# Nomination Template

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| Name of the Associate: Bhaskar Dara | Associate ID: 484260 |
| Current Grade: Associate | Support Function: Delivery Excellence - Industrialize |
| Nominating Manager: Gayathri R | |

**Current Rating** : EA

**Time at current level/ role** : 5 years 9 Months

**Business Case:**

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| --- | --- | --- |
| **Item** | **Qualifying criteria/ Remarks** | **Performance measure/ comments** |
| Self-Development | *Trainings & Certifications* | **CAST Software:**   * Certified in **CAST Imaging** Tool * Certified in **CAST Highlight** Professional * Certified in **CAST AIP** Tool * Certified in **CAST Key User** Certification * Trained in **CAST FP** Computation * Self-Trained in CAST Re-Analysis Automation process using Jenkins and CAST CLI   **IBM Tools:**   * Undergone the classroom training for below IBM tools: **IBM RTC, IBM RDNG, IBM RQM, IBM RFT, IBM AppScan** and **IBM RPT** tools   **PQ:**   * Self-Trained in **JIRA**, **SonarQube**, **Junit**, **Jenkins, Azure DevOps, Maven, Python** and **GitHub** tools from Open Source Category * Certified **Junit [Basic 101]** from Cognizant Learn and Udemy * Certified **JIRA Intermediate [201]** from Cognizant Learn * Certified **GitHub** Intermediate and Advanced from Cognizant learn * Certified **Jenkins** professional from Cognizant Learn |
| Knowledge Management | *Participation in Conducting Training & or Knowledge base creation* | **CAST Software:**   * Provided CAST analysis reports walkthrough, trainings , demo sessions and presentations to multiple Customers (**Save-A-Lot, Transcelerate, SmartTrials, Lowes, MetLife, AbbVie, PerkinElmer, IAT, Sanofi, Kvaerner, Arcadia, Northern Trust, Delta**) * Conducted CAST AIP capability sessions & demos for multiple BU/ accounts * Conducted CAST AIP and Imaging capability sessions & demos especially for Save-A-Lot account * Prepared CAST Analysis process documents and shared with the project teams for their future reference for running any analysis * Prepared documentation for **CAST Re-Analysis process** w.r.t **Jenkins automation** and CAST CLI process * Prepared BU-AAD database automation scripts for running periodically * Prepared **CAST FP** and **TCC** process documents * Simplified the AAD Consolidation process by creating CLI commands to run and consolidate all CAST applications in a central dashboard in a single go * Participated in Audit process and building documentation based evidences for the CAST Vendor to ensure Compliance and Adherence   **IBM Tools:**   * Conducted **IBM CLM Tool** Demo for several accounts (**3M, PepsiCo, WKCDA, Disney**) * Conducted **IBM AppScan** and **RPT Tool** Demo for several accounts (**Delta Airlines, BOAT**) * Prepared the document for **IBM CLM** setup process * Prepared the document for **IBM DB2** setup process * Prepared the document for **IBM CLM Server renaming activity** * Prepared the document for **MS SQL Server backup and migration** * Prepared the document for **IBM DB2 license update** process * Updated the DE Monthly maintenance activity document w.r.t EE Platform instance * Prepared the process document for **KEDB Management Requirements for 3M** account using IBM RTC * Prepared the Reverse Proxy SOP document for CLM Production Instance * Implemented the POC for the HealthCare project for Requirement Management using IBM RDNG   **Open Source Tools (PQ):**   * Prepared the **SonarQube capability document** for training purpose * Provided training to the DE Internal team on SonarQube tool capabilities |
| Functional Competency |  | **CAST Software:**   * He was the **first to onboard Function Points** for the accounts in the Organization, - **MetLife, Northern Trust** and **Save-A-Lot** * Helped setting up the **CAST Imaging and TCC** for accounts – **Save-A-Lot, AbbVie, Transcelerate** * He has been instrumental in Integrating **CAST AIP with Jenkins** and **JIRA for Corelogic** and **PerkinElmer** accounts * He has been instrumental in Integrating **CAST AIP** with **Azure DevOps** for **Save-A-Lot** * He was instrumental in getting the necessary Infrastructure Setup with the CAST specific Software’s Upgrades & migrations * He has pro-actively involved in the Organization Wide Dashboard Setup for CAST, Maintenance, Regular Backup & Report Generation activities * He was instrumental in reducing technical debt of application to the sum of **~ 10M $** * He has performed CAST Analysis on **25+** accounts **130+** applications and **~6M LOC** * He has taken up challenging Technical activities & helped the team   **IBM Tools:**   * He has pro-actively involved in Managing the CLM Setup, Installation & Upgrade Activities within Prod/Staging environments * He is handling most CLM related Activities, User Support, and User Creation for most accounts * He is handling Daily Token report generation activity from License Server for reporting purpose * He is also handling the IBM Tools Monthly Maintenance activity * He is involved in CLM server renaming activity for prod instances * He is also involved in IBM CLM and DB2 setup for KLI account and UAT is also performed for the CLM configurations * Involved in fixing the security vulnerabilities raised from corporate security team for IBM CLM prod / staging environments * Involved in IBM CLM and DB2 setup, configuration for Concept Lab also performed the Server rename activity to change the URL * He is the go to person when IBM CLM Prod environment is down or any server related issues arise * He has actively participated in Project connect activity to showcase the tools expertize which the projects can benefit from   **Open Source Tools (PQ):**   * Involved in SonarQube setup in server * He helped the team in setting up **LDAP** and **SMTP** configuration and Database setup for SonarQube * Performed the Sonar Scan for multiple technologies and demonstrated to the team * He is actively participating in Project connect activity to showcase the tools expertize which the projects can benefit from |
| Client Management and Consulting |  | **CAST Software:**   * Bhaskar has implemented CAST product close to 25+ accounts and 130+ applications * He also got Project allocation for accounts – Save-A-Lot, Transcelerate, SmartTrials * Accounts such as MetLife, Northern Trust, Delta, Arcadia, C&W, Electrolux, PepsiCo, QEA, Sanofi, Kvaerner, HMH etc. and continue to manage accounts such as AbbVie, Transcelerate, PerkinElmer, IAT, Save-A-Lot, SmartTrials and Lowes   **IBM Tools:**   * He is currently involved in onboarding the accounts into CLM, AppScan and RPT tools from IBM stack. * **On boarded 3M Account onto CLM (RTC) & uploaded 800+ Articles & Artifacts, with more than 200+ Users**. * **On boarded 4 users for AppScan and RPT tool from BOAT account** * Handling the complete administration and operational activities w.r.t to **IBM CLM for accounts like Academy, 3M, PepsiCo, ERC, Corelogic, APAC Innovation Program, Capital One, TGS**   **Open Source Tools (PQ):**   * He is currently involved in reaching out to the accounts where they need support in implementing the Open Source tools like JIRA, SonarQube and Junit for Product Quality Improvement Initiative * Implemented the Automation process and custom report generation for JIRA tool in **AbbVie** project * Helped the **AMERICAN FAMILY LIFE** project team in custom report generation using Zephyr for JIRA.   ***Refer Page 6 for more details (Notable achievements in the following key engagements)*** |
| Knowledge & Competence Development |  | * He demonstrated remarkable capability in mastering new tools like **JIRA, SonarQube, Junit, Maven, Python, Azure DevOps, GitHub and Jenkins** * **He was the first person to Setup CAST Automation with Jenkins and JIRA for CoreLogic. The same was implemented now for several accounts**. * **He is the go to person for any IBM CLM and DB2 related activities or queries in the team** |
| Client feedback | 1. *if any, include mails wherever applicable* |  |

**Description of 3 key strengths and 3 areas of improvement**

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| --- |
| **Strengths:**   * **Technically sound** * **Quick Learner** * **Innovative problem solver** |

**Notable achievements in the following key engagements:**

1. **PQ – Open Source Tools Category:**

**Account: AbbVie**

**Tool Supported: JIRA**

AbbVie project (**1000246712 - ABBV COMM PtntSrvs Risa**) was facing some challenges in manual report generation to share with the client which involves 1 to 2 weeks of effort per release. The team has reached out to us to help in reducing the effort spent and automating the report generation process.

