion is important. Understanding of system retrieval technology, hypermedia and Web technologies, a strong knowledge of relevant Oracle Products, and knowledge of SQL and UNIX. Job duties are varied and complex, needing independent judgment. May have project lead role.

47040	Knowledge Analyst 4-Support	SUPP	PRODSUPP	IC4	Systematically collects information from Subject Matter Experts (SME) for the development of sector-specific keyword lists and databases that assist with understanding company technology, taxonomies, and methodologies.	Systematically collects information from Subject Matter Experts (SME) for the development of sector-specific keyword lists and databases that assist with understanding company technology, taxonomies, and methodologies. Identifies problems and solutions to be captured in the sector's knowledge base(s). Develops knowledge-based systems, algorithms, databases and expert systems that interact within the organization and to benefit customers including tools incorporated into end-user applications. May write software or scripts to extract data from various archives and live systems. May design procedures and processes where internal/external customers notify knowledge engineer of product issues/deficiencies so solutions may be included in knowledge-based articles, canned email responses, FAQs, online agent knowledge base, "tip-of-the-day" resources, build notices, etc. Develops, tests, and maintains expert systems for rule validity and usability. Continues to identify and capture new information on an ongoing basis. May develop or use measurement tools that monitor usage of database, compile and evaluate feedback and report results to management. Typical tools used by knowledge engineers are: XML, XSL, RDF/S, OWL and dynamic languages like Python, Perl, and Ruby.	8-12 years of relevant technical experience preferred. Undergraduate degree in Computer Science, MIS, Engineering or equivalent preferred. Ability to solve customer issues and convey resolution in complete, consistent and effective fashion is important. Expert in the areas of responsibility and have outstanding problem solving skills important. Ability to understand business impact of the various pieces of the knowledge base. Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization.
47050	Knowledge Analyst 5-Support	SUPP	PRODSUPP	IC5	Systematically collects information from Subject Matter Experts (SME) for the development of sector-specific keyword lists and databases that assist with understanding company technology, taxonomies, and methodologies.	Systematically collects information from Subject Matter Experts (SME) for the development of sector-specific keyword lists and databases that assist with understanding company technology, taxonomies, and methodologies. Identifies problems and solutions to be captured in the sector's knowledge base(s). Develops knowledge-based systems, algorithms, databases and expert systems that interact within the organization and to benefit customers including tools incorporated into end-user applications. May write software or scripts to extract data from various archives and live systems. May design procedures and processes where internal/external customers notify knowledge engineer of product issues/deficiencies so solutions may be included in knowledge-based articles, canned email responses, FAQs, online agent knowledge base, "tip-of-the-day" resources, build notices, etc. Develops, tests, and maintains expert systems for rule validity and usability. Continues to identify and capture new information on an ongoing basis. May develop or use measurement tools that monitor usage of database, compile and evaluate feedback and report results to management. Typical tools used by knowledge engineers are: XML, XSL, RDF/S, OWL and dynamic languages like Python, Perl, and Ruby.	12 plus years of relevant technical experience. Provides leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. Viewed as an expert in the field. Recognized authority and leading contributor in immediate business area/function. Work is non routine and very complex, involving the application of advanced technical/ business skills.
90200	Product Support Supervisor	SUPP	PRODSUPP	M1			0
90246	Product Support Manager	SUPP	PRODSUPP	M2	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to Internal Oracle employees on diverse customer situations and escalated issues.	As a first-level manager who has performed technical or professional duties in a support environment, a significant component of your duties will entail gaining knowledge of policies affecting staff and in development of effective management skills. You will interact frequently with customers and other managers. Bottom line, you will establish and communicate departmental objectives and implement plans to assure attainment of goals. Your team is likely to be comprised primarily of technical or other professionals.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. BS (or technical equivalent). In addition, 5 or more years of technical or professional experience in addition to one or more years of experience in a management or other leadership role (preferably in a support environment).
90248	Product Support Sr. Manager	SUPP	PRODSUPP	M3	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to Internal Oracle employees on diverse customer situations and escalated issues.	As a Senior Manager, you will have successfully managed in past assignments for several years. In addition to having been an effective technical or professional contributor. You may also be responsible for one or more functional areas chartered with both staff and customer goals. Overall, you will establish and communicate departmental objectives and implement plans to assure attainment while ensuring proper utilization of resources.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet business needs. BS (or technical equivalent) is preferred. Five or more years of technical or professional experience in addition to three or more years of experience in a management or other leadership role (preferably in a support environment).
90250	Product Support Director	SUPP	PRODSUPP	M4	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to Internal Oracle employees on diverse customer situations and escalated issues.	As a Director you will be accountable for meeting the strategic, operational performance, quality and budgetary objectives set for the entire business unit or cost center, while assuring the highest level of customer satisfaction. You will work closely with managers to ensure proper utilization and performance goals are met, while being accountable for overall organization success.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Masters Degree (or technical equivalent) in a related technical or professional area. In addition, 8 or more years of technical or professional experience (support preferred) in addition to six or more years of successful management experience (preferably in a support environment) including two or more years as a second level manager.
90252	Product Support Sr. Director	SUPP	PRODSUPP	M5	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to Internal Oracle employees on diverse customer situations and escalated issues.	As a Senior Director you will be accountable for meeting the strategic, operational performance, quality and budgetary objectives set for the entire business unit, while assuring the highest level of customer satisfaction. You will work closely with senior managers and other directors to ensure proper utilization and performance goals are met, while being accountable for overall organization success. Your role will also include a strategic planning function for the entire support organization.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management involving negotiation of difficult matters to influence policy. Functional expertise and broad company knowledge. A Masters Degree (or technical equivalent) in a related technical or professional area. In addition, you will need eight or more years of technical or professional experience (support preferred) in addition to six or more years of successful management experience (preferably in a support environment) including four or more years as a senior executive.
90254	Product Support VP	SUPP	PRODSUPP	M6	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to Internal Oracle employees on diverse customer situations and escalated issues.	Oversee and manage being accountable for the strategic, operational performance, quality and budgetary objectives set for the entire business unit, while assuring the highest level of customer satisfaction. You will work closely with senior managers and other directors to ensure proper utilization and performance goals are met, while being accountable for overall organization success. Your role will also include a strategic planning function for the entire support organization.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures.
90120	Technical Analyst 1-Support	SUPP	PRODSUPP	IC1	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to Internal Oracle employees on diverse customer situations and escalated issues.	As an Associate Support Engineer, you will be the technical interface to customers, Original Equipment Manufacturers (OEMs) and Value-Added Resellers (VARs) for resolution of problems related to the installation, recommended maintenance and use of Oracle products. Your primary task will be to provide level one support to customers who contact the Oracle Solution Center and maintain high level of customer satisfaction while meeting guidelines (mostly through electronic means).	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. As this is an entry-level technical position at Oracle, a technical degree is preferred i.e., BS Computer Science/Management Information Systems/Science/ Engineering/Math/Physics/Chemistry with a 3.0 GPA. OR functional degree + technical higher degree or in lieu of degree may substitute 4 years professional experience & professional certification (i.e., CNE, MCSE, CPA, Oracle, etc.).

90121	Technical Analyst 2-Support	SUPP	PRODSUPP	IC2	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to Internal Oracle employees on diverse customer situations and escalated issues.	As a Support Engineer, you will be the technical interface to customers, Original Equipment Manufacturers (OEMs) and Value-Added Resellers (VARs) for resolution of problems related to the installation, recommended maintenance and use of Oracle products. Your primary task will be to provide support to customers who contact the Oracle Solution Center and maintain high level of customer satisfaction while meeting guidelines (mostly through electronic means). Able to work with general guidance from senior support engineers and management and, in some areas, may work independently. Solutions often take time to develop through research, collaboration or problem replication.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. One year prior working experience with Oracle products (or at least two years related experience without Oracle products) and technical degree i.e., BS Computer Science/Management Information Systems/Science/ Engineering/Math/Physics/Chemistry with a 3.0 GPA OR functional degree + technical higher degree or in lieu of degree may substitute 4 years professional experience & professional certification (i.e., CNE, MCSE, CPA, Oracle, etc.).
90122	Technical Analyst 3-Support	SUPP	PRODSUPP	IC3	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to Internal Oracle employees on diverse customer situations and escalated issues.	As a Sr. Support Engineer, you will be the technical interface to customers, Original Equipment Manufacturers (OEMs) and Value-Added Resellers (VARs) for resolution of problems related to the installation, recommended maintenance and use of Oracle products. Have an understanding of all Oracle products in their competencies and in-depth knowledge of several products and/or platforms. Also, you should be highly experienced in multiple platforms and be able to complete assigned duties with minimal direction from management. In this position, you will routinely act independently while researching and developing solutions to customer issues.	Job duties are varied and complex utilizing independent judgment. May have project lead role. 4 years experience with Core products or five years experience with Applications products and have a technical degree i.e., BS Computer Science/Management Information Systems/Science/ Engineering/Math/Physics/Chemistry with a 3.0 GPA OR (for Applications) proven professional/ technical experience, i.e., demonstrating an understanding of Applications at a functional and technical level (preferably Oracle)
90023	Technical Analyst 4-Support	SUPP	PRODSUPP	IC4	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to Internal Oracle employees on diverse customer situations and escalated issues.	As a Principal Support Engineer, you will offer strategic technical support to assure the highest level of customer satisfaction. A primary focus is to create/utilize automated technology and instrumentation to diagnose, document, and resolve/avoid customer issues. You are expected to be an expert member of the technical problem solving/problem avoidance team, routinely sought after to address extremely complex, critical customer issues. Services may be frequently provided by on-site customer visits.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 7 years experience with Core products or eight years experience with Applications products. BS Computer Science/Management Information Systems/Science/ Engineering/Math/Physics/Chemistry with 3.0 GPA OR (for Applications) proven professional/ technical experience, i.e., demonstrating an understanding of Applications at a functional and technical level (preferably Oracle).
90230	Technical Analyst 5-Support	SUPP	PRODSUPP	IC5	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to Internal Oracle employees on diverse customer situations and escalated issues.	As a Sr. Principal Support Engineer, you will be utilized as the "proactive" technical support, business solution implementation and risk manager to assure the highest level of customer satisfaction. You will create/contribute to automated technology and instrumentation to diagnose, document, and resolve/avoid customer issues. This position is regarded by Oracle, our partners, and our customers as the technical support expert in Oracle product usage in complex, open systems implementation environments.	Provide leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology. 12 years experience with Core products or 12 years experience with Applications products; technical degree i.e., BS Computer Science/Management Information Systems/Science/ Engineering/Math/Physics/Chemistry with a 3.0 GPA OR (for Applications) proven professional/ technical experience, i.e., demonstrating an understanding of Applications at a functional and technical level (preferably Oracle).
90126	Technical Analyst 6-Support	SUPP	PRODSUPP	IC6	As a member of the Support Organization, your focus is to develop and advise on the Support product lifecycle/domain policy. This includes contributing to the strategy definition and implementation, understanding customer issues and translating feedback into supportability of products, and influencing long-term product objectives.	Act as senior strategy advisor to Oracle Support Management within area of expertise. Take an active role in defining/creating short and long-term product line strategy. Develop partnerships with customers to understand service issues and proactively develop better service delivery plans and drive outreach programs. Create and execute product line support readiness plans, efficiency improvement, and education. Provide advice on best practices in handling service requests, as well as, providing detailed assistance on root cause analysis and overall product supportability.	You are an acknowledged global expert/professional within the company and/or industry. Provide leadership in the development, supportability, and strategic direction of new products, processes, and techniques. Act as primary consultant on large projects that effect the organization's long term objectives / strategy. BS or MS degree or equivalent experience relevant to functional area. 15 or more years of related experience.
90109	Technical Analyst A4-Support	SUPP	PRODSUPP	IC0	As a member of the Support organization, your focus is to deliver post-sales support and solutions to the Oracle customer base while serving as an advocate for customer needs. This involves resolving post-sales non-technical customer inquiries via phone and electronic means, as well as, technical questions regarding the use of and troubleshooting for our Electronic Support Services. A primary point of contact for customers, you are responsible for facilitating customer relationships with Support and providing advice and assistance to Internal Oracle employees on diverse customer situations and escalated issues.	Process and dispatch all new incoming technical Support tickets (phone, e-mail, web/form) from clients. Efficiently and courteously direct clients to appropriate contact points. Direct the Support ticket workload effectively and assist in resolving common customer inquiries. Encourage customers to leverage online Knowledge Base as initial resource. Provides administrative assistance to the Support line of business.	Works on assignments that are routine in nature where limited judgment is needed. May determine methods and procedures on new assignments. May provide guidance to other support members. Applies technical aspects of the job to complete tasks. Typical 2 years of related experience.
62740	Technical Architect 4	SUPP	SOLSUPP	IC4		Responsible for translating the client's business needs into specific systems, applications or process designs for very large complex IT solutions and integrating architecture. Acts as an advocate for the client, as the ultimate authority on the architecture designed to address client business problems. Provides direction for design activities.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. 5 years relevant work experience. BS/BA preferred.
62750	Technical Architect 5	SUPP	SOLSUPP	IC5		Responsible for translating the client's business needs into specific systems, applications or process designs for very large complex IT solutions and integrating architecture. Acts as an advocate for the client, as the ultimate authority on the architecture designed to address client business problems. Provides direction for design activities.	Acknowledged authority within the Corporation. Provides leadership and expertise in the development of new products/services/processes, frequently operating at the leading edge of technology.
40210	Associate Instructor-Training	TRAIN	INSTREXT	IC1	Customizes and delivers education services to external customers.	The Associate Consultant/Instructor is responsible for the success of their assigned Oracle project/training events and committed to superior customer service. They are expected to participate in the development of plans for continuous personal and professional growth. Control aspects of the customer event (i.e. instruction, application implementation, environment, setup etc.) to ensure success. Produce quality deliverables on a project (i.e. assessments, communication, curriculum development, Tutor, eLearning). Continually develop capacity to deliver services that add value to the customer and grow their understanding of basic concepts. Provide support to project team, project management, and upper management. Meet utilization targets. Travel as needed.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. BS or equivalent functional or professional experience preferred. Has obtained or is working towards applicable industry recognized certifications (OCP, CPA, CPIM).
40310	Staff Instructor-Training	TRAIN	INSTREXT	IC2	Customizes and delivers education services to external customers.	The Staff Consultant/Instructor is responsible for the success of their assigned Oracle project/training events and committed to superior customer service. They are expected to participate in the development of plans for continuous personal and professional growth. Control aspects of the customer event (i.e. instruction, application implementation, environment, setup etc.) to ensure success. Produce quality deliverables on a project (i.e. assessments, communication, curriculum development, Tutor, eLearning). Continually develop capacity to deliver services that add value to the customer and grow their understanding of basic concepts. Provide support to project team, project management, and upper management. Meet utilization targets. Travel as needed.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. BS or equivalent functional or professional experience preferred. Has obtained or is working towards applicable industry recognized certifications (OCP, CPA, CPIM). Has 1 plus years technical or professional experience using Oracle products, methods or related software.

40410	Senior Instructor-Training	TRAIN	INSTREXT	IC3	Customize and delivers education services to external customers.	The Senior Consultant/Instructor is responsible for the success of their assigned Oracle project/training events and committed to superior customer service. They are expected to participate in the development of plans for continuous personal and professional growth. The Senior Consultant/Instructor is expected to master new services, technology and internal processes shortly after their implementation. Manage aspects of the customer event (i.e. instruction, application implementation, environment, setup etc.) to ensure success. Produce quality deliverables on a project (i.e. assessments, communication, curriculum development, Tutor, eLearning). Demonstrate the ability to teach new technical material, deliver new offerings and services, and/or implement new Oracle Applications modules with minimal preparation time and guidance. Meet utilization targets. Travel as needed.	Job duties are varied and complex, needing independent judgment. May have project lead role. BS or equivalent functional or professional experience preferred. Has obtained one or more industry recognized certifications (OCP, CPA, CPIM). Has 2 plus years technical or professional experience using Oracle products or related software. Has 2 plus years consulting experience or experience teaching adult learners. This position is hourly and eligible for overtime.
40505	Principal Instructor-Training	TRAIN	INSTREXT	IC4	Customize and delivers education services to external customers.	The Principal Consultant/Instructor is responsible for the success of their assigned Oracle learning management/training event and committed to superior customer service. They are expected to develop plans for continuous personal and professional growth. The Principal Consultant/Instructor is expected to master new services, technology and internal processes shortly after their implementation. Manage aspects of the customer event (i.e. instruction, application implementation, environment, setup etc.) to ensure success. Produce quality deliverables on a project (i.e. assessments, communication, curriculum development, Tutor, eLearning). Ability to teach new technical material and/or implement new Oracle Applications modules with minimal preparation time. Review methods, processes, training materials and/or project implementation plans. Identify weak areas and suggest methods for improvement. Meet utilization targets. Travel as needed.	Job duties are varied and complex, needing independent judgment. May have project lead role. BS or equivalent technical experience preferred. Has obtained one or more industry recognized certifications (OCP, CPA, CPIM). Has 3 plus years technical or professional experience using Oracle products, methods or related software. Has 3 plus years consulting experience or experience teaching adult learners.
40610	Snr Principal Instructor-Training	TRAIN	INSTREXT	IC5	Customize and delivers education services to external customers.	The Senior Principal Consultant/Instructor is responsible for the success of their assigned Oracle learning management/training events and committed to superior customer service. Subject master experts with demonstrated superior skills in their specialty areas, they are expected to delegate, supervise, and develop other team members, both professionally and technically. The Senior Principal Consultant/Instructor is expected to quickly master new technology, offerings, and internal processes as well as assisting others in their preparation. Manage aspects of the customer event or project (i.e. instruction, application implementation, environment, setup, assessments, communication, curriculum development, tutor etc.) to ensure success. Design and develop new offerings, approaches, and solutions which meet customer business needs and create innovative tools, processes, and templates to produce quality deliverables. Advise and support junior team members in their professional development. Ability to teach new technical material, deliver new service offerings, and/or implement new Oracle Applications modules with minimal preparation time. Meet utilization targets. Travel as needed.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. MS or equivalent functional or professional experience preferred. Has obtained one or more industry recognized certifications (OCP, CPA, CPIM). Has 5+ years technical or professional experience using Oracle products, methods or related software. Has 5+ years consulting experience or experience teaching adult learners.
42001	Course/Curriculum Dev 1-Training	TRAIN	COURSE	IC1	Develops courseware to support new and existing products, often though not exclusively in conjunction with Product Division.	Coordinate and evaluate development contributions from other courseware development team members. Develop certification questions for use in the Oracle Certified Professional (OCP) exams. Solicit & incorporate feedback from reviews and training events. Deliver training at train-the-trainer and pilot events.	Work involves some problem solving with assistance and guidance in understanding and applying company policies and procedures. Bachelor's Degree in Computer Science or Instructional Design. Two years technical or professional experience using Oracle products or related software. Strong SQL and PL/SQL knowledge and experience. Knowledge of XML, Java, and J2EE technologies. Experience with Oracle8i Database administration. Knowledge of Oracle8i Application server.
42002	Course/Curriculum Dev 2-Training	TRAIN	COURSE	IC2	Develops courseware to support new and existing products, often though not exclusively in conjunction with Product Division.	Coordinate and evaluate development contributions from other courseware development team members. Develop certification questions for use in the Oracle Certified Professional (OCP) exams. Solicit & incorporate feedback from reviews and training events. Deliver training at train-the-trainer and pilot events.	Duties and tasks are standard with some variation. Completes own role largely independently within defined policies and procedures. Bachelor's Degree in Computer Science or Instructional Design. Two years adult education experience (as teacher or curriculum developer). Five years technical or professional experience using Oracle products or related software. Strong SQL and PL/SQL knowledge and experience. Knowledge of XML, Java, and J2EE technologies. Experience with Oracle8i Database administration. Knowledge of Oracle8i Application server.
42003	Course/Curriculum Dev 3-Training	TRAIN	COURSE	IC3	Develops courseware to support new and existing products, often though not exclusively in conjunction with Product Division.	Coordinate and evaluate development contributions from other courseware development team members. Develop certification questions for use in the Oracle Certified Professional (OCP) exams. Solicit & incorporate feedback from review and training events. Deliver training at train-the-trainer and pilot events.	Job duties are varied and complex, needing independent judgment. May have project lead role. Bachelor's Degree in Computer Science or Instructional Design. Four years adult education experience (as teacher or curriculum developer). Seven years technical or professional experience using Oracle products or related software. Strong SQL and PL/SQL knowledge and experience. Knowledge of XML, Java, and J2EE technologies. Experience with Oracle8i Database administration. Knowledge of Oracle8i Application server.
42004	Course/Curriculum Dev 4-Training	TRAIN	COURSE	IC4	Develops courseware to support new and existing products, often though not exclusively in conjunction with Product Division.	Coordinate and evaluate development contributions from other courseware development team members. Develop certification questions for use in the Oracle Certified Professional (OCP) exams. Solicit & incorporate feedback from reviews and training events. Deliver training at train-the-trainer and pilot events.	Leading contributor individually and as a team member, providing direction and mentoring to others. Work is non-routine and very complex, involving the application of advanced technical/business skills in area of specialization. Bachelor's Degree in Computer Science or Instructional Design. Four years adult education experience (as teacher or curriculum developer). Seven years technical or professional experience using Oracle products or related software. Strong SQL and PL/SQL knowledge and experience. Knowledge of XML, Java, and J2EE technologies. Experience with Oracle8i Database administration. Knowledge of Oracle8i Application server.
42005	Course/Curriculum Dev 5-Training	TRAIN	COURSE	IC5	Develops courseware to support new and existing products, often though not exclusively in conjunction with Product Division.	Coordinate and evaluate development contributions from other courseware development team members. Develop certification questions for use in the Oracle Certified Professional (OCP) exams. Solicit & incorporate feedback from reviews and training events. Deliver training at train-the-trainer and pilot events.	Acknowledged authority within the Corporation. Acts as a leader of large-scale company initiatives. Viewed by peers as a leader and top contributor and by line management as a key business partner. Bachelor's Degree in Computer Science or Instructional Design. Four years adult education experience (as teacher or curriculum developer). Ten years technical or professional experience using Oracle products or related software. Strong SQL and PL/SQL knowledge and experience. Knowledge of XML, Java, and J2EE technologies. Experience with Oracle8i Database administration. Knowledge of Oracle8i Application server.
62420	Course/Curriculum Dev Mgr - Training	TRAIN	COURSE	M2	Develops courseware to support new and existing products, often though not exclusively in conjunction with Product Division.	Develop policies and guidelines for the creation and delivery of classes by working with the curriculum development, instructional, and internal/external audience communities. Identify and implement instructional methods and technologies that add value to classes. Coordinate virtual classroom strategy and operations with global counterparts. Train instructors and curriculum developers to use virtual classroom and conferencing applications.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. Solid project management skills. Background in distance learning methods and technology. Excellent interpersonal and communications skills. BA/BS.
62430	Course/Curriculum Dev Snr Mgr - Training	TRAIN	COURSE	M3	Develops courseware to support new and existing products, often though not exclusively in conjunction with Product Division.	Develop policies and guidelines for the creation and delivery of classes by working with the curriculum development, instructional, and internal/external audience communities. Identify and implement instructional methods and technologies that add value to classes. Coordinate virtual classroom strategy and operations with global counterparts. Train instructors and curriculum developers to use virtual classroom and conferencing applications.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Solid project management skills. Background in distance learning methods and technology. Excellent interpersonal and communications skills. BA/BS
62440	Course/Curriculum Dev Director - Training	TRAIN	COURSE	M4	Develops courseware to support new and existing products, often though not exclusively in conjunction with Product Division.	Develop policies and guidelines for the creation and delivery of classes by working with the curriculum development, instructional, and internal/external audience communities. Identify and implement instructional methods and technologies that add value to classes. Coordinate virtual classroom strategy and operations with global counterparts. Train instructors and curriculum developers to use virtual classroom and conferencing applications.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Solid project management skills. Background in distance learning methods and technology. Excellent interpersonal and communications skills. BA/BS
62450	Course/Curriculum Dev Snr Director - Training	TRAIN	COURSE	M5	Develops courseware to support new and existing products, often though not exclusively in conjunction with Product Division.	Develop policies and guidelines for the creation and delivery of classes by working with the curriculum development, instructional, and internal/external audience communities. Identify and implement instructional methods and technologies that add value to classes. Coordinate virtual classroom strategy and operations with global counterparts. Train instructors and curriculum developers to use virtual classroom and conferencing applications.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management, providing negotiation of difficult matters to influence policy. Background in distance learning methods and technology. Excellent interpersonal and communications skills. BA/BS
62460	Course/Curriculum Dev VP - Training	TRAIN	COURSE	M6	Develops courseware to support new and existing products, often though not exclusively in conjunction with Product Division.	Develop policies and guidelines for the creation and delivery of classes by working with the curriculum development, instructional, and internal/external audience communities. Identify and implement instructional methods and technologies that add value to classes. Coordinate virtual classroom strategy and operations with global counterparts. Train instructors and curriculum developers to use virtual classroom and conferencing applications.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Background in distance learning methods and technology. Excellent interpersonal and communications skills.
48030	Training Coordinator-A1	TRAIN	COURSE	IC0	Develops courseware to support new and existing products, often though not exclusively in conjunction with Product Division.	Manage development and delivery of product training on software. Define training needs; develop plan and schedule. Refine presentations by engineering and product management into training presentations for specific audiences. Manage production of webcast version of each training presentation using expert presenters. Handle all logistics needed to hold live training. Ensure that timely training accompanies all future product releases. May be responsible for answering phones in training facility.	Works on assignments that are semi routine in nature where the ability to recognize deviation from accepted practice is needed. Follows standard practices and procedures. Normally receives detailed instructions on routine work and new assignments. BA/BS. Entry level position.

48031	Training Coordinator-A2	TRAIN	COURSE	ICO	Develops courseware to support new and existing products, often though not exclusively in conjunction with Product Division.	Manage development and delivery of product training on software. Define training needs; develop plan and schedule. Refine presentations by engineering and product management into training presentations for specific audiences. Manage production of webcast version of each training presentation using expert presenters. Handle all logistics needed to hold live training. Ensure that timely training accompanies all future product releases. May be responsible for answering phones in training facility.	Works on assignments that are semi routine in nature where the ability to recognize deviation from accepted practice is needed. Follows standard practices and procedures. Normally receives detailed instructions on routine work and new assignments. BA/BS; 2 years of business experience, experience managing event logistics.
48032	Training Coordinator-A3	TRAIN	COURSE	ICO	Develops courseware to support new and existing products, often though not exclusively in conjunction with Product Division.	Manage development and delivery of product training on software. Define training needs; develop plan and schedule. Refine presentations by engineering and product management into training presentations for specific audiences. Manage production of webcast version of each training presentation using expert presenters. Handle all logistics needed to hold live training. Ensure that timely training accompanies all future product releases. May be responsible for answering phones in training facility.	Works on assignments that are semi routine in nature where the ability to recognize deviation from accepted practice is needed. Follows standard practices and procedures. Normally receives detailed instructions on routine work and new assignments. BA/BS; 4 years of business experience, experience managing event logistics.
48033	Training Coordinator-A4	TRAIN	COURSE	ICO	Develops courseware to support new and existing products, often though not exclusively in conjunction with Product Division.	Manage development and delivery of product training on software. Define training needs; develop plan and schedule. Refine presentations by engineering and product management into training presentations for specific audiences. Manage production of webcast version of each training presentation using expert presenters. Handle all logistics needed to hold live training. Ensure that timely training accompanies all future product releases. May be responsible for answering phones in training facility.	Works on assignments that are semi routine in nature where the ability to recognize deviation from accepted practice is needed. Follows standard practices and procedures. Normally receives detailed instructions on routine work and new assignments. BA/BS; 6 years of business experience, experience managing event logistics.
62020	Product Training Manager	TRAIN	INSTREXT	M2	Customizes and delivers education services to external customers.	The Delivery Manager is responsible for the success of all Oracle events in their business area, committed to superior customer service and dedicated to the personal and professional development of their team. The Delivery Manager also focuses on fiscal management of the region through annual budgets, forecasting and expense management. Manage their aspect of the customer event (e.g. instructors/consultants, courseware, facilities, schedules, billing etc.) to ensure success. Provides fiscal management of their area, including the development of annual budgets, weekly forecasts and overall expense management. Advise and support staff professional development. Promote, implement and monitor strategies to ensure quality of OU products and services. Travel as necessary.	Leads a specialized area which may have diverse functional elements. Frequently interacts with supervisors and/or functional peer group managers. May interact with senior management. BS or equivalent technical experience preferred. Has obtained one or more industry recognized certifications (CTT, OCP, CPA, CPIM). Preferably 3 plus years technical or professional experience using Oracle products or related software. Has 2 plus years experience teaching adult learners. Has 3 plus years experience in a management or leadership role.
62030	Product Training Sr/ Manager	TRAIN	INSTREXT	M3	Customizes and delivers education services to external customers.	The Senior Delivery Manager is responsible for the success of all Oracle events in their business area, committed to superior customer service and dedicated to the personal and professional development of their team. The Senior Delivery Manager is also responsible for the fiscal management of the region through annual budgets, forecasting and expense management. Manage their aspect of the customer event (e.g. instructors/consultants, courseware, facilities, schedules, billing etc.) to ensure success. Provides fiscal management of their area, including the development of annual budgets, weekly forecasts and overall expense management. Ensure proper utilization of resources and provide justification for additional regional and area resource requests; position individuals to fill future specifications. Provide technical sales support for education products and services. Travel necessary.	Manages and controls activities in multi-functional areas of sections. Ensures appropriate operational planning is effectively executed to meet Corporate specifications. Masters Degree or equivalent experience preferred. Has obtained one or more industry recognized certifications (CTT, OCP, CPA, CPIM). Has 8 plus or more years technical or professional experience using Oracle products or related software. Has 5 plus years experience teaching adult learners. Has 3 plus years experience in a management or other leadership role.
62040	Product Training Director	TRAIN	INSTREXT	M4	Customizes and delivers education services to external customers.	The Delivery Director is responsible for delivery of departmental results through successful direction and management of staff and resources, ensuring the highest level of customer satisfaction. Also responsible for the fiscal management of their business area, the development of annual budgets, weekly forecasts and overall expense management. Establishes and communicates departmental objectives and overseas plans to assure attainment. Develops and manages to approved budget, ensures proper utilization of resources and authorizes departmental expenditures. Participates in the strategic planning function for the delivery organization. Recommends strategies and improvement ideas to senior management.	Assists in the development of short, medium, and long term plans to achieve strategic objectives. Regularly interacts across functional areas with senior management or executives to ensure unit objectives are met. Masters Degree or equivalent experience preferred. Has 5 plus years of experience teaching adult learners. Has 10 plus years of industry experience, including 5 plus years of technical or professional experience (education preferred) in addition to 5 plus years of experience in a management or other leadership role.
62050	Product Training Sr/ Director	TRAIN	INSTREXT	M5	Customizes and delivers education services to external customers.	The Delivery Senior Director is responsible for delivery of departmental results through successful direction and management of staff and resources, ensuring the highest level of customer satisfaction. Also responsible for the fiscal management of their business area, the development of annual budgets, weekly forecasts and overall expense management. Establishes and communicates departmental objectives and overseas plans to assure attainment. Develops and manages to approved budget, ensures proper utilization of resources and authorizes departmental expenditures. Participates in the strategic planning function for the delivery organization. Recommends strategies and improvement ideas to senior management.	Directs and ensures the implementation of operational policies through subordinate managers. Interacts internally and externally with executive management requiring negotiation of difficult matters to influence policy. Masters Degree or equivalent experience preferred. Has 5 plus years of experience teaching adult learners. Has 10 plus years of industry experience, including 5 plus years of technical or professional experience (education preferred) in addition to 5 plus years of experience in a management or other leadership role.
62060	Product Training VP	TRAIN	INSTREXT	M6	Customizes and delivers education services to external customers.	The Delivery VP is responsible for delivery of departmental results through successful direction and management of staff and resources, ensuring the highest level of customer satisfaction. Also responsible for the fiscal management of their business area, the development of annual budgets, weekly forecasts and overall expense management. Establishes and communicates departmental objectives and overseas plans to assure attainment. Develops and manages to approved budget, ensures proper utilization of resources and authorizes departmental expenditures. Participates in the strategic planning function for the delivery organization. Recommends strategies and improvement ideas to senior management.	Assists in the creation of division strategy and consults with senior management in providing direction to ensure growth and financial success. Ensures a consistent approach of organizational policies and procedures. Masters Degree or equivalent experience preferred. Has 8 plus years of experience teaching adult learners. Has 12 plus years of industry experience, including 6 plus years of technical or professional experience (education preferred) in addition to 7 plus years of experience in a management or other leadership role.
45111	Training / Education SVP	TRAIN	INSTREXT	M7			