

This is a critical replacement hire for an IC2 individual in user experience design who left to join a healthcare start-up in Boston. This role is to conduct user research and design across all [REDACTED] products and services. This person is needed to conduct user research, usability testing, help to define requirements based on customer metrics and data, as well as be an internal and external evangelist for Oracle's use of technologies among healthcare and life sciences customers.

The original requisition is a replacement IC3 requisition, yet we are hiring a recent Usability Engineer Intern from Oracle as an IC2 to fill this role in Redwood Shores. This is a cost savings to the business of approximately [REDACTED] less per year. After having reviewed 9 candidates with relevant experience for this role from companies including Wal-Mart, eBay and many others, [REDACTED] is our chosen candidate due to his proven experience in providing valuable insights and designing usable products at Oracle. He is knowledgeable of user experience design at Oracle, the research facilities, the process, and the Oracle design guidelines. This is a valuable asset for [REDACTED] products. [REDACTED] is relatively new to the field, with 2 years spent at NASA Ames and almost 1 year at Oracle as a paid Intern. [REDACTED] graduated last year with a Master's of Science in Human Factors and Ergonomics from San Jose State University.

[REDACTED] current rate as an Usability Engineer Intern Contractor is [REDACTED] per annum. The current landscape for hiring User Experience Engineers and Designers with experience in mobile, web and software products in this area is very intense at the moment, with numerous companies in Silicon Valley looking for these types of Specialists including Microsoft, Facebook, Google, Yahoo! and various Bay Area start ups.

[REDACTED] is in fact the most junior qualified candidate we have interviewed. We are offering [REDACTED] this role at [REDACTED] base, which is within the [REDACTED] tolerance level of the Oracle recommended increase in base salary from his Intern rate.

Considering how intensely competitive the user experience market is in the Bay Area, this is a fair offer. [REDACTED] is dedicated to Oracle and looks forward to returning and providing valuable customer insights, metrics and data for customer-driven designed products for companies, such as Merck, Pfizer, UPMC, GSK, Mayo Clinic, amongst others. If we do not fill this role, we run the risk of not creating usable, intuitive products that meet user and customer needs and goals for the customers listed above. With [REDACTED] keen eye, education and skills for usability, we can create products that have lower calls to customer service, combined with happy and delighted customers and increased customer satisfaction.