Bhaskar has helped the team to configure the below reports and it turns in **1 to 2 weeks of effort reduction** per release. Automation helps in creation of all tasks automatically whenever the release or sprint is planned.

Reports configured:

* Total Efforts spend per Release
* Total Testing protocols tested per release
* # of Stories released to Production
* Reusability/Automation/value-adds components built per year
* Quality of Deliverable - Post Delivery Defects
* In Market Defects – within 2 weeks post deployment
* Number of defects found in each testing phase
* On Time Delivery of Deliverables

1. **PQ – Open Source Tools Category:**

**Account: AMERICAN FAMILY LIFE**

**Tool Supported: JIRA**

AMERICAN FAMILY LIFE project – **1000299493 America-Connect AppDev AppSupp** was looking for support on Zephyr and JIRA reports especially on Test and Defect Management.

Provided support on the following features to the project team:

* Zephyr reports - Test Case Report by priority and by Tester, Test Execution Report status
* JIRA Reports & Dashboard - Defect by priority, Defect by Assignee and by Project and Releases
* Excel Automation - Defect Ageing Report and other Defect Trend report compared to previous releases

**IBM - Support:**

1. **IBM - CLM:**

**Account: WKCDA**

**WKCDA** was already using IBM Rational Collaborative Lifecycle Management, but the version used was outdated & also the product was running on old version of Windows & MS SQL Server database.

Bhaskar was involved in End to End setup of CLM migration process and performed below activities:

* Upgrade CLM to latest version
* Database upgrade to SQL Server 2016
* Migrate CLM to different VM
* Advanced Reporting & Dashboard
* Develop Customized Reports – to view consolidated defects metrics based on severity & status.
* Build CLM Staging environment
* CLM Advisory
* Rational Team Concert – OOB dashboard & reports were recommended for reporting as the customer had not used reports before
* JAZZ Reporting Server was recommended to create customized reports & for advanced reporting
* UAT for Staging and Production instances

Without any prior knowledge, Bhaskar has shown commitment in completing the entire tasks on time, where he worked 40hrs+ on stretch to meet the timelines and fixing the issues to make the production system up and running.

He got good appreciation mail from WKCDA Client directly on his commitment and passion towards the work.

It was a complex migration activity – where CLM product, DB & VM upgradation was involved.

With the help of Bhaskar, the whole migration activity was done in a well time-boxed way with no issues.

**Benefits to the Customer:**

1. HKD 87,000 savings for the customer
2. Increased Application Performance achieved by product, database & VM upgrade
3. Improvised reports to have better insights of project metrics
4. Separate Staging Environment for Pre-Prod activities
5. Customer was able to use CLM Rest APIs to fetch Defects related details without connecting to CLM
6. Production CLM migration was executed in 4 days of time
7. Enabled about 200+ users on the latest version of CLM & Advanced reports & dashboards
8. **APAC Innovation Program 2019:**

IBM CLM platform is used as Idea Portal for registering the Ideas from across the locations for APAC Innovation Program 2019 organized by DE

* The IBM RTC platform is customized based on the requirements from the APAC Innovation Program team
* 89 Team Areas are created and the users are assigned respectively
* New Roles are added to RTC platform as per the APAC program requirement
* Access Control is enabled between the team areas for security purpose
* 250+ Users are on-boarded for CLM platform for registering the Ideas w.r.t APAC Innovation Program 2019
* Customized dashboards are created for the Idea Portal
* Periodic reports are generated and shared with the DE team
* Idea Approval process is implemented
* Testing was also performed w.r.t UAT

1. **IBM - RPT:**

**Account: BOAT**

* RPT has been used for running the performance scan for BOAT application
* On-boarded 3 users to RPT tool from BOAT account
* Given KT on the performance scan process for applications

1. **IBM - AppScan:**

**Account: HMH**

Immediate requirement form customer to run CAST security scan on few applications. This is marked as critical by customer to identify any major security flaws in their code.

