May 6, 2020

U.S. Department of Homeland Security

U.S. Citizenship and Immigration Services

RE: H-1B Petition on behalf of **Smithesh Purushothaman**

Dear Officer:

My name is **Sreenivasa Rao Nalluri** and I serve as **Operations Director** at HCL America, Inc. (“HCL”). I am writing this letter to confirm that pursuant to the H-1B petition filed on behalf of Smithesh Purushothaman (hereinafter, “the beneficiary”), HCL requires the services of the Beneficiary in the role of Project Manager on the Merck Manufacturing Division Modernization Program project for our client, Merck & Co Inc, at their worksite located at 3070 US 22 West, Branchburg, NJ-08876, USA

The business relationship between HCL and Merck has been ongoing since 2011 whereby HCL provides application development, maintenance, enhancement, and support services for various technology projects. HCL now requires the beneficiary’s services so that he may work in the specialty occupation of Project Manager on a project at Merck s worksite in Branchburg, NJ.

1. **Assignment Duration**

10/01/2018 - 10/13/2020

1. **Project Description**

Name of Project: Merck Manufacturing Division Modernization Program

Scope, nature and purpose of project:

The **Merck Manufacturing Division Modernization Program** initiative is Business Process Management & Integration implementation at MERCK there by bringing all disparate application in Merck Manufacturing Division into one centralized platform by using HCL Framework HCL-ECF & HCL-XCHANGE built using Tibco AMX Stack of products. This project involves identifying that the business process management systems and their modules that needs to be replaced or moved into the new platform system. This movement of the modules would also now involve re-pointing and re-visiting the existing interfaces which are mostly point to point. In order to fulfill this requirement, Merck came up with the idea of integrating the existing legacy applications with centralized Tibco BPM platform using the framework built by HCL named HCL-ECF & HCL-XCHANGE.

There are multiple projects planned as part of the program which includes, Product Launch Process Tracking, Product SKU Optimization, Brand Optimization

**Product Launch Process Tracking**

The scope of Project Launch Process Tracking application to develop an end to end Global platform which enables more automated launch tracking, reporting and performance monitoring from Supply Chain Strategy up to First in-market Supply. The system will minimize complexity and maximize accessibility of different data sources through the means of one centralized application. The application and business process will be developed using the HCL frameworks Tibco BPM Platform and SAP HANA as data source which integrates various data sources such as PLURAL, ATL, COMET, ORION, APO, BPC, AMS Blue.

**Product SKU Optimization & Brand Optimization**

The scope of the project is to develop enabling technology solution to support Merck transformation goals of establishing deletion and harmonization process of Merck products that are marketed globally by analyzing the cost, benefit, and usage of the products. The system is built to provide the results by enabling data analysis capabilities to Tibco stack of products which is integrated with Tibco AMX BPM automated workflow system to take decisions based on the data collected from various system that make predictions and enable business users to take deletion and harmonization decision of the products that are in market.

1. **Position Description**

The beneficiary will be responsible for:

|  |  |  |
| --- | --- | --- |
| **Sl. No** | **Activity** | **Percentage of time spent** |
| **1** | **Program Planning - Product Launch Process Tracking:**  The beneficiary is responsible for prepared the detail out the objectives for the project and high-level requirements for the proposed scope. As part of the scope definition, review and revise the requirements, data, functionality (workflows, data analytics reports and queries), and infrastructure (technical and nontechnical).. | 10 % |
| **2** | **Detailed Requirement Analysis Product – Product Launch Process Tracking:**  The beneficiary uses the tool Tibco AMX BPM Business Analytics to rewrite all the collected requirements in BPMN format. Business Process Modeling modelling is specialized tool used with Tibco stack of products that model and visualize the business processes. | 10 % |
| **3** | **Business Process Modelling &Technical Design Specification - Product Launch Process Tracking**  The beneficiary is responsible for preparing detailed design document based on the BPMN model generated out of requirement phase and preparing detailed design document based on the BPMN model generated out of requirement phase | 10 % |
| **4** | **Coordinating Development, Testing & Production & Hypercare Activities**  **- Product Launch Process Tracking**  The beneficiary is responsible for build Integration Services & automate business process to exchange messages and data between disparate Merck enterprise applications and external vendors. | 15 % |
| **5** | **Program Planning - Product & Brand Optimization:**  beneficiary is responsible for prepared the detail out the objectives for the project and high-level requirements for the proposed scope of the project Merck Product & Brand Optimization. As part of the scope definition, review and revise the requirements, data, functionality (workflows, data analytics reports and queries), and infrastructure (technical and nontechnical). | 10 % |
| **6** | **Detailed Requirement Analysis – Product & Brand Optimization:**  The beneficiary uses the tool Tibco AMX BPM Business Analytics to rewrite all the collected requirements in BPMN format. Business Process Modeling modelling is specialized tool used with Tibco stack of products that model and visualize the business processes. | 10 % |
| **7** | **Business Process Modelling &Technical Design Specification – Product & Brand Optimization:**  The beneficiary is responsible for preparing detailed design document based on the BPMN model generated out of requirement phase and preparing detailed design document based on the BPMN model generated out of requirement phase | 10 % |
| **8** | **Development, Testing – Product & Brand Optimization:**  The beneficiary is responsible for build Integration Services & automate business process to exchange messages and data between disparate Merck enterprise applications and external vendors. | 15% |
| **9** | **Production & Hypercare Activities & Coordination of projects**   1. **Product Launch Process Tracking** 2. **Product & Brand Optimization** | 10 % |

**Itinerary of Services**

In the specialty occupation, the beneficiary will manage, plan, coordinate, supervise and direct HCL America information technology professionals. The beneficiary will determine technical goals in consultation with top management, planning and coordinating activities such as installing and upgrading hardware/software. As a Project Manager the beneficiary will assist with managing HCL America resources, project budgeting, client relationships, project performance, and the overall quality and development of project plans.

The beneficiary uses the tool Tibco AMX BPM Business Analytics to rewrite all the collected requirements in BPMN format. Business Process Modeling modelling is specialized tool used with Tibco stack of products that model and visualize the business processes for which gathering business requirements can be very helpful for a clear understanding and documentation of requirements.

Based on the specific assignments and according to the targets and timelines in the project plan, the beneficiary will perform the following duties:

|  |  |  |  |
| --- | --- | --- | --- |
| **Period of Service**  (mm/dd/yy to mm/dd/yy) | **Service Engagement Details**  Beneficiary is engaged in delivering the following services: | **Percentage of Time** | Project/  Location |
| 01-Oct-18 To  30-Nov-18 | **Program Planning for the project - Product Launch Process Tracking:**   * Beneficiary is responsible for prepared the detail out the objectives for the project and some high-level requirements for the proposed scope. * As part of the scope definition, review and revise the requirements, data, functionality (process automation workflows, data analytics reports and queries), and infrastructure (technical and nontechnical). * The beneficiary will develop and manage project schedules, investigate and drive resolution for complex requests and issues, ensure that project documentation is complete and accurate, and manage the successful completion of the project scope within the time and budget constraints.   **Technical Skills:** The beneficiary have the knowledge about the Tibco process automation workflows, enterprise integration technologies, data analytics reporting to understand the high-level business requirements to convert the requirement to a project plan laid out into different user stories, task and sub tasks and identify the development sprints for the delivery of the project.  **Tools:** The tools required to perform the above activities are Microsoft Project Plan, Atlassian Confluence, JIRA Core, Trello.  **General or HCL Proprietary Knowledge:**  The knowledge required to perform the above activities are:  Detailed knowledge of Project Management tools such as Microsoft Project Plan, Confluence, JIRA.  **Master Degree Subjects:**  Master of Computer Applications  Computer Organization – 1st Semester / 1999 | 10 % | **Merck Manufacturing Division Modernization Program** – Product Launch Process Tracking  Branchburg, New Jersey |
| 01-Dec-18 To  12-Jan-18 | **Detailed Requirement Analysis: Project - Product Launch Process Tracking:**   * The beneficiary uses the tool Tibco AMX BPM Business Analytics to rewrite all the collected requirements in BPMN format. * To capture, design and model all aspects of a business process, including the organization, workflow models and data models * Business Process Modeling modelling is specialized tool used with Tibco stack of products that model and visualize the business processes for which gathering business requirements can be very helpful for a clear understanding and documentation of requirements. * To identify and capture a business process as an abstract model, and the solution designer, who elaborates the process captured by the business analyst so that it can be executed in the TIBCO Active Matrix BPM runtime. * The project and application specific effective BPMN models will be created that depicts the complex Product Launch Process to simplified process models.   **Technical Skills:** The beneficiary have the knowledge about Tibco Active Matrix BPM Studio which is used to design and configuration to achieve quality attributes (common scalability, security, etc.), Common referenceable BPM design patterns  Ability to use Nimbus to drive and capture requirements.  Use Studio for Analyst and Studio Designer to produce OrgModels, Process Models, Data Models.  Create ‘business friendly’ process models using swim lanes, comments, annotations  **Tools:** The tools required to perform the above activities are Tibco Active Matrix BPM Studio & Nmbus.  **General or HCL Proprietary Knowledge:**  The knowledge required to perform the above activities are:  In depth technical knowledge of HCL Frameworks HCL ECF and HCL XCHANGE which is to be used to developing the Product Launch Process Tracking tool with automates the human workflow and integrates with enterprise system. Beneficiary should understand the requirements and analyze the customization required on the tool.  **Master Degree Subjects:**  Master of Computer Applications  System Analysis & Design – 3th Semester / 2000 | 10 % | **Merck Manufacturing Division Modernization Program** – Product Launch Process Tracking  Branchburg, New Jersey |
| 15-Jan-18 To 16-Feb-19 | **Business Process Modelling & Technical Design Specification**  **Project - Product Launch Process Tracking:**   * Preparing detailed design document based on the BPMN model generated out of requirement phase and preparing detailed design document based on the BPMN model generated out of requirement phase * Architecting the Enterprise Application Integration (EAI) solutions and presenting the solution to Business solution managers (BSM), Enterprise Architects (EA) for approval. * Follow the Merck & Co Inc. process of Integration life cycle in analysing and confirming the application design. * Working with Merck’s business team on Integration Functional Specifications (IFS) and Integration Data Mappings (IDM) using Merck & Co Inc.’s standard templates. * Analyse various cross platform applications such as SAP BASIS, SAP ECC, Rapid Response, APO, Artwork to meet the integration and business process requirements.   **Technical Skills:** The beneficiary have the knowledge about Unified Modelling Language which is prepare detailed design document that translates the business process diagrams to detailed technical speciation  **Tools:** The tools required to perform the above activities are Tibco AMX BPM Solution design (Studio), BPMN, UML,  **Master Degree Subjects:**  Master of Computer Applications  Computer Architecture – 5th Semester / 2001 | 10 % | **Merck Manufacturing Division Modernization Program** – Product Launch Process Tracking  Branchburg, New Jersey |
