

## IC5 Promotion Proposal For [REDACTED]

<b>Employee Name:</b>	[REDACTED]	<b>Location:</b>	<b>HQ</b>
<b>Current Position:</b>	<b>IC4</b>	<b>Proposed Position:</b>	<b>IC5</b>
<b># of Years in Current Position:</b>	<b>5</b>	<b># of Years in Industry:</b>	<b>15</b>
<b>Previous 3 Performance Ratings:</b>	<b>2015: 5 - Outstanding 2014: 5 - Outstanding 2013: 5 - Outstanding</b>	<b>Manager / Group VP:</b>	<b>[REDACTED] Ajay Keni</b>

### SUMMARY OF EXPERIENCE

#### High Level Summary:

[REDACTED] is a strong technical leader in our [REDACTED] organization. He has been with Oracle (through [REDACTED] acquisition) for fifteen years. He is the domain expert in [REDACTED] and has a breadth of knowledge across all [REDACTED] products and [REDACTED]. [REDACTED] has spearheaded many technical refresh for the [REDACTED] including the rule engine introduced in [REDACTED] and [REDACTED] released in [REDACTED] that will be fully adopted by [REDACTED] in [REDACTED]. [REDACTED] is often engaged in the most difficult customer escalations such as the [REDACTED] initiative and [REDACTED]. In the [REDACTED] initiative ([REDACTED]), [REDACTED] worked closely with two other architects to improve performance to handle 400K per hour. [REDACTED] personally recognized his efforts. On [REDACTED], [REDACTED] worked tirelessly to simulate the customer environment and data locally at Oracle and finally released the well-known patch called [REDACTED]. This [REDACTED] was subsequently recommended to all customers who have performance issues.

Currently, [REDACTED] is the [REDACTED] for [REDACTED] in the [REDACTED] team. Because of his in-depth knowledge in the domain, he is the usual suspect in almost all parts of the development cycle including defining product requirements with Product Managers, designing the product architecture with Architects, coaching engineers in the team on development, and working closely with [REDACTED] to troubleshoot issues. I am often amazed and feel privileged to have [REDACTED] in the team, as no task has been too big or too small for him. As a [REDACTED], he worked in two time zones (IDC and US) to give technical guidance to the [REDACTED] teams in multiple geographic locations. He comes to work every day bringing a level of excitement to build the next generation [REDACTED] for Oracle. This passion is infectious and keeps the team motivated to overcome all issues and to stay committed in building the highest quality product. In addition, he often helps the team stay focus on development by tackling daily fire drills himself such as [REDACTED] escalations and unblocking [REDACTED]. [REDACTED] is both a leader and glue for the [REDACTED] domain.

**Oracle Corporation, Jan 2011 – Present**  
*Principal Member of Technical Staff*

- Served as the [REDACTED] for [REDACTED] in [REDACTED] and previously in [REDACTED] team. Work closely with Architects to define the high-level architecture, oversee the technical design, and work with the team throughout development.
- Work with Product Management to define the product requirements for [REDACTED]

- Oversee the design of the [REDACTED] solution. This includes working with PM to review [REDACTED] and augmenting requirements; designing the product from schemas to API to end to end flow; working closely with Architects and dev leads from other areas to design interaction between components; and working with the developers throughout implementation/code review/dev testing.
- Re-architect, design, and implemented the new [REDACTED] for [REDACTED]. The new [REDACTED] is higher performing, and will replace the existing [REDACTED] by [REDACTED] release. In [REDACTED], the [REDACTED] was released and adopted by a subset of the components in [REDACTED].
- Design and build a new Rule engine for [REDACTED]. Released in [REDACTED] and further enhanced in [REDACTED].
- Worked on multiple tracks in the product like [REDACTED] release and supporting [REDACTED] integration
- Served as development lead for [REDACTED] starting from [REDACTED] to [REDACTED]. This includes [REDACTED]
- Supported [REDACTED]

**Persistent Systems Limited, July 2000 – Dec 2010**

Client – **Oracle:** Design and Development on Oracle Access Manager (OAM), Directory Integration Platform (DIP), Oracle Identity Manager (OIM) 9.1 and Oracle Identity Manager 11g:

*Senior Technical Lead*

- OIM 11g – Involved in Functional specifications, Design, implementation of various Identity Administration features and sub-features – User management, Organization mgmt, Self services, Configuration management, SPML for Fusion Apps - in OIM 11g. Leading and managing a team of 8 engineers on this project.
- SPML based inbound connector for OIM 9.1 – Worked on designing and developing web-services framework for SPML based provisioning and used the framework to build the inbound connector for OIM 9.1
- DIP 11g – Designed integration of DIP with 11gR1 stack and managed the development work on this project.
- Active Directory Password Filter for OID/DIP (10.1.4 and 11g releases) – Architected, Designed and developed the password synchronization solution for the OID suite. Ported the DLL to other 64 bit platforms
- DIP 10.1.4 - DIP – EM Integration – Designed and developed plugin for integrating DIP with Enterprise Manager for 10.1.4 release, Designed and managed timestamp-based Reconciliation support for OpenLDAP Directory server
- OAM 10.1.4 – handled stress and performance issues at special request from the OAM managers

