**New Role: Application Development- Sr. Developer**

**Evaluate Role Readiness – Section 1 (500 Characters. Attach documents as appropriate)**

**Associate on his/her ability to**

1. Understanding client requirements based on feasibility studies and review of data sets available; get queries resolved

He worked with Walgreens in various project (Storenet, PCP Boots & Picture Care Plus).

His in-depth knowledge in application, business and technology stack helps in understanding requirement correctly, assessing feasibility study and giving proactive solution.

1. Measure and report the actual effort against the estimated effort

He is very efficient in estimating effort for any requirement. He follows industry standard best practices to for effort estimation. In recent time, there is no instance for schedule variance in project deliverables. This has created a positive image of team in front of customer. He uses standard methodology to measure track project progress and take necessary mitigation plan to strictly adhere with committed project schedule.

1. Create design document and support Technical lead to create project plan from a technical perspective

He played the role of a Technical Lead in Picture Care project. He understand the business requirement and delivered FRD & TRD successfully on time.

His effort to make TDD and UTC more informative and clear always helps team member to understand requirement correctly and deliver defect free quality code. He also create the project deployment plan for each Release.

1. Create, deploy code after seeking reviews for accuracy and functionality, highlight risks

He is empowered enough to develop quality code independently. He always follows industry standards coding convention to improve code quality. He has adopted Sonar as code profiling tool in Photo project, which ensures good code quality. Apart from this, he has also adopted Codnizant best practices.

1. Coordinate with architects and business analysts to determine functionalities

He coordinated effectively with testing team, technical architect and business analysts as per the project requirement to understand the system more deeply. He efficiently communicates with his peers and onsite and keeps them in sync for any requirement or solution. This has helped the team to make quality delivery within the time line. He has constantly ensured proper coordination and collaboration among Onsite, Offshore teams and Client.

1. Prepare and support in preparation of unit test strategy

He plays very important role in creating unit test strategy for Photo team. He has implemented Junit as a tool for unit testing activities, which has improved unit testing efficiency and reduced QA/ production defect sharply. His clear understanding of business and application enabled him to create more effective unit test strategy.

1. Implement new methodologies and best practices to improve capabilities and competencies

He has been playing a key role in adopting and implementing development best practices like, JUNIT for unit testing, Sonar for code profiling, Jenkin for continuous build, GIT for code repository. His effective role in adopting Codnizant best practices helped in improving code quality and defect density. He is also adopting secure coding best practices as per Cognizant guidelines.

1. Create proposal with time and resource estimates to support pre-sales engagements

He has delivered project proposal and resource estimation successfully.

1. Drive technical delivery based on identification of tasks unique to the project, assessment of capacity and tools required for the project

He has great deal of capability to identify unique task for the project. For an example in Photo project team have to deploy multiple version of unix script for different environment for QA testing. Some common properties are different from one environment to another. Earlier this was a manual and error prone process. Now he has automated this manual task through scripting, this has saved manual effort and improved accuracy. He also has de-depth knowledge of application capacity in terms of load volume, database connection pull, logging capacity etc.

**Evaluate Role Readiness – Section 2 (500 Characters. Attach documents as appropriate)**

**Associate on his/her ability to**

1. Understand customers' needs and viewpoint and resolve client queries and complaints proactively

His natural sense of understanding things quickly is very effective in understanding customer’s pain points and providing proactive solutions to them. He has good application/ business knowledge to understand and resolve customer’s query. He always goes beyond his day to day deliverables to keep himself updated with customer’s business and technology landscape to quickly understand customer’s view point.

1. Identify and prioritize tasks to meet deadlines

He has an excellent ability to prioritize deliverables to ensure in time deliverables of all assigned tasks. He has gone through First Time Lead program and he effectively apply various methods he has learned during training program. Due his effective task prioritization there is no delay in any release time line. This also helps him to be more productive and spend time in doing POCs, learning new technologies.

1. Proactively share information with the right party at the right time

He is instrumental in sharing required information with team and other stake holders at right time. He keeps management notifying if there is any risk or any odds in project deliverables. He keeps team members aware of any new finding, any change in process, any new business scenario, any critical error scenario etc. He regularly reports management about anything important about project day to day deliverables.

1. Be articulate and clear in verbal and written communication and participate productively in discussions and meetings

His strong capability of convincing people through effective verbal and non-verbal communication is very impressive. He is always vocal in team meeting and keep sharing his thoughts. He is very open in discussing new ideas and appreciating others for their thoughts. He takes very proactive role in daily scrum call with customers to resolve query, discussing requirements, answering customer’s questions.