| 19-Feb-19 To  14- Jun-19 | **Development, Testing & Production & Hypercare Activities- Project - Product Launch Process Tracking:**   * Build Integration Services & automate business process to exchange messages and data between disparate Merck enterprise applications and external vendors. * Implement the Enterprise Application Integration services using advanced Middleware technologies like Tibco Active Matrix Business Works, EMS and other applications. * Create the Canonical schemas for the Integration Systems. * Defining Developer and Test Methodology to carry out the development schedule * Peer code reviews and Technical support/guidance. * Creating Test design docs for new enhancements and QFE and Hot fixes for the existing system * Interacting with the team during Development & Test phase. * Create the deployment scripts and build the service assemblies for deployment in a multitude of validated environments. * Verifying deployment using automation scripts for different environments (DEV, UAT, SIT & LTE). * Preparing deployment document and provide support to deployment team. * Resolving deployment issues and coordination with Operations for deploying services in production. * Interacting with onsite and offshore team in resolving their problems   **Technical Skills:** The beneficiary have the knowledge about Architect an AMX based solution (Enterprise, Environments, Nodes, Applications).  Leverage AMX BPM internal architecture (EC, ProcessManager, WorkManager, API, …)  Integrate BPM with service infrastructure (SOA) to decide on integration strategy (use of mediation, use of JMS as underlying protocol, position load balancer), select proper integration patterns and protocols (HTTP, JMS, Virtualization).  Integrate user desktop application with BPM.  design solution for common requirements: error handling (fault detection, exception report), logging, auditing.  **Tools:** The tools required to perform the above activities are Tibco AMX BPM Solution design (Studio), Solution design (Studio), BPMN, UML, Application development (Java, REST, SOAP, .Net), UI (HTML5, CSS), OSGI, SCA, Service Building, Data Modeling, Forms Building  **Master Degree Subjects:**  Master of Computer Applications  System Software – 3rd Semester / 2000  Principles of Database Management Systems – 3rd Semester/2000 | 15 % | **Merck Manufacturing Division Modernization Program – Product Launch Process Tracking**  **Branchburg, New Jersey** |
| 17-Jun-19  To  12-Jul-19 | **Program Planning for the project – Merck Product & Brand Optimization:**   * Beneficiary is responsible for prepared the detail out the objectives for the project and some high-level requirements for the proposed scope. * As part of the scope definition, review and revise the requirements, data, functionality (process automation workflows, data analytics reports and queries), and infrastructure (technical and nontechnical). * The beneficiary will develop and manage project schedules, investigate and drive resolution for complex requests and issues, ensure that project documentation is complete and accurate, and manage the successful completion of the project scope within the time and budget constraints.   **Technical Skills:** The beneficiary have the knowledge about the Tibco process automation workflows, enterprise integration technologies, data analytics reporting to understand the high-level business requirements to convert the requirement to a project plan laid out into different user stories, task and sub tasks and identify the development sprints for the delivery of the project.  **Tools:** The tools required to perform the above activities are Microsoft Project Plan, Atlassian Confluence, JIRA Core, Trello.  **General or HCL Proprietary Knowledge:**  The knowledge required to perform the above activities are:  Detailed knowledge of Project Management tools such as Microsoft Project Plan, Confluence, JIRA.  **Master Degree Subjects:**  Master of Computer Applications  Computer Organization – 1st Semester / 1999 | 15 % | **Merck Manufacturing Division Modernization Program – Product & Brand Optimization**  **Branchburg, New Jersey** |
| 20-Jul-19  To  02-Aug-19 | **Detailed Requirement Analysis: Project - Product & Brand Optimization:**   * The beneficiary uses the tool Tibco AMX BPM Business Analytics to rewrite all the collected requirements in BPMN format. * To capture, design and model all aspects of a business process, including the organization, workflow models and data models * Business Process Modelling is specialized tool used with Tibco stack of products that model and visualize the business processes for which gathering business requirements can be very helpful for a clear understanding and documentation of requirements. * To identify and capture a business process as an abstract model, and the solution designer, who elaborates the process captured by the business analyst so that it can be executed in the TIBCO Active Matrix BPM runtime. * The project and application specific effective BPMN models will be created that depicts the complex Product Launch Process to simplified process models.   **Technical Skills:** The beneficiary have the knowledge about Tibco Active Matrix BPM Studio which is used to design and configuration to achieve quality attributes (common scalability, security, etc.), Common referenceable BPM design patterns  Ability to use Nimbus to drive and capture requirements.  Use Studio for Analyst and Studio Designer to produce OrgModels, Process Models, Data Models.  Create ‘business friendly’ process models using swim lanes, comments, annotations  **Tools:** The tools required to perform the above activities are Tibco Active Matrix BPM Studio & Nmbus.  **General or HCL Proprietary Knowledge:**  The knowledge required to perform the above activities are:  In depth technical knowledge of HCL Frameworks HCL ECF and HCL XCHANGE which is to be used to developing the Product Launch Process Tracking tool with automates the human workflow and integrates with enterprise system. Beneficiary should understand the requirements and analyze the customization required on the tool.  **Master Degree Subjects:**  Master of Computer Applications  System Analysis & Design – 3th Semester / 2000 | 10 % | **Merck Manufacturing Division Modernization Program – Product & Brand Optimization**  **Branchburg, New Jersey** |