Client – **Oblix:** Oblix was acquired by Oracle in 2005. Design and development of Oblix COREid Identity Server, now Oracle Access Manager

*Member of Technical Staff*

- Workflow performance enhancements – COREid server has a workflow engine for executing workflows defined in the system. This was a widely used feature by the customers and had some performance issue.
  - Workflow engine – Re-architected part of the workflow runtime functionality to maintain a runtime per-thread cache of workflow instances to reduce DS hits
  - Workflow Ticket Management – Redesigned ticket search functionality as well as their rendering mechanism on the UI
  - Workflow Definition – Redesigned the interaction between the COREid server and the workflow definition applet to improve workflow definition time performance multi-fold

- Multi-DS support - Architected, designed and developed the console for administering multi-ds support in COREid server. Managed the development team on this project. Multi-DS support involved COREid servers working with multiple LDAP servers with different schema in the same deployment.
- BMC integration with COREid –Designed and implemented this piece which involved developing a multi-threaded component in the COREid identity server to interact with BMC server using PPP [Pre-Post processing] functionality
- IDXML support – designed and implemented various functionalities for IDXML requests
- Querybuilder – Owned the querybuilder module that involved complex JavaScript and DHTML code to provide a user-friendly interface for constructing LDAP filters. Worked on designing and developing various enhancements on this module.
- SNMP support in COREid servers – Investigated to hone down a SNMP library to be used [agentpp] and worked on architecting the SNMP support involving the servers and the snmp agent.
- Designed and Developed Chained Authorization administration support in Policy Access Manager
- Porting projects – Porting OAM Webgate to IHS web server, OAM web components IIS 6.0 on .NET 2003, Porting OAM source code to LDAP SDK 5.1 etc.

**Konark Itanium centre at PSPL, Jul 2000 – Feb 2001**

*Member of Technical Staff*

- Designed and Developed tool for automating migration of applications from Win32 to Win64 on Itanium 64-bit architecture
- Porting projects – Ported MySQL DB and Redbrick DB to IA-64 architecture.
- Member of Persistent Systems’ Performance Engineering Group.

**EDUCATION**

**P.I.C.T., Pune University, India.**

*B.E., Computer Engineering, June 2000*

**SCOPE OF POSITION**

- [REDACTED] has and will oversee the [REDACTED] solution in [REDACTED] and continued to support [REDACTED]
- [REDACTED] has and will actively participate in architecture discussion to shape the [REDACTED] architecture
- [REDACTED] has and will work closely with PMTS technical leads including [REDACTED] and Software Development Managers: [REDACTED] and [REDACTED] to oversee the [REDACTED] solution in [REDACTED]. [REDACTED] has and will work with Architects and development team to ensure that the build out is consistent with the architecture guidance set forth. He has been an excellent mentor for engineers in his team and has guided them through many deliverables over the past years.
- [REDACTED] is a critical strategy direction for Oracle. Given [REDACTED]’s broad expertise and experience in the domain as a Consulting Member of Technical Staff, he will be able to execute towards ensuring a high quality offering with a sound architecture, and an on time delivery toward an aggressive schedule. As a Consulting Member of Technical Staff, [REDACTED] will be able to contribute effectively by influencing and setting technical direction for a larger set of people, across multiple teams and geographic location. This is a critical value add to the success of our customers and to the success of Oracle.

## SIGNIFICANCE OF POSITION AND IMPACT ON THE COMPANY

- [REDACTED] is one of the key strategic growth areas for the Oracle Cloud service. It offers the foundational functionality and paid services for customers. [REDACTED]'s role as Consulting Member of Technical Staff will enable him to be a larger influence on several aspects of [REDACTED] and thereby have a larger favorable impact on the success of the overall Oracle [REDACTED] business and that of Oracle
- As a significant part of a growing [REDACTED] business for Oracle, the Oracle Cloud service is developing a brand new [REDACTED] with an ever increasing set of requirements from customers. [REDACTED]'s product domain expertise and excellent rapport with people in teams involved in [REDACTED] areas will prove to be a key asset in his role as Consulting Member of Technical Staff and his decisions and execution will influence a significant part of [REDACTED] service delivery and its success. This will help ensure high quality development against aggressively timelines.
- In this role, [REDACTED] will work actively with Product Management to understand the competitive landscape, key customer pain points and requirements, and will help define the product roadmap for [REDACTED] offering to ensure the continued market leadership of [REDACTED] and grow our customer base significantly

