

ORACLE iRecruitment Administrator

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Offers Workbench >

Candidate Details: Villados, [REDACTED]

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Candidate 52

Applicant Number [REDACTED]  
Name [REDACTED]  
Email Address [REDACTED]  
Location [REDACTED]  
Current Employer [REDACTED]  
Vacancy IRC1348285  
Job Title 10842.QA Manager-  
ProdDev.PRODEV.TECHQA.M2

Home Phone Number + [REDACTED]  
Last Degree Completed [REDACTED]  
Preferred Language English  
Current Applications 1  
Application Date [REDACTED]  
Offer Status Approved

Offer Extended Date

Candidate Profile Qualifications Resumes and Documents Jobs Considered For Applications Offers

Select Offer: View Details

Select	Vacancy	Posting Name	Expiry Date	Proposed Start Date	Offer Creation Date	Offer Status
<input checked="" type="radio"/>	IRC1348285	QA Manager-ProdDev		[REDACTED]	[REDACTED]	Approved

IRC1348285

Below is the summary of the offer created for this application. Select any one of the available options and click Go to process the task.

Action

Go

Basic Offer Details

Offer Status	Approved	Replaced Employee	
Proposed Start Date	01-Jul-2010	Previous Employee/Contractor Number	
Job	10842.QA Manager- ProdDev.PRODEV.TECHQA.M2	Previous Country/Business Group	
Grade	[REDACTED]	Justification for this hire	For Compensation QA Manager
Offer Outside of This Vacancy	No	Candidate Source	Internal Applicant
Organization	PD98 - Fusion HCM Development - 001	Employee Referral Name	
Location	3OP3	Channel	Hiring Manager
Manager	[REDACTED]	Former Emp-Oracle Acquired Cmp	
Recruiter		Former Acquired Company Name	
Business Group	Oracle America, Inc.	Candidate's Current Company/Job Title	10842.QA Manager- ProdDev.PRODEV.TECHQA.M2
Expiry Date		Candidate's Current Salary/ATV	[REDACTED]
Discretionary Job Title	Quality Assurance Manager	Shift/Premium Eligible	No
Product Association	Not Applicable	Vacation Plan	Standard Vacation Plan
Industry	Not Applicable	Rehire	
Budgeted Headcount	Yes	Hire Type	Internal Transfer
Salary in Budget	Yes	Work Schedule	1 Schedule: 8-8-8-8-0-0
Replacement Hire	No	Manager Email	[REDACTED]
		Manager Employee Number	[REDACTED]

Salary Information

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

Additional Offer Details

Individual Compensation Plans for Offers

Stock  
Justification  
Car Allowance  
Justification

Exhibit P-100

EXHIBIT 85  
Juan Loaiza

6/14/19

Ashley Soevyn CSR# 12019

Relocation Amount  
Justification  
Sign On Bonus  
Justification

**Offer History**

Offer Status	User	Date/Time
Approved	[REDACTED]	11:48:27
Pending For Approval	[REDACTED]	14:02:31
Return for Correction	Kodali, Smitha	09:35:07
Pending For Approval	[REDACTED]	14:22:52

**Approval History**

Line number	Approver	Approver Type	Category	Approval Status	Date	Comment
1	CORPCOMP	HR People	Approver	Approved	[REDACTED]	20:22:20
2	Krishna, Murali	HR People	Approver	Approved	[REDACTED]	23:19:50
3	Kodali, Smitha	HR People	Approver	Approved	[REDACTED]	15:55:07
4	Koss, Caroline	HR People	Approver	Approved	[REDACTED]	10:34:44
5	Swan, Clive	HR People	Approver	Approved	[REDACTED]	10:46:47
6	Miranda, Steven	HR People	Approver	Approved	[REDACTED]	20:57:28
7	Kurlan, Thomas	HR People	Approver	Approved	[REDACTED]	09:18:07
8	[REDACTED]	HR People	Approver	Approved	[REDACTED]	11:29:27
9	HROFFERS	HR People	For Your Information	Notified	[REDACTED]	11:29:31

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[REDACTED]

**Objective:** Utilize my high energy, attention to detail and team player/customer service skills to an organization as a Manager

**Qualifications:** Total 10 Years Service with Oracle. 8 years experience as a [REDACTED] 2 years as [REDACTED] 9 years in [REDACTED] and 1 year in Fusion Compensation. Possess experience with [REDACTED] Customer service oriented team player with demonstrated ability to problem solving, multitask, and provide attention to detail. Demonstrate flexibility and quick acclimation to changing business environments and deadlines.

**Computer skills:** Lotus 123, Lotus Smartsuite, Microsoft Windows, Unix, CDE, Star Office, Applix, Frame, Interleaf 6, CAMS, Suntea, SunTime, SunAccess, Solar, Paycheck, Checkmate, Compass, FacTool, Netscape, File Manager, NetAdmin, NameTool, Schedroom, e-mail, Calendar Manager, Oracle/Java Applications/Environments, BugDB, iDeas, MPP, KIX

**Experience:**

- [REDACTED] **Manager, Quality Assurance for [REDACTED]**
- Manage and lead a small team of engineers. [REDACTED] Direct Reports
  - Meet division and/or product family release dates and follow release processes
  - Balance functional and organizational priorities in development plans
  - Improve product quality by enforcing processes
  - Provide detailed subject matter direction to team
  - Recommend improvements to defined processes and standards
  - Analyze and provide tactical solutions to problems
  - Deliver results that meet or exceed expectations
  - Submit all administrative work, internal and external, on time
  - Manage assigned project tasks effectively, completing deliverables on time with quality
  - Mentor employees
  - Provide technical and functional guidance to team members
  - Recommend employment actions (i.e. hiring, compensation, promotions and terminations to the next level manager)
  - Facilitate career development and professional growth of staff
  - Administer company policies that directly affects staff
  - Develop work plans with employees and provide regular supervision of work
  - Conduct 1 on 1 meetings with each employee periodically
  - Conduct bi-weekly team meetings with DEV and QA
  - Possess previous experience in other functions (i.e. Support, Quality Assurance, Product Management, etc.) or extensive cross-functional team involvement.
  - Sets clear performance goals and targets, and regularly reviews these with team members
  - Develops and executes software test plans
- **Principal Quality Assurance Engineer for [REDACTED]**
- **Principal Quality Assurance Engineer for [REDACTED]**

- **Quality/Senior Assurance Engineer for** [REDACTED]

- Assignments include functional testing for minimally complex to highly complex projects:
- Develop and maintain functional test scripts according to provided functional and technical design documents
- Execute/run functional test scripts and document test results
- Perform filing of bugs and bug fix testing by running test plans or creating ad hoc test cases for affected functionality
- Participate in defect and issue resolution process
- Coordinate testing project management by contribution task definitions and estimates for testing project plans and preparing progress reports for Quality Assurance management team
- Lead in definition and implementation of Quality Assurance processes and standards in collaboration with other Quality Assurance teams
- Contribute to the selection, validation and implementation of Quality Assurance tools
- Participate in review of development document deliverables such as requirements, functional designs, technical designs, and functional test scripts written by other Quality Assurance team members
- Perform project tasks and solve problems with little or no assistance and guidance
- Operate both independently and as part of a team, typically as the primary Quality Assurance contact for other Applications Development project team members
- Serve as a mentor for one or more lower level staff
- [REDACTED] will be eight years working as a Quality Assurance Engineer. 7 years in [REDACTED] and 1 year in [REDACTED]
- Demonstrate extensive knowledge of functional area in both [REDACTED]
- Share knowledge of functionality and Quality Assurance practices with others through both informal interaction and formal training
- Demonstrate outstanding written and oral communication skills
- Demonstrate excellent presentation skills
- Demonstrate outstanding analytical skills with ability to recognize and articulate deviations from design specifications and standards
- Possess very good project management and decision-making skills
- Possess experience with a variety of productivity tools such as Microsoft Office (Word, Excel) and some Microsoft Project
- Possess experience with [REDACTED]
- Possess some experience with software development tools such as SQLPlus

**HR Representative -** [REDACTED]

- Provide courteous, accurate and timely [REDACTED] HR support to employee, dependent, and vendor, via phone or e-mail.
- Communicate and administer [REDACTED] plans/programs and policies to all levels of employees and dependents, while complying with applicable government laws, policies and practices of SMI.
- Provide interface to Third Party Administrative (TPA's), and other Internal [REDACTED] Departments.
- Member of teams that created and developed procedures for new on-line Vacation Tracking Tool Termination - exit interview process, Quality Customer Service Survey and Rewards Team.
- Create procedures for Cigna (Life Insurance Vendor) reports and [REDACTED] Payroll Badge Access.

**Administrator - Payroll** [REDACTED]

- Supported Accounting Service Center Director, Payroll Manager, 3 supervisors, and staff of 14.
- Resolved employee questions, explained company policies on [REDACTED] dollars, pre-tax benefits, Health Care and [REDACTED] spending accounts.
- Provided confidential corporate communication in areas of: [REDACTED] Focal Increases, KEIP.