1. Experiment with new ideas under supervision and raise meaningful questions on status-quo

He is instrumental in bringing more value to the system through automation and innovation. He is always egger to find scope for automation and improvements opportunity. He has implemented many new ideas in last years. Few of his key implemented ideas are listed below:

* Automated dashboard monitoring
* Automation of central purge job
* Generic implementation of netman retry process
* Customized email notification
* Generic PDF file creation

1. Ensure complete understanding of the change by asking clarifying questions and aligns oneself to it

He always ensures he has understood change request correctly to avoid any kind of rework and hence struggling with time line. He keeps asking question till he do not understand change fully. He always keeps written note of discussion outcomes to avoid any future confusion. Photo team uses JIRA tool to keep track of development lifecycle, Projjwalanka always logs his question and customer’s answer discussed in daily call to keep all stake holders on the same page.

1. Explain own logic and thought in a positive manner in order to help others resolve issues and improve their skills
2. He is excellent in explaining things well to others, which helps in resolving conflicts in team and motivating teams to deliver more effectively.

**Promotion Nomination Summary**

Through his dedication and hard work he has acquired in depth of knowledge many applications. His in-depth understanding in overall business, architecture, process and technology landscape of customer helps in getting new business, resolving critical issue quickly, designing new solutions, writing new proposal, adopting standard process, automating manual tasks, bringing more innovations, mentoring new members and in other activities. Apart of day to day delivery he plays a significant role in account level activities. Few of them are outlined below:

* Driving CCA Initiative
* GPOY Document Preparation
* ODC Consolidation to Optimize Seat Utilization
* Boots Network Connectivity
* ODC Branding
* Contribution in Customer Visit
* Conducting Technical Interview
* Mentoring team members

**POC Development:** In recent time he did several POC, few of them are outlined below:

* Migration of Photo Central Admin application from Websphere to Tomcat
* PDF File creation from photo application
* Redirecting to request page instead of landing to Photo home page

**New Role: Application Development- Technical Lead**

**Evaluate Role Readiness – Section 1 (500 Characters. Attach documents as appropriate)**

**Overview:** Projjwalanka is playing key lead role in Photo program since last three years. He is in Walgreens account since December, 2011 from his ELT days. He has been part of several business critical/ mission critical technically challenging projects. His dedication and commitment towards whatever tasks are assigned to him is commendable.

1. Implement new methodologies and best practices to improve capabilities and competencies

He has been playing a key role in adopting and implementing development best practices like, JUNIT for unit testing, Sonar for code profiling, Jenkin for continuous build, GIT for code repository. His effective role in adopting Codnizant best practices helped in improving code quality and defect density. He is also adopting secure coding best practices as per Cognizant guidelines.

1. Create proposal with time and resource estimates to support pre-sales engagements

He has proven his skill in effective proposal writing applying best use of in-depth application & business knowledge, effort estimation and resource allocation. Due to his commendable performance in this proposal writing Cognizant got a from the scratch development project with peak team size of 9. This project was first foot print in an area where one of our major competitive is supporting for several years. Cognizant higher management appreciated his effort loudly.  
**TCV:** 139 K  
**CP%:** 48.2%

|  |  |
| --- | --- |
| **Context** | **Attachment** |
| Cognizant higher management’s appreciation on deal winning |  |

1. Understanding client requirements based on feasibility studies and review of data sets available and translate into design

His in-depth knowledge in application, business and technology stack helps in understanding requirement correctly, assessing feasibility and giving solution. Very recently customer had a requirement of exporting search result into pdf format and columns to be appeared in the report should be customized. But customer was not sure about screen navigation. Projjwalanka understood the context and provided a very effective solution to this. Customer appreciated him for his proactive solution.

|  |  |
| --- | --- |
| **Context** | **Attachment** |
| Customer’s happy note on solution provided |  |

1. Understand architecture of the application, interdependencies, develop POCs, organize periodic design reviews

Walgreens has various common components used by all applications like ESP scheduler, Authentication & authorization management, database connection management, customized request handler etc. His in-depth knowledge of common architecture not only help in designing solutions for Photo application, but also designing solutions for other application as well. For “Cosmetics Reset” project Projjwalanka has designed entire authentication & authorization mechanism.

|  |  |
| --- | --- |
| **Context** | **Attachment** |
| Appreciation note for successful authentication implementation |  |
| Appreciation note for taking end to end deployment ownership |  |

1. Review codes and ensure effective defect management

He has played an effective role in implementing Sonar as code profiling tool in Photo and Beauty Differentiator application. He is also maintaining a detailed check list for peer review covering industry standards best practices, Codnizant guidelines and secure coding practices. Due to implementation of effective code review best practices post production defect is zero for last several releases.

1. Ability to allocate resources effectively and contribute in recruitment by conducting technical interviews

He has a great deal of contribution in conducting internal and external recruitment process. In last one year he has conducted at least 25-30 account level technical interview and 2 organizational interview. In very recent time he conducted over 90% of Java resource recruitment for “Cosmetics Reset” project.