## EXTERNAL VISIBILITY

- [REDACTED] has been the go to person on [REDACTED]. His has technical breadth and depth about the [REDACTED] product. He is a willing contributor on anything that comes his way and he is a very approachable person, this combination has made him one of the go-to technical lead to work with partners and customers more than anyone else in the team
- [REDACTED] worked on specific product ERs for CMS to ensure that the product meets their scalability/performance requirements and ensured that the customer was able to deploy [REDACTED] successfully

## TEAMWORK AND INFLUENCE WITHIN ORACLE

- [REDACTED] has been a usual suspect for anyone in Oracle needing an [REDACTED] technical expert. He has shown technical leadership in covering a broad spectrum of requirements and teams, [REDACTED] for product escalations, [REDACTED], [REDACTED] for a variety of situations and the [REDACTED] and [REDACTED] teams in the initial design of [REDACTED] integration with [REDACTED]
- [REDACTED] has been a sounding board for PM helping them in their decisions on requirements and priorities based on his technical input and opinion
- [REDACTED] played a major role in shaping the [REDACTED] solution.
- [REDACTED] has been a lead engineer and mentor for several developers within the [REDACTED] team, and also for developers in SE
- [REDACTED] has worked extensively with [REDACTED] teams going over product functionality and testing requirements
- Overall, [REDACTED] has been a great team player working with several teams within Oracle for everything related to [REDACTED], and both the team and the product has benefited greatly due to his contributions



## RECOMMENDATIONS

[REDACTED], *Consulting Member of Technical Staff*, [REDACTED]

I've worked with [REDACTED] now for over four years in the [REDACTED]. [REDACTED] is very skilled at thinking about all angles of a problem and proposed solution to ensure it meets customer & PRD requirements. He ensures he completely understands the PRD before proposing a solution. He is very thorough and detail oriented in design, coding and testing. Recently, he led the effort to [REDACTED]. This involved detailed design and close work with the [REDACTED] team to get required enhancements and fixes. He also did a great job as lead on the Role LCM effort in OIM PS3. He has always been a good sounding board for me as an architect and I highly respect his opinion. He works well with his team and is a good communicator to both team members and management. I highly recommend [REDACTED] for this promotion to CMTS.

[REDACTED], *Senior Manager, Product Manager*, [REDACTED]

[REDACTED] is one of the Rock Stars in [REDACTED] whom no one hears about, but without whom neither [REDACTED] nor [REDACTED] would have been able to survive in the [REDACTED] business.

I have had the pleasure of working with [REDACTED] since 2007 shortly after the [REDACTED] acquisition. [REDACTED] played a key role in helping customers like [REDACTED] and others become successful in their [REDACTED] deployments. Even though he was part of an external development partner, he exhibited the same sense of customer commitment that an Oracle employee would.

[REDACTED]'s next contribution was in designing [REDACTED] for the [REDACTED] release of [REDACTED]. He led the architectural design and implementation for the [REDACTED] profile, which became a key component of the [REDACTED].

The next area of innovation where [REDACTED] exhibited leadership was the [REDACTED] project, which morphed in [REDACTED] contributions that can be directly attributed to [REDACTED]'s technical leadership included the [REDACTED] and several areas of user management.

[REDACTED] played an important role in ensuring the successful rollout of the [REDACTED] and in making sure that Oracle played a successful part in this roll out.

Recently, [REDACTED]'s technical expertise has been put to good use in Oracle's [REDACTED], which will be the industry's best [REDACTED] solution.

Throughout his career, [REDACTED] not only finds time to craft innovative solutions for customer problems, but he also mentors his junior colleagues and finds ways to improve the product.

It gives me great pleasure to recommend [REDACTED] for the position of Consulting Member of Technical Staff.

██████████, *Director*, ██████████

I have known and worked with ██████████ since 2010 when he was working on ██████████ as ██████████ and that time he was in technology managerial role. I have always found ██████████ to be a very sound technical professional and he is one of the folks in ██████████ product suite group to have knowledge on multiple products. He understands the domain as well as Oracle product quite well and has some of the finest problem solving skills.

He is able to communicate complex technical issues verbally pretty well though his presentation skills and written skills may require some refinement. ██████████ is definitely a team player and is always helpful and is definitely hard working. His calm and composed stance on any issue really helps him to come up with correct solutions to the issues.

He has contributed significantly in the ██████████ releases ██████████ to ██████████. He also has good rapport with the architects and as well as with the team. I definitely support his movement to the next level and wish him all the best.