* Bhaskar helped the team to provision the server to install the AppScan tool and configuring the license.
* He guided the team to run the Security scan on the application where they have escalations from customer and shared the report.
* The team fixed the issues reported by the tool and shared the latest report to the customer.
* Customer is happy with the security report with no major issues found in the application.

**CAST COE Role:** Below activities are performed by Bhaskar

1. **PerkinElmer:**

* PerkinElmer account was awarded First Prize in Blind Spot – Third Eye event
* 1 Application is on-boarded
* The TQI has improved from 2.7 to 3.9
* Zero Critical Violations found in the latest analysis results
* CAST Reanalysis Automation is implemented

1. **AbbVie:**

* AbbVie account was awarded Second Prize in Blind Spot – Third Eye event
* Using CAST the average code quality has increased from 2.2 to 3.4 - with top scores for many green field projects 3.5+
* 20 + projects on-boarded in Web & Digital
* Customer recognized our stellar show and on boarded 5+ Mobile Native projects (IOS, Android,  Xamarin) onto CAST
* Zero production issues on the critical applications
* Reduced overall defects by 20%
* Rework effort reduced by 5%
* Reusability 10% & Improved Estimation
* TQI has improved from 2.2 to 3.4

1. **Save-A-Lot:**

* 20 + Applications are on-boarded
* CAST AIP is used for showcasing the code quality for the legacy applications
* CAST Imaging is deployed and helpful to the team in discovering the application architecture
* CAST Enlighten is deployed and used to discover the Impact analysis and flow diagrams
* CAST TCC is deployed and used for critical transactions
* CAST Integration with Azure DevOps Repository and Reanalysis Automation is implemented

1. **Transcelerate:**

* 13 applications are on-boarded
* CAST AIP is used for showcasing the code quality applications
* The TQI has improved from 3 to 3.5
* Helped the team in fixing all the critical violations

1. **SmartTrials:**

* 3 applications are on-boarded
* CAST AIP is used for showcasing the code quality applications
* The TQI has improved from 2.6 to 3.5
* Helped the team in fixing all the critical violations

1. **Lowes:**

* 20 Applications are on-boarded
* The TQI has improved from 2.6 to 3.5
* KT on CAST Analysis process is given to the team
* Helped the team in fixing all the critical violations

1. **IAT:**

* 2 Applications are on-boarded
* The TQI has improved from 3.1 to 3.5
* KT on CAST Analysis process is given to the team
* Helped the team in fixing all the critical violations

1. **SANOFI:**

* 12 Applications are on-boarded
* Code Quality reports are shared with the respective team for fixing the violations
* KT on CAST Analysis process is given to the team

1. **MetLife (FP Estimation):**

The customer is using manual approach in effort estimation where they have to define different category of work, factors considered and complexity and Difficult to compare with Industry standard.

We recommended the CAST AIP tool.

* Tool Based approach – CAST
* Use the tool to baseline size and calculate enhancement FP during 20 releases for 10 applications
* Calculate release level productivity – FP/effort for 20 releases
* Baseline Java productivity and Show year on year productivity improvement
* POC to show the platform supports key technology (Java, .Net, MF)

Bhaskar has implemented CAST FP Estimation process for the POC applications and the same process is implemented for 10 applications with 20 releases total and presented the total Effort estimation results to the customer within agreed timelines.

1. **HMH:**

CAST AIP tool is recommended and used for Quality use case for most of the HMH applications.

