
From: Vicki Ton <vicki.ton@oracle.com>
To: [REDACTED]
Sent: 11/19/2013 7:53:52 PM
Subject: RE: Action Required: Job offer (New Hire - Regular) to [REDACTED] from [REDACTED] requires approval

Hi [REDACTED] – the content is OK but need you to consolidate and summarize what I have highlighted below. Include the most important aspect of the position and candidate skill set so it is not so lengthy. Remember that the CEO office approver is the ultimate reviewer so keep it simple and offer only the unique points to justify the hire.

From: [REDACTED]
Sent: Tuesday, November 19, 2013 11:47 AM
To: Vicki Ton
Subject: Re: Action Required: Job offer (New Hire - Regular) to [REDACTED] from [REDACTED] requires approval

Hi Viki, Can you please review this before I put it on the offer. Thanks!



1. An overview of the role.

As a Senior Member of Technical Staff in Fusion Applications [REDACTED] group, [REDACTED] will be required to provide technical expertise on platforms related issues that the team comes across. He will handle technical problem related to the fusion applications and fusion middle ware on the platforms level and will be responsible for providing code fixes to the issues found. as an SMTP he will be required to have certain amount of leadership skills and have the ability to lead and deliver small team who will work on smaller objectives to compliment the overall goals of the team

2. What is the role responsible for, and why is it important to fill?

This Role will be responsible to contribute to the daily activities in the [REDACTED] team. He will be required to handle any customer issues encountered on platforms and be able to collaborate with various team to come up solutions. The number of customers on platforms with on-premise installs is growing and will required specialized people and a well organized team to enable the customers. [REDACTED] has the required skills needs for this to quickly contribute to the team without much learning time. Following are few duties this role will perform:

- a) Develop, debug, and optimize software code on [REDACTED]
- b) [REDACTED], develop/enhance and integrate Fusion Applications Provisioning and [REDACTED] on these platforms
- c) Debug and Resolve critical Fusion Apps customer issues on these platforms
- d) Work with [REDACTED] and Fusion Apps product team in resolving performance and functional issues

The role is important to fill because:

a) Fusion Applications has an aggressive release cycle, in addition to the standard 1-2 releases per year there are multiple post-release patches release.

This requires additional human resources to debug and troubleshoot issues on a timely manner.

b) Critical customer performance and functional bugs are being reported and this requires additional man power

3. Why was this candidate chosen over others? What special skills or experience does the candidate offer over other candidates?

This candidate was chosen over others because.

a) He has prior experience in [REDACTED] of Fusion Apps is extremely valuable as he will be productive as

soon as he comes on-board.

b) His strength is Java/J2EE programming and debugging skills which will be very much useful in our release process and customer support.

c) Has solid exposure to FA build and release engineering processes.

d) He has already demonstrated his excellent technical, communication and organizational skills. He is very hard working and motivated.

Following is the skill assessment of this candidate. This candidate chosen based on the skill levels and ability to solve complex programming problems.

Java : Excellent

C/C++ : Good

Scripting (Shell, WLST, Python) : Excellent

SQL : Excellent

J2EE : Excellent

Platforms : Primarily has worked on [REDACTED] but has excellent [REDACTED] understanding, hence can handle any platform including Windows

JDK/JVMs : Excellent knowledge of [REDACTED] but can work on any [REDACTED]

Application Server : Excellent knowledge of Weblogic server

Middleware : Excellent in [REDACTED] good understanding of other technologies such as [REDACTED] etc

Databases : Good Oracle DB skills

Build/Release Engineering : Solid exposure to FA build and release engineering processes

Debugging : Excellent [REDACTED] debugging skills

4. What will be the negative business impact if the headcount is left open and not filled at this time?

[REDACTED] is responsible to release a quality & timely product on 5 different platforms. With the release cycle being more frequent we need all the people on board to help get the deliveries on time. Also given the growing number of platforms customer installs and issues, we need to maintain the head count to avoid overloading the others on the team. The negative impact will be timely delivery of Fusion Apps releases and patch releases on platforms. Delays in critical customer bugs resolution and uptake of Fusions Apps.

On 11/18/2013 3:55 PM, Vicki Ton wrote:

Hi [REDACTED] – returning this back to you as we need the full justification in the comment to approvers field. This is required for the CEO office review/approval.