██████████, *Director*, ██████████

I had the privilege to work with ██████████ as his ██████████ since 2013 while I was managing ██████████; and before that in various project while he was working in ██████████. ██████████ has extensive knowledge on ██████████ product and was my go-to engineer for all escalations including ██████████. To name one, ██████████ was the primary contributor in resolving various functional and performance issues encountered during ██████████ for ██████████ deployment.

██████████ has deep understanding of the ██████████ product and extensive knowledge of the ██████████ and ██████████ stack which was critical for designing key features implemented in various release of ██████████. To name one, ██████████ integration, which required him to think beyond the ██████████ functionality and understand the nuances of various products to come up with, a solution that satisfies customer needs.

██████████ also worked as ██████████ and helped team members within my organization and outside, providing technical guidance, design reviews, code review etc to ensure ██████████ projects are implemented in most efficient and scalable way. ██████████ also worked as mentor for a college hire for 2 years and used his extensive technical knowledge and coaching skill to develop another strong technical contributor for the IDM team.

██████████'s extensive technical background, expertise in ██████████ product stack, excellent communication, collaboration and troubleshooting skill's are perfectly suited for his new role as an Architect. You absolutely have my endorsement to promote ██████████ to an Architect role.

██████████, *Director*, ██████████

I have worked with ██████████ for the past 5+ years on ██████████ issues. His deep understanding of the product and how its subsystems and surrounding infrastructure interact is something we rely on to resolve complex production issues. He has proved to be a very valuable resource for ██████████ engineers to consult on complex issues that require design changes to accommodate customer requirements.

██████████ is a very approachable person and an extremely able engineer. He is technically very competent and is able to drive a problem to resolution within a reasonable time engaging the right people from other teams where necessary and providing overall guidance.

██████████ has a reputation of being very responsive and having a great sense of ownership in dealing with critical and customer issues. He has been very valuable on customer calls/OWCs to diagnose and debug issues in customer environments. He is always willing to help others on a trivial configuration issue or a tricky customer environment situation.

Recently an SE engineer to consult on Role Management performance improvement requested by Singapore Polytechnic approached ██████████. He guided the SE engineer on the approach and helped identify the areas where improvements could be made, maximizing the improvements that could be made within the constraints of the design. When the customer demanded more improvements, he collaborated with other module leads to identify the design changes that will be required to meet customer's expectations.

In summary, I am happy to recommend ██████████ to CMTS position. This is a well-deserved promotion.

██████████, *Senior Software Development Manager*, ██████████

I got an opportunity to work with ██████████ on ██████████ project. He has a deep understanding and knowledge of ██████████. He has done good work on ██████████ which is one of the biggest modules and very stable. ██████████ always help ██████████ by providing relevant information with respect to automation framework, test environments, reviews test plan and prompt on Bugs. He worked closely with HQ and IDC teams and has displayed great ownership in driving and coordinating activities. He often worked independently and has the ability to analyze the situation and take affirmative decision. Keeping in mind his customer handling on hot issues, designing & implementing new feature, I would like to recommend him for CMTS.

██████████, *Software Development Director*, ██████████

I have worked with ██████████ since the days of PSL. I was impressed with ██████████ knowledge of the product and responsiveness to issues. Overtime, ██████████ has evolved to gain even more technical leadership in other aspects of ██████████, especially of ██████████ environment. With his strong technical skills, ██████████'s contribution is significant in ██████████ space for various kinds of complex ██████████ deployments. ██████████ and ██████████ has been a real challenge for ██████████ deployment. ██████████ was there to tackle some of the toughest deployment as well as operation issues. He is a go to guy for ██████████ management team.

Apart from the technical aspect, ██████████ is an excellent team player who is always there to help other team members and/or share his knowledge to ensure overall team success. On multiple occasions ██████████ stepped in beyond his individual assignments to ensure overall progress is made. He understands organization priorities and high level objectives and is ready to put in personal and professional effort to get things done.

Overall, he is technically competent and good in managing tasks and both of these qualities will help him immensely to be promoted to the next level.

██████████, *Senior Manager*, ██████████

I have been working with ██████████ since some time now for ██████████ product issues and noticed that he got a good understanding of the product and how different sub systems interact with each other. He has been instrumental in understanding and making recommendations for critical ██████████ issues in Cloud production environments. He is comfortably able to narrow down to root cause of the issue and has provided us various workarounds in the past to unblock us. He has been providing support around ██████████ issues lately in ██████████ and has been always on top of those, making sure that



the root cause of those issues is identified and addressed permanently.

He is well approachable and always eager to help besides being technically competent and skilful. He is very responsive and realizes the priority of the critical issues while on an engagement with cloud team. He has a knack for triaging complicated issues and has also been able to provide us with scripts/ tools to work around issues wherever possible.

In a nutshell, I am happy to recommend his promotion to CMTS and wish him good luck.