| 05-Aug-19  To  30-Aug-19 | **Business Process Modelling & Technical Design Specification**  **Project - Product & Brand Optimization:**   * Preparing detailed design document based on the BPMN model generated out of requirement phase and preparing detailed design document based on the BPMN model generated out of requirement phase * Architecting the Enterprise Application Integration (EAI) solutions and presenting the solution to Business solution managers (BSM), Enterprise Architects (EA) for approval. * Follow the Merck & Co Inc. process of Integration life cycle in analysing and confirming the application design. * Working with Merck’s business team on Integration Functional Specifications (IFS) and Integration Data Mappings (IDM) using Merck & Co Inc.’s standard templates. * Analyse various data requirements to prepare the data analytics and predictions reports   **Technical Skills:** The beneficiary have the knowledge about Unified Modelling Language which is prepare detailed design document that translates the business process diagrams to detailed technical speciation  **Tools:** The tools required to perform the above activities are Tibco AMX BPM Solution design (Studio), BPMN, UML,  **Master Degree Subjects:**  Master of Computer Applications  Computer Architecture – 5th Semester / 2001 | 10 % | **Merck Manufacturing Division Modernization Program** – Product & Brand Optimization  Branchburg, New Jersey |
| 02-Oct-19  To  28-Feb-20 | **Development, Testing & Production & Hypercare Activities- Project - Product & Brand Optimization:**   * Build Integration Services & automate business process to exchange messages and data between disparate Merck enterprise applications and external vendors. * Implement the Enterprise Application Integration services using advanced Middleware technologies like Tibco Active Matrix Business Works, EMS and other applications. * Create the Canonical schemas for the Integration Systems. * Defining Developer and Test Methodology to carry out the development schedule * Peer code reviews and Technical support/guidance. * Creating Test design docs for new enhancements and QFE and Hot fixes for the existing system * Interacting with the team during Development & Test phase. * Create the deployment scripts and build the service assemblies for deployment in a multitude of validated environments. * Verifying deployment using automation scripts for different environments (DEV, UAT, SIT & LTE). * Preparing deployment document and provide support to deployment team. * Resolving deployment issues and coordination with Operations for deploying services in production. * Interacting with onsite and offshore team in resolving their problems   **Technical Skills:** The beneficiary have the knowledge about Architect an AMX based solution (Enterprise, Environments, Nodes, Applications).  Leverage AMX BPM internal architecture (EC, Process Manager, Work Manager, API, …)  Integrate BPM with service infrastructure (SOA) to decide on integration strategy (use of mediation, use of JMS as underlying protocol, position load balancer), select proper integration patterns and protocols (HTTP, JMS, Virtualization).  Integrate user desktop application with BPM.  design solution for common requirements: error handling (fault detection, exception report), logging, auditing.  **Tools:** The tools required to perform the above activities are Tibco AMX BPM Solution design (Studio), Solution design (Studio), BPMN, UML, Application development (Java, REST, SOAP, .Net), UI (HTML5, CSS), OSGI, SCA, Service Building, Data Modeling, Forms Building  **Master Degree Subjects:**  Master of Computer Applications  System Software – 3rd Semester / 2000  Principles of Database Management Systems – 3rd Semester/2000  Database Design – 4th Semester/2001 | 10 % | **Merck Manufacturing Division Modernization Program – Product & Brand Optimization**  **Branchburg, New Jersey** |
| 02-Mar-20  To  13-Oct-20 | **Production & Hypercare Activities & Coordination of projects Product Launch Process Tracking & Product & Brand Optimization**   * Implementation/Rollout Processes * Hypercare and Steady State Activities – the immediate post-deployment support needed, followed by the maintenance and operational support of a new system and its users. This includes training of the existing support function; staffing up for user support and issue management; building in system health maintenance and operational monitoring plans and then preparing for the next phase. * Monitor, Evaluate, and Improve (Post Go-Live) Measure against the goals set at the beginning of the program, and supporting the achievement of those goals.   **Tools:** The tools required to perform the above activities are Jira Service Desk, Jira Ops, Jira Core, Statuspage, OpsGenie  **Master Degree Subjects:**  Master of Computer Applications  System Software – 5th Semester / 2000  System Analysis & Design – 5rd Semester/2000 | 10% | **Merck Manufacturing Division Modernization Program – Product Launch Process Tracking, Product & Brand Optimization**  **Branchburg, New Jersey** |

