IC Promotion Template

(Product Development)

Employee Name:		Location:	Redwood Shores / HQ
Current Position:	PMTS	Proposed Position:	CMTS
Previous 3 Performance Ratings:	4	Manager / Group VP:	Venkata Vengala / Venkat Maddali
# of Years in Current Position:	7	# of Years in Industry:	17

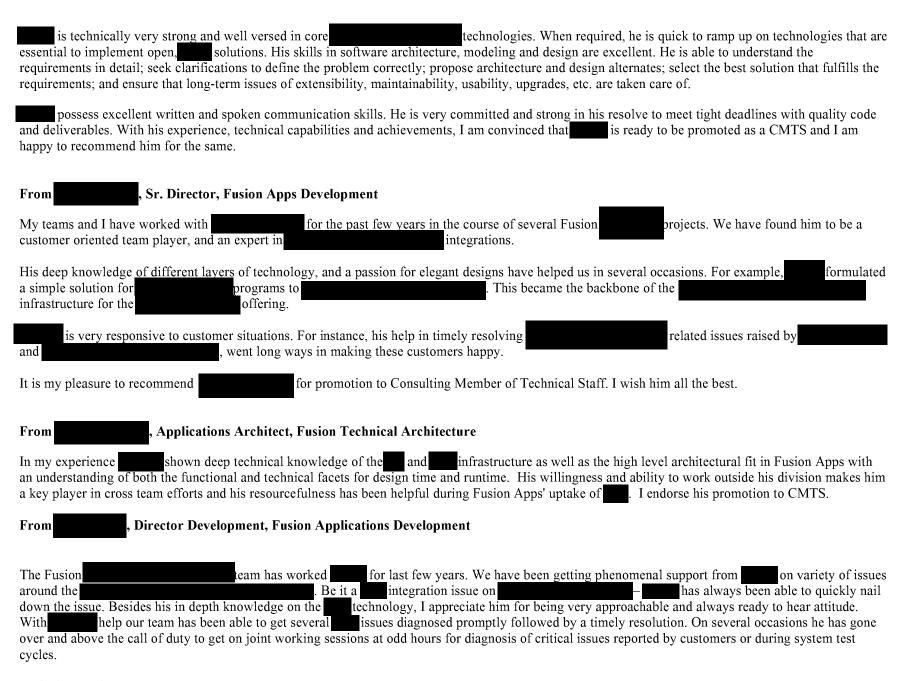
Please address the following factors, including examples when recommending promotions to individual contributor positions.

SUMMARY OF EXPERIENCE is widely recognized as Fusion Middleware expert in Cloud provisioning. He articulated and provided services required to based model. He also helped service to enable it as service. Earlier he contributed on to develop common Cloud He has consistently applied his deep knowledge of project design and software engineering to a number of different platforms, products and technologies.
also contributed in bring products into the Cloud with this design guidance to teams and helping them in bringing their product to the He closely worked with teams in getting the required functionality ready for the release. His contribution allowed these products to complete before time and ready.
Prior to his work in to allow customers to easily install and configure a to best meet all requirements while balancing flexibility for customer configurations with providing a concise interface and optimal user experience. He also contributed in their products on time. He worked closely with Fusion to best meet all requirements while balancing flexibility for customer configurations with providing a concise interface and optimal user experience. He also contributed in their products on time. He worked closely with Fusion to developers in allowing them to complete their usage of the contribution allowed Fusion to develop and deliver their products on time.
Prior to his work with Fusion Middleware, was a key developer for the team in the in Oracle was a key developer for the team in the in Oracle where he enhanced his technical skills and professional communications while building a reputation as a knowledgeable engineer. He graduated from Carnegie Mellon University in Computer Science with high marks and was named to multiple honor societies.
team is responsible to provide to allow them to enable their services integrated with to delivering their service to production roleout. Design and implementation of common samples so that it will be easy for service developers to enable their service in .
Overall scope also include any common will be streamlined so that middleware can be enabled smoothly.

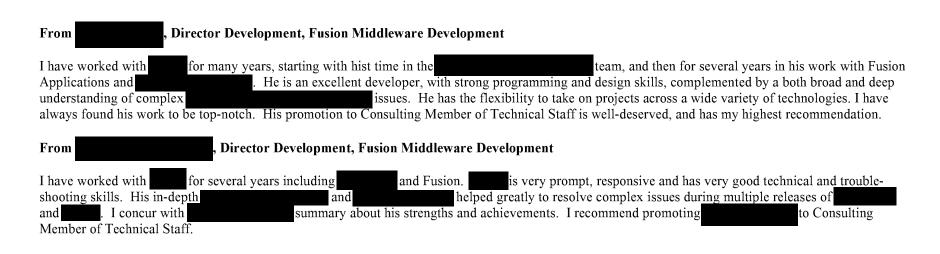
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TECHNICAL ABILITY demonstrated consistent contribution in solving difficult problems both technical and domain areas. He demonstrated his technical capabilities in designing and developing solution in bringing Cloud which is a by using the Cloud to extend the Cloud
He also demonstrated his technical capabilities and coming up to speed in new knowledge areas while working with project.
solutions are always backwards compatible, while also maintaining a flexible architecture to allow for future enhancements and uptake of changes from lower stack.
TEAMWORK AND INFLUENCE WITHIN ORACLE
worked closely with team to get required available to and developers in bring them up to speed on Dev ops development infrastructure.
is a dedicated and effective team player through his tireless interactions with the Fusion Apps team and peer developers in the During initial development time he tirelessly explained most of the functionality to core team in getting the team to understand the requirements. He never shies away from engaging constructively with any situation in a time of need, this is evident in of the manager praised and sent a good note on management. Other teams often praise his efforts and willingness to help out.
He is one of the main contributor and driving force in some of the Fusion Apps spawned job implementation and working with Fusion team to adopt to the design goals.
EXTERNAL VISIBILITY
is well recognized as go to person by team and also teams.
Throughout Oracle and at many key customer accounts is a revered technical guru within the realm of preparing the video and audio material for external customer use for the product and his contribution in preparing the content for extensibility of area allowed customer to smoothly extend Many customers praised this material and requested other product areas to create similar material.
ACHIEVEMENT Amongst his major achievements the following stand out in particular:
 Cloud cols for sing the dev ops tools. Fusion Apps required implementation for all job types allowed Fusion Apps developers to development and release their release. Revised November 17, 2011