* Total 13 applications are on boarded till date.
* For every analysis, he will be sharing the action plan and CAST report which helps the team to resolve the critical issues immediately and helps in reduction of Production issues.
* The overall TQI improved from 2.5 to 3.2

1. **KVAERNER:**

* 1 Application is on-boarded
* Code Quality reports are shared with the respective team for fixing the violations

**Summary:**

* Certified in CAST Imaging Tool, CAST Highlight Professional, CAST AIP, CAST Key User , Junit, JIRA, GitHub, Maven, Python and Jenkins tools
* Certified in Agile Project Planning, Agile Software Development – Scrum, Agile\_DevOps, AI & Analytics.
* Trained in CAST FP Computation and Self-Trained in CAST Re-Analysis Automation process using Jenkins and CAST CLI
* Self-Trained in JIRA, SonarQube, Junit, Jenkins, Azure DevOps, Maven, Python and GitHub tools
* Certified in JIRA, Jenkins, GitHub, Junit tools
* Have Implemented CAST for around 25+ accounts in these previous 5 Years 9 Months in CAST COE Team, Accounts such as Save-A-Lot, Transcelerate, SmartTrials, Lowes, MetLife, AbbVie, PerkinElmer, IAT, Sanofi, Kvaerner, Arcadia, Northern Trust, Delta etc.
* Conducted CAST AIP and Imaging capability sessions & demos for multiple BU/ accounts such as Save-A-Lot, Transcelerate, SmartTrials, Lowes, MetLife, AbbVie, PerkinElmer
* Have been instrumental in getting the necessary Infrastructure Setup with the CAST specific Software & Upgrades & migrations over these years
* Was the first to onboard Function Points for some of the accounts in the Organization, such as Metlife & NT
* Have also been Pro-Actively involved in the Organization Wide Dashboard Setup for CAST, Maintenance, Regular Backup & Report Generation activities.
* Have been first to Setup CAST Automation with Jenkins for CoreLogic. The same has been now implemented for several accounts
* Have been instrumental in Integrating CAST with JIRA.
* He has been instrumental in Integrating CAST AIP with Azure DevOps for Save-A-Lot
* Have taken up challenging Technical activities & helped the team in their technical challenges. Can proudly say that I am the Go to guy within the team for any technical challenges, be it for CAST or IBM tools.
* Have worked in CLM Migration (IBM) for WKCDA Account, without having much knowledge & was able to complete the necessary Migration successfully, which was well appreciated by the Customer.
* Have been effective in Managing the CLM Setup, Installation & Upgrade Activities within Prod/Staging environments
* On boarded 3M Account onto CLM (RTC) & uploaded 800+ Articles & Artifacts, with more than 200+ Users.
* On boarded 4 users for AppScan and RPT tool from BOAT account
* Handling the complete administration and operational activities w.r.t to IBM CLM for accounts like Academy, 3M, PepsiCo, ERC, Corelogic, APAC Innovation Program, Capital One, TGS
* Involved in IBM CLM and DB2 setup for KLI account and UAT is also performed for the CLM configurations
* Handling most CLM related Activities, User Support, and User Creation for most accounts.
* Conducted IBM CLM Tool Demo for several accounts (3M, PepsiCo, WKCDA, Disney)
* Conducted IBM AppScan and RPT Tool Demo for several accounts (Delta Airlines, BOAT)
* Prepared the SonarQube capability document for training purpose
* Provided training to the DE Internal team on SonarQube tool capabilities
* He has actively participated in Project connect activity to showcase the tools expertize which the projects can benefit from
* He supported the AbbVie project team to configure the below reports and it turns in 1 to 2 weeks of effort reduction per release. Automation helps in creation of all tasks automatically whenever the release or sprint is planned
* He provided support to the AMERICAN FAMILY LIFE project team on Zephyr reports - Test Case Report by priority and by Tester, Test Execution Report status and JIRA Reports & Dashboard - Defect by priority, Defect by Assignee and by Project and Releases. Excel Automation - Defect Ageing Report and other Defect Trend report compared to previous releases
* He helped the team in setting up LDAP and SMTP configuration and Database setup for SonarQube
* He also got Project allocation for accounts – Save-A-Lot, Transcelerate, and SmartTrials