**Please note:** The above-mentioned services and dates are based on the current project status and are provided by the end client. However, these dates of engagements for each type of service will be re-evaluated from time to time on a regular basis and will be extended based on the progress of the project.

1. **Position Requirements**

Education:

Companies seeking to employ a Project Manager require prospective candidates to have a strong foundation in the field of Computer Science or a related field which can only be obtained through the completion of a Master’s degree or progressively responsible experience that is equivalent to the attainment of at least a Bachelor’s degree. The skills, knowledge, and analytical thinking acquired through the acquisition of a Bachelor’s degree or its equivalent is considered necessary by experts in the industry and thus the degree is considered an industry standard requirement for the position. HCL, like other information technology services and software development companies, does not and will not employ individuals in the offered position unless they meet this minimum standard. These minimum academic requirements are consistent with the requirements for comparable positions in the industry, and they clearly mark this position as a specialty occupation.

Practical application of skills:

This position requires the beneficiary to understand and participate in product development initiatives as well as technical business development efforts. The offered position requires an individual with a background requirement gathering, detailed knowledge about business drivers for the enterprise and future vision, knowledge of AMX BPM features, technical writing, critical thinking, problem solving, social intelligence.

The detailed knowledge and extensive skills HCL Frameworks in named HCL ECF & HCL XCHANGE built on Tibco technologies is used for enterprise wide application integration and transforming the manual business process to automated workflow engines which help Merck to eliminates the cost and maintenance of workforce and paper-based workflows

This position requires the beneficiary to understand and participate in product development initiatives as well as technical business development efforts. The offered position requires an individual with a background in Computer Science, software engineering principles, software architecture, data structures, data modelling, software development lifecycle, programming languages, knowledge of project management tools and techniques, competence in business management concepts, customer relationship management, communication management, effective decision making, and implementation and improvement of business processes.

1. **Evidence pertaining to the beneficiary’s Qualification and Skills:**

The beneficiary is well qualified for the offered professional position based on the academic credentials and prior related experience gained before joining our company in the U.S. As outlined above, the offered position clearly qualifies a specialty occupation role requiring at least a Bachelor’s degree in a specific field of study, and the beneficiary has gained the educational background and experience that we require for this position.

More specifically, the beneficiary was awarded a Master’s degree in computer applications from University of Calicut in 2002.

In addition to the beneficiary’s academic credentials, the beneficiary possesses professional experience relevant to the proffered specialty occupation.

* Has fifteen years of total experience in information technology which includes the design and development of Enterprise Application Integration, Service Oriented Architecture, Business Process Management, (EAI) using Tibco & Microsoft Technologies.
* Extensive experience in JIRA Portfolio administration which includes workflow management, user management, data management and clean up, plan management
* Experience in architecting SOA enabled BPM and ESB solutions involving JMS, EMS and MQ messaging systems as part of Enterprise Service Bus (ESB) for large integration and BPM projects.
* Involved in all phases of SDLC such as Requirement Analysis, design, testing/quality assurance, Software Development, Estimation.
* Provide scalable Enterprise solutions to handle the disaster recovery and layout architecture for Enterprise resilient applications
* Expert in designing the Enterprise Application Integration Solutions.
* Expertise in TIBCO Active Matrix Suite –TIBCO Business Works 5.X, TIBCO EMS 5.x, TIBCO Adapter for ActiveDB 5.X, Business Events 5.x, Business Connect 5.x, AMX Service Engine, AMX Service Grid and General Interface 3.x
* Extensive knowledge in designing the solutions for Business Process Management using Tibco Activie Matrix BPM.
* Extensive experience in delivering SOA interfaces and BPM Workflows using HCL Frameworks named HCL EXCHANGE & HCL ECF.
* Proficient in developing Enterprise Application Integration based solutions including: Design and Implementation using TIBCO suite of products.
* Experience in interacting with client and SME’s (Subject Matter Experts) from both Onsite and Offshore.
* Extensive experience in reaching life science domain, Banking and Financial domain projects through Design, Development, Testing and Implementation of Enterprise Application Integration systems using TIBCO Suite of Products

Accordingly, the beneficiary is an ideal candidate for the specialty occupation position and has gained competency in computer science principals, including:

* Tibco Enterprise Architecture
  + Have hands on architecture, design, and development leadership and support as opposed to a strategist/visionary type role by providing technical expertise and leadership to develop integration solutions spanning business processes, operating systems, applications and hardware platforms applying EAI patterns.
  + Reviewing and designing complex enterprise integration architectures for cross functional applications based on SOA design principles and developing and/or recommending standards, guidelines and best practices for SOA governance and development is required.
  + Partnering with business and IT leadership across functional areas to obtain buy in and build ownership for transformation of the technology environment into SOA paradigm leveraging TIBCO BW/EMS and Tibco HAWK.
  + Working with complicated and business critical applications across functional areas to define requirements, create solution architecture based on enterprise architecture strategy for TIBCO BW/EMS and Tibco Hawk and translating business needs into technical architecture requirements, design documents and code.
* Tibco Data Analytics
  + Tibco Spotfire to deliver integrated reporting and analytic services. to support build visualizations using Spotfire, Python, SAS and R to define and assimilate requirements to design and architect client Spotfire reporting and measurement solution(s). Create and support application of Spotfire development best practices and in troubleshooting complex challenges. Develop re-usable medium-complex reports and visualizations, re-usable data sets for reporting, and analytic integrations working with customer, internal teams, and analytic/data scientists where required.
* Tibco Integration Architect
* Extensive experience in architecting the integration solutions with enterprise applications and cloud applications, using Tibco BW6 and Tibco BW Container editions such as Docker and Cloud Foundry
* Automating Business Process Management
  + Experienced in TIBCO AMX BPM for technically leading the TIBCO BPM project covering all stages of the life cycle, including responsibility for Process Analysis, Modelling AS-IS and TO-BE models.
  + Experienced in integrating processes with services, simulation of processes, development and deployment using Tibco technologies TIBCO AMX BPM 3.1 and 4.1, TIBCO Spotfire, Tibco BW 6x, Restful API and BPM Case Management framework & traditional workflow
* Agile development:
  + Extensive experience in software development life cycle models as well as expert knowledge of both Agile and traditional project management principles and practices and the ability to blend them together in the right proportions to fit a project and business environment
  + In depth knowledge SCRUM/Agile methodologies with enterprise-level application development projects and sufficient level of technical background to provide highly-credible leadership to development teams and to be able to accurately and objectively evaluate complex project risks and issues
  + Ability to provide leadership to business analysts and collaborate with customers and develop strategies and solutions of high business value.
  + Extensive experience in Agile Project Management tools such as Jira/Greenhopper, Rally, VersionOne or equivalent Microsoft Project, Visio.
* Program Management:
  + Planning the overall program and monitoring the progress
  + Working with product owners on identifying the priority
  + Maintain workflows, screens, dashboards, etc. to serve as templates for Agile teams across the company
  + Create JIRA projects and queries, custom workflows and report on software development KPIs and metrics
  + Provide ongoing support, configuration maintenance, and handle a variety of JIRA related administrative support requests
  + Working with IT application groups on capacity, managing risks and issues and taking corrective measurements
  + Managing stakeholders' communication, coordinating the projects and their interdependencies
  + Extensive experience in creating new resilient Atlassian installations in AWS with good recovery solutions and migrating Jira and Confluence projects/spaces and users to a new installation

The beneficiary possesses an understanding of solutions and services that can be aligned to a client’s business needs, and the challenges associated with HCL-specific engagements with its clients. With this knowledge the beneficiary is able to analyse customer requirements and execute technical tasks in engagements.

1. **HCL normally requires a degree or its equivalent for the position:**

It is a normal practice for our organization to hire individuals in the same or similar position who hold at least a Bachelor’s degree or its equivalent in a related field. HCL has a history of this practice, and continues to hire candidates holding at minimum a Bachelor degree in a field related to the offered position.

To ensure that candidates are capable of performing the day-to-day job duties defined by HCL pursuant to the engagement, HCL requires at least a Bachelor’s degree in a related quantitatively analytical field. Typically, HCL requires as per its internal hiring policies that any person who is hired for this position has at least a Bachelor’s degree or its equivalent in a related field.

The Project Manager is a professional position that requires at least a Bachelor’s degree or its equivalent in the fields of Computer Science, Engineering, Management Information Systems, Information Technology, or a related, quantitatively analytical field.