1. Own the agile processes and drive agile based best practices for one or multiple agile teams

Couple of months back development management model for Photo application has been converted from waterfall to Agile. He has actively participated in conversion process and gradually adopted Agile best practices. He has adopted the below tools to accelerate development process and improve code quality.

* Sonar for code profiling
* Jenkin for continues integration and deployment
* Gradle for automatic build

**Evaluate Role Readiness – Section 2 (500 Characters. Attach documents as appropriate)**

1. Understand customers' needs and viewpoint and resolve client queries and complaints proactively

His in-depth knowledge in application, business and technology stack helps in understanding requirement correctly, assessing feasibility study and giving proactive solution. Very recently customer had a requirement of exporting search result into pdf format and columns to be appeared in the report should be customized. But customer was not sure about screen navigation. Projjwalanka understood the context and provided a very effective solution to this. He has been appreciated by customer.

|  |  |
| --- | --- |
| **Context** | **Attachment** |
| Customer’s happy note on solution provided |  |

1. Identify and prioritize tasks to meet deadlines

He has an excellent ability to prioritize deliverables to ensure in time deliverables of all assigned tasks. He has gone through First Time Lead program and he effectively apply various methods he has learned during training program. Due his effective task prioritization there is no delay in any release time line. This also helps him to be more productive and spend time in doing POCs, learning new technologies.

1. Proactively share information with the right party at the right time

He is instrumental in sharing required information with team and other stake holders at right time. He keeps management notifying if there is any risk or any odds in project deliverables. He keeps team members aware of any new finding, any change in process, any new business scenario, any critical error scenario etc. He regularly reports management about anything important about project day to day deliverables.

1. Be articulate and clear in verbal and written communication and participate productively in discussions and meetings

His strong capability of convincing people through effective verbal and non-verbal communication is very impressive. He is always vocal in team meeting and keep sharing his thoughts. He is very open in discussing new ideas and appreciating others for their thoughts. He takes very proactive role in daily scrum call with customers to resolve query, discussing requirements, answering customer’s questions.

1. Experiment with new ideas under supervision and raise meaningful questions on status-quo

He is instrumental in bringing more value to the system through automation and innovation. He is always egger to find scope for automation and improvements opportunity. He has implemented many new ideas in last years. Few of his key implemented ideas are listed below:

* Automated dashboard monitoring
* Automation of central purge job
* Generic implementation of netman retry process
* Customized email notification
* Generic PDF file creation

1. Ensure complete understanding of the change by asking clarifying questions and aligns oneself to it

He always ensures he has understood change request correctly to avoid any kind of rework and hence struggling with time line. He keeps asking question till he do not understand change fully. He always keeps written note of discussion outcomes to avoid any future confusion. Photo team uses JIRA tool to keep track of development lifecycle, Projjwalanka always logs his question and customer’s answer discussed in daily call to keep all stake holders on the same page.

1. Explain own logic and thought in a positive manner in order to help others resolve issues and improve their skills

He is excellent in explaining things well to others, which helps in resolving conflicts in team and motivating teams to deliver more effectively.

**Promotion Nomination Summary (2000 Characters. Attach documents as appropriate)**

Through his dedication and hard work he has acquired in depth of knowledge many applications. His in-depth understanding in overall business, architecture, process and technology landscape of customer helps in getting new business, resolving critical issue quickly, designing new solutions, writing new proposal, adopting standard process, automating manual tasks, bringing more innovations, mentoring new members and in other activities.

**Project Execution & Team Management Skill:** He has proven his ability in project execution and team management through Photo and Beauty Differentiator project. Beauty Differentiator project was very important for Cognizant as it was the first foot print in an area where one of our major competitive was supporting for several years. Cognizant management was extremely keen to get this project. Projjwalanka started taking ownership of this project starting from proposal writing to warranty support. The following points outlined his contribution in Beauty project:

* Proposal writing
* ESA PM
* Resourcing
* Designing
* Mentoring
* Development
* Implementation
* Warranty support

This project was delivered on time and with a higher CP% than bid.

|  |  |
| --- | --- |
| **Context** | **Attachment** |
| Customer Appreciation for Beauty Differentiator project |  |

Apart of day to day delivery he plays a significant role in account level activities. Few of them are outlined below:

* Driving CCA Initiative
* GPOY Document Preparation
* ODC Consolidation to Optimize Seat Utilization
* Boots Network Connectivity
* ODC Branding
* Contribution in Customer
* **Conducting Technical Interviews:** As he has in-depth knowledge of latest technology stack, he has conducted at least 25-30 internal technical interviews and 2 organizational level interviews in last one year.

**POC Development:** In recent time he did several POC, few of them are outlined below:

* Migration of Photo Central Admin application from Websphere to Tomcat
* PDF File creation from photo application
* Redirecting to request page instead of landing to Photo home page