**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
2. Measure and report the actual effort against the estimated effort
3. Create design document and support Technical lead to create project plan from a technical perspective
4. Create , deploy code after seeking reviews for accuracy and functionality, highlight risks
5. Coordinate with architects and business analysts to determine functionalities.
6. Prepare and support in preparation of unit test strategy
7. Implement new methodologies and best practices to improve capabilities and competencies
8. Create proposal with time and resource estimates to support pre-sales engagements
9. Drive technical delivery based on identification of tasks unique to the project, assessment of capacity and tools required for the project

**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
2. Identify and prioritize tasks to meet deadlines
3. Proactively share information with the right party at the right time
4. Be articulate and clear in verbal and written communication and participate productively in discussions and meetings
5. Experiment with new ideas under supervision and raise meaningful questions on status-quo
6. Ensure complete understanding of the change by asking clarifying questions and aligns oneself to it
7. Explain own logic and thought in a positive manner in order to help others resolve issues and improve their skills

**Promotion Nomination Summary**

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

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

1. Implement new methodologies and best practices to improve capabilities and competencies
2. Create proposal with time and resource estimates to support pre-sales engagements
3. Understanding client requirements based on feasibility studies and review of data sets available and translate into design
4. Understand architecture of the application, interdependencies, develop POCs, organize periodic design reviews
5. Review codes and ensure effective defect management
6. Ability to allocate resources effectively and contribute in recruitment by conducting technical interviews
7. Own the agile processes and drive agile based best practices for one or multiple agile teams

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

1. Understand customers' needs and viewpoint and resolve client queries and complaints proactively
2. Identify and prioritize tasks to meet deadlines
3. Proactively share information with the right party at the right time
4. Be articulate and clear in verbal and written communication and participate productively in discussions and meetings
5. Experiment with new ideas under supervision and raise meaningful questions on status-quo
6. Ensure complete understanding of the change by asking clarifying questions and aligns oneself to it
7. Explain own logic and thought in a positive manner in order to help others resolve issues and improve their skills

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