1. **Why the position would be considered a Specialty Occupation (i.e. one that requires a Bachelor’s degree):**

The offered position requires the beneficiary to

* Extensive experience in Agile Project Management tools such as Jira/Greenhopper, Rally, VersionOne or equivalent Microsoft Project, Visio.
* Extensive experience in creating new resilient Atlassian installations in AWS with good recovery solutions and migrating Jira and Confluence projects/spaces
* Experienced in TIBCO AMX BPM for technically leading the TIBCO BPM project covering all stages of the life cycle, including responsibility for Process Analysis, Modelling AS-IS and TO-BE models.
* Have hands on architecture, design, and development leadership and support as opposed to a strategist/visionary type role by providing technical expertise and leadership to develop integration solutions spanning business processes, operating systems, applications and hardware platforms applying EAI patterns.
* Experienced in integrating processes with services, simulation of processes, development and deployment using Tibco technologies TIBCO AMX BPM 3.1 and 4.1, TIBCO Spotfire, Tibco BW 6x, Restful API and BPM Case Management framework & traditional workflow
* Extensive experience in architecting the integration solutions with enterprise applications and cloud applications, using Tibco BW6 and Tibco BW Container editions such as Docker and Cloud Foundry

This position requires the beneficiary to understand and participate in product development initiatives as well as technical business development efforts. The offered position requires an individual with a background requirement gathering, detailed knowledge about business drivers for the enterprise and future vision, knowledge of AMX BPM features, technical writing, critical thinking, problem solving, social intelligence,

The detailed knowledge and extensive skills HCL Frameworks in named HCL ECF & HCL XCHANGE built on Tibco technologies is used for enterprise wide application integration and transforming the manual business process to automated workflow engines which help Merck to eliminates the cost and maintenance of workforce and paper-based workflows

This position requires the beneficiary to understand and participate in product development initiatives as well as technical business development efforts. The offered position requires an individual with a background in Computer Science, software engineering principles, software architecture, data structures, data modelling, software development lifecycle, programming languages, knowledge of project management tools and techniques, competence in business management concepts, customer relationship management, communication management, effective decision making, and implementation and improvement of business processes.

These skills are best acquired through completion of a Bachelor’s degree in Computer Science or a related field. The specific technical skills and the general business skills acquired through completion of a Bachelor’s degree in one of the above listed fields would provide the beneficiary with the necessary skills to be successful in the offered positions. These skills could only be obtained through a minimum of a Bachelor’s degree in the above mentioned fields. It is highly unlikely that such a position would be offered to someone without this level of education and experience.

HCL’s minimum requirement for the offered position is a standard baseline requirement common to the industry in parallel positions among similar organizations. Firms similar to HCL routinely recruit and employ only degreed individuals in the specific specialty. This requirement is necessary to ensure smooth running of the operations of the engagement leading to project deliveries and client satisfaction Therefore, the offered position is specialty occupation requiring an in-depth knowledge of computer science.

1. **Employment control and supervision by the Petitioner:**

While onsite, the beneficiary will work for 40 hours each week under the exclusive control of **Sreenivasa Rao Nalluri**, whose phone number is +1 (484) 651 3158. **Sreenivasa Rao Nalluri** is a HCL employee who is stationed in US worksite and is charged with ensuring that the HCL professionals such as the properly execute their responsibilities.

Although the beneficiary will be working at Merck & Co worksite, HCL will exercise ultimate supervision and control of the beneficiary’s employment. The Merck will not have the authority to contract out the beneficiary’s services or assign him to a different employer. Specifically, the beneficiary will be controlled by **Sreenivasa Rao Nalluri**, Operations Director at HCL, and HCL will be responsible for all the terms and conditions of the beneficiary’s work including hiring, supervision, compensation, termination and will otherwise control the beneficiary’s day-to-day work.

Please note that HCL is NOT a staffing company. HCL is fully responsible for selecting and vetting candidates to work on the engagement to achieve the goals outlined in the Statement of Work. HCL, and not the end client, determine the minimum criteria for selection. In order to maintain its reputation and ensure that candidates are capable of performing the day-to-day job duties defined by HCL pursuant to the engagement, HCL requires at least a Bachelor’s degree in a related quantitatively analytical field.

Please feel free to contact me if you have any further questions regarding the beneficiary’s employment.

Sincerely,

Sreenivasa Rao Nalluri

Operations Director

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