 During implementation time, quickly worked with minimal impact to all the components involved in the product. solely able to complete the and major achievement to complete and providing support to few team who would like to use the early version of the scripts. In a critical resource crunch while working on currently deliverables he completed the his initial design contribution allowed provide a possible solution for the Fusion Apps with a solution for with a solution for with and working on of the same. This is and working on uptake of the and other non oracle with a solution for the Fusion Apps.
RECOMMENDATIONS
From , Vice President, Integration
I'm pleased to support the promotion of providing guidance and assistance to our and teams as they move towards cloud all of these products. His assistance has come in many forms, from working with our teams to design and implement the needed scripts and tools, to assisting with troubleshooting issues, to capturing our requirements and making sure that they are incorporated into plans. He has been a great asset to these efforts, enabling us to work closely with the team and develop our capabilities early and without disruption. It is a great technical communicator and collaborator, and has been delivering at the CMTS level already.
I've also worked earlier with on various Fusion Apps projects during the adoption phase. He has always been extremely responsive and helpful to those teams and they certainly benefit from his knowledge and ability to collaborate effectively. I support his promotion to CMTS and wish him the best in his new role.
From Director of Public Cloud Development
I recently worked with for several months on the developing a demo. He demonstrated project level skills working across teams to help develop the solution. He acted as a mentor to other team members in areas related to this description use case and the developed. He was extremely responsive and helpful responding to BUGs and other issues related to the project. He was also very thorough in specifying requirements for the feature and had a major influence on the design. Based on my experience with the level where he can lead a project both from a technical perspective and also as a team leader, performing the tasks required of a consulting software engineer.
From , Sr. Director, SOA Development
I have been professionally affiliated with the development of Fusion Middleward for last 10+ years, starting with the development of Fusion Middleward for last 10+ years, starting with the development of For the has been involved in design, architecture and development of key components and features. He has played an important role in assimilating features in the product that has helped enrich it; ensure functional equivalence with an analysis of the product that has helped enrich it; and has helped fulfill critical Fusion Apps requirements.
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Position Criteria

(Individual contributor positions may include unique requirements, therefore template metrics are general guidelines, not hard rules.)

FACTOR	SMTS – IC3	PMTS – IC4	CMTS – IC5	ARCHITECT – IC6
Summary Of Experience	BS or MS degree in CS or equivalent experience relevant to	BS or MS degree in CS or equivalent experience relevant to functional area.	BS or MS degree in CS or equivalent experience relevant to functional area.	Typically has fifteen or more years of related experience.
	functional area.	Typically has five or more years of related experience. Candidates with	Typically has ten or more years of related experience. Candidates with	
	Typically has 2.5 or more years of related experience.	less than four years experience must be star caliber and require review by DAS staff.	eight or more years will be considered only if they are star caliber.	
Scope Of Position	Can code with minimal direction. Normally receives no instructions on routine tasks, with limited	Has full responsibility for the architecture of a significant, self-contained portion of a product or a small product.	Has full responsibility for the architecture of a medium-sized product or a substantial layer or subsystem within a large product	

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		for his/her area. This is usually done by being a project lead for a small project team of two to three developers.		
Technical Ability	Works on projects of moderate conceptual complexity.	Works on projects of moderate to high conceptual complexity.	Recognized expert in area within division and/or Oracle.	
	Starting to demonstrate ability to write spec's and designs. Specifies, designs and	Demonstrated ability to write high quality functional spec AND design documents for a major area. Provide url's for these documents.	Works on extremely complex problems. Has deep understanding of how his/her area interacts with all related areas.	
	develops software according to provided requirements, with sole responsibility for the design.		Models best engineering practices. This includes clarity and completeness of spec's and designs, code cleanliness and quality, thoroughness of testing, attention to documentation, and response to bugs and regressions.	
			Is highly encouraged to maintain an architecture and detailed design document for his/her area. Provide url for this document.	
External Visibility		Must have good visibility so can be effectively ranked; giving a seminar is good way to do this and is advised.	Represents group within Oracle.	
Teamwork and Internal Influence			Exhibits effective teamwork with senior developers and senior management within ST and across Oracle.	
			Is the technical "go-to person" (consultant) for his/her area within the group and across Product Development.	
			Strongly influences the technical decisions of ten or more developers.	
Achievements		Demonstrated ability to take feature/design through software lifecycle to release of robust, high-quality, production code.	Under broad direction, defines requirements for new projects and specifies, designs and develops software to those requirements.	Recognized expert in field inside and outside Oracle

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Comments supporting above criteria

for promotion from outside immediate

group from PMTS-level developers or

managers

Has delivered several high-quality, PMTS-scale projects to market that have been successfully used by production customers for several years.

Has delivered innovative and creative solutions to complex problems.

Works effectively with others in managing extremely complex projects

Comments supporting above criteria for promotion from outside of immediate group from ST senior management and three CMTS or architect-level developers.

Approval from the architects club

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Recommendations