# 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

**Business Case:**

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| **Item** | **Qualifying criteria/ Remarks** | **Performance measure/ comments** |
| Self-Development | *Trainings & Certifications* | * Certified CAST Imaging and CAST Highlight professional * Certified CAST AIA, Key User Certification * Completed IBM RTC, IBM RDNG, IBM RQM, IBM RFT, IBM AppScan and RPT tools trainings * Trained in CAST FP estimation * Self-trained in JIRA, SonarQube and Junit tools from Open Source Category * Certified Junit [Basic 101] from Cognizant Learn and Udemy * Provided training to the DE Internal team on SonarQube tool capabilities |
| Knowledge Management | *Participation in Conducting Training & or Knowledge base creation* | * Provided CAST analysis report walkthrough to multiple Customers (Save-A-Lot, Transcelerate, Lowes, MetLife, AbbVie, PerkinElmer, IAT, Sanofi) * Conducted CAST AIP capability sessions & demos for multiple BU/ accounts * Conducted CAST AIP and Imaging capability sessions & demos especially for Save-A-Lot account * Conducted IBM CLM Tool Demo for several accounts (3M,WKCDA,Disney) * Conducted IBM AppScan and RPT Tool Demo for several accounts (Delta Airlines, BOAT) |
| Functional Competency |  | * He was the first to onboard Function Points and Imaging for the accounts in the Organization, - MetLife, Northern Trust and Save-A-Lot * 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 has taken up challenging Technical activities & helped the team * 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 was instrumental in reducing technical debt of application to the sum of ~ 10M $ * He has performed CAST Analysis on 25+ accounts ~120+ applications and ~6M LOC |
| Client Management and Consulting |  | * Bhaskar has implemented CAST product close to 20+ accounts * 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 and Lowes * 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 * 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   **Refer WKCDA IBM CLM migration – Page 3** |
| Knowledge & Competence Development |  | * He demonstrated remarkable capability in mastering new tools like JIRA, SonarQube and Junit * He was the first person to Setup CAST Automation with Jenkins and JIRA for CoreLogic. The same was implemented now for several accounts. |
| 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. **IBM - CLM:**

**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:

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* 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 pre 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 migration or product compatibility 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. **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. **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. **AbbVie:**

* 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. **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. **PerkinElmer:**

* 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. **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. **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
* Have Implemented CAST for around 25+ accounts in these previous 4+ Years in CAST COE Team, Accounts such as Metlife, NT, Delta, Arcadia, C&W, Electrolux, Pepsico, QEA etc.
* I continue to Manage the these accounts at present, AbbVie, Transcelerate, PKI, HMH, IAT, Sanofi
* I have been instrumental in getting the necessary Infrastructure Setup with the CAST specific Softwares & 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.
* 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 completed the necessary Certifications for CAST Key User & AIA
* 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.
* Handling most CLM related Activities, User Support, User Creation for most accounts.