**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 ITFT, PCP Centralization, Beauty Differentiator & Photo**). He understand the business requirement and successfully delivered FRD & TRD. He validate the data structure and database design document.

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

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 analyzed the requirement and provide estimated effort to client.

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

He played the role of a Tech lead in Picture Care Centralization project. He understand the business requirement and successfully delivered FRD & TRD on time. He successfully delivered Major Releases (**ITFT+PCC-Centralization releasees+Beauty Differentiator**) without any major issue and established processes for effective coordination among team members to share the data in a short span of time to deliver monthly status report decks (i.e. **Project Status decks, SDM deck, sourcing deck** etc.).

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

He was a responsible person to deploy code in DEV, QA & Production during **ITFT** & **PCP Centralization** project. He has successfully managed the “**Cognizant 2.0**”, “**PMR**” and “**Main-Spring**” activities (Record Defects, effort details) for his projects.

1. Coordinate with architects and business analysts to determine functionalities.

He coordinated well with testing team, business analysts and other external team during ITFT and PCP centralization project. 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 for which he was appreciated.

1. Prepare and support in preparation of unit test strategy

He worked on support document preparation of PCP Centralization project. He knew the Photo business very well. It helps the support team members.

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

He implemented new methodologies like **SONAR**, **GIT** (for maintaining the code versioning) in Photo project. His effective guidance to the team in delivery and process improvements has helped in bagging prestigious team awards like ‘**The Titans**’ from Retail NC region. He has implemented effective application support and delivery processes ensuring 100% SLA compliance.

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

He worked on proposal writing for Beauty Differentiator Project. He successfully delivered project proposal and resource estimation.

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

Under his guidance Photo team successfully delivered Delta batch Job & Purge Job Automation. He analyzed the customer requirement in Beauty Differentiator project and developed database configurable job. Possesses excellent knowledge in **Spring Web, Spring Batch, Hibernate, JMS, SQL, Pl/SQL, Netezza and Cassandra**. He has good knowledge in using tools like eclipse, Soap UI, Visual Studio, SonarLint.

**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

He analyzed the customer requirement in Beauty Differentiator project and developed database configurable job. He managed to implement multiple innovative features in PCP Centralization application areas which were appreciated by client and also helped the team to maintain good relationship with client.

1. Identify and prioritize tasks to meet deadlines

He has shown remarkable flexibility for these projects and always ensures quality delivery and closure of assignments on time. He read the complexity of project very well and prioritized the task depends on criticality.

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

He is a very energetic and responsible person. He worked proactively with other team when the need arrived. He coordinated well with testing team, business analysts and other external team during ITFT and PCP centralization project.

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

As he is senior team member and he has good Photo business knowledge, he is a key member is every technical discussion. He analyzed the client requirement very well. So his participation is very productive in technical discussion. His writing and communication skill is very good. He discussed with client for new requirement.

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

He participated in idea innovation from Photo. Under his guidance Photo team successfully delivered **Delta batch Job** & **Purge Job Automation**. Apart from his own project he has been involved in several other projects of the account when the need arrived. He analyzed the customer requirement in Beauty Differentiator project and developed database configurable job.

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

As a senior member of Walgreens team, He clarifying his doubt with onsite coordinator or client.

He shared his business knowledge within his team which help his team to understand the requirement properly.

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

He is equally good in sharing his knowledge with his team by conducting regular knowledge sharing sessions. Team members look upon him to resolve complex technical issues. It helps all the team members to improve their skill.

**Promotion Nomination Summary**

* He started his journey in Walgreens as a Sr. Developer and later he was leading the Photo area and successfully delivered Major Releases (**ITFT, PCC-Centralization release 1, 2 & 3, Beauty Differentiator**) without any major issue with a peak team size of 10+ associates.
* Apart from his daily activity He has been managing the financial activities of two projects. He is currently managing two Photo project with yearly revenue of $3,388,332.68 and is the ESA PM of a project (with 11 onsite and 30 offshore FTE).
* He has shown remarkable flexibility for these projects and always ensures quality delivery and closure of assignments on time. As a senior member of Walgreens team, he always shown great commitment to solve critical issues which help cognizant to gain client confidence. He has achieved 80% completion of his RDP Certification 1, well ahead of target. Also he has completed RDP Certification 3 & 4. Completed ‘**First time lead**’ certification program arranged by Cognizant academy.
* He is also part of the Walgreens internal **recruitment** team and helped account to acquire fresh talents. Excellent Mentoring skills, he mentors junior team members to scale them up within a short time period.
* He has efficiently handled all internal as well as external Walgreens Audits for his project. He has successfully managed the “**Cognizant 2.0**”, “**PMR**” and “**Main-Spring**” activities for his projects.
* Also he has established processes for financial artifact preparation for his portfolio and other portfolios to complete those on time (i.e. Budget submission, Forecasting, Invoicing etc.). Apart from his daily activity He has been managing the financial activities of two projects. He is currently managing Photo project with yearly revenue of $3,765,082.12 and is the ESA PM of a project (with 11 onsite and 30 offshore FTE).
* Under his guidance PCP\_Centralization project won the “Small Global Client Engagement of the Year 2015” award.



**Appreciation from Walgreen Leadership & Management**

**Storenet ITFT Project:**

Appreciation received from Gabriel Jojo (IT Project Manager), Abhi Dhar (Chief Information Officer) and Greg Michelini (Sr. Director) for contribution to ITFT Phase 3 roll out to production without any production defects. He played the pivotal role to scale up the new team members within a short period of time and deliver the project without any issue meeting the stringent delivery timeline.



**PCP Centralization Projec**t**:**

Under He’ s supervision, his team implemented one of high visible project for Walgreens PC+ Centralization (PCC), Was appreciated by client Chintan Mehta (Vice President, Digital Engineering) and Cognizant onshore and offshore leadership on successful go live of phase 1.

“Second that! Great work, and want to add that the way we are doing this is going to make a huge difference as well.

Being able to measure things in real-time and in granular detail without causing an inadvertent regression on the outcome is a huge step forward in systems maturity, and as we wrap up the next 2 phases…this will be The First cloud native platform for Walgreens (and WBA). We need to keep the focus and execute well!”  
 - Chintan Mehta, Vice President, Digital Engineering



**POMS (Photo Order Management System) Chin wide Roll out:**

Photo team has been highly appreciated by Raghu Valata Director, Retail Printing, Technology and Operations for successful chain wide rollout of POMS (Photo Order Management System)



**Beauty Differentiator Project:**

Beauty Differentiator has been appreciated by Dan Sherwood, Director, Merchandising - One Plan Change Office for successful rollout of Incentive Calculation Engine (ICE) & KPI.

He played an important role during the initial requirement gathering phase, working with his onsite counterpart to finalize the requirements. He worked on the most important part of this project (Incentive Calculation for Beauty Advisor).



**Photo Project: (Heliodor Release)**

Heliodor is most big release in Photo project in 2018. Photo team successfully executed this release.

**Alfred Saakov (Lead Business Systems Analyst)** appreciated the Photo team for this release.



**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

He implemented new methodologies like **SONAR, GIT** (for maintaining the code versioning) in Photo project. His effective guidance to the team in delivery and process improvements has helped in bagging prestigious team awards like