Provide detailed justification and paste it in the “comments to approver” field of the job offer. Please address the following in your justification:

1. An overview of the role.
2. What is the role responsible for, and why is it important to fill?
3. Why was this candidate chosen over others? What special skills or experience does the candidate offer over other candidates?
4. What will be the negative business impact if the headcount is left open and not filled at this time?

From: oracle-workflow-gsi_ww

Sent: Friday, November 15, 2013 3:47 PM

To: Ton, Vicki

Subject: Action Required: Job offer (New Hire - Regular) to [REDACTED] from [REDACTED] requires approval

From [REDACTED]
To Ton, Vicki
Sent 15-Nov-2013 15:46:30
ID [REDACTED]

Basic Offer Details

Business Group **Oracle America, Inc.**

Previous Email Address

Vacancy Number **IRC2359635**
 Proposed Start Date [REDACTED]
 Job **10530.Software Developer
 3.PRODEV.SWENG.IC3**
 Grade [REDACTED]
 Organization **CT09 - MW & Extensions
 Mgmt - ORCL USA**
 Location **US-CA-Redwood City-500
 Oracle Parkway**
 Manager [REDACTED]
 Manager Email [REDACTED]
 Recruiter **Montgomery, Mr Michael K**
 Employment Status **Full Time - Regular**
 Discretionary Job Title **Senior Member Technical
 Staff**
 Product Association **N/A**
 N/A
 Rep Type **N/A**
 N/A
 Product Descriptor **N/A**
 N/A
 Industry **Not Applicable**
 N/A
 Budgeted Headcount **Yes**
 Salary in Budget **Yes**
 Replacement Hire **No**
 Replaced Employee

Justification for this hire [REDACTED] skills are in
 exact match with the role
 he is expected to play at
 Oracle, [REDACTED] Fusion
 Applications.
 Candidate Source Other
 Employee Referral Name
 Hire Type **New Hire - Regular**
 Work Schedule **1 Schedule: 8-8-8-8-0-0**
 Vacation Plan **Standard Vacation Plan**
 Temporary Assignment End Date
 Channel **Internal Recruiter**
 Internal Recruiter
 University Degree
 Romania Local Job Grade
 Italy Local Job Grade
 France Local Job Grade
 Current Employment Local Grade
 Candidate's Current Job Title **Software Engineer**
 Candidate's Current Salary/ATV [REDACTED]
 Commission Draw Duration
 Former Acquired Company Name
 Shift/Premium Eligible
 Display Salary as Hourly?
 Eligible to work where job is posted **Y**

Salary Information

Salary Basis **Annual**
 Proposed Salary [REDACTED]
 Grade Range [REDACTED]
 Comparatio
 Quartile
 Annualized FTE Salary
 Annualized Salary [REDACTED]

✓TIP Conversion rate as on 31-May-2013 from USD to USD: 1 USD =

Additional Offer Details

Individual Compensation Plans for Offers

Stock
 Justification
 Car Allowance
 Justification
 Relocation Amount
 Justification
 Sign On Bonus
 Justification

Documents

Documents Available As Of Application Date

File Name	File Type	Upload Date	Description
[REDACTED].resume (1).doc	Resume	01-Nov-2013	Resume

[View Documents](#)

Attachments

Internal Documents

Title	Type	Description	Category	Last Updated By	Last Updated	Usage	Update	Delete
Christophe Approval	File	This document has detailed justificaiton as well	Miscellaneous	[REDACTED]@ORACLE.COM	15-Nov-2013	One-Time		

External Documents

Title	Type	Description	Category	Last Updated By	Last Updated	Usage	Update	Delete
No results found.								

Action History

Num	Action Date	Action	From	Details
1	15-Nov-2013 15:46:30	Submit	[REDACTED]	This offer has been approved by Christophe. Need to start the PO process for H1B transfer. Will need work with HR for further process on the H1B transfers.

Related Applications

- [Return For Correction](#)
- [View Offer Letter](#)

└

Please click on one of the following choices to automatically generate an E-mail response. Before sending the E-mail response to close this notification, ensure all response prompts include a desired response value within quotes.

Action: **Approve** **Reject** **Request Information**

--

Best regards, [REDACTED]

ORACLE

[REDACTED] | Director

400 Oracle Parkway | Redwood City, CA 96504



Oracle is committed to developing practices and products that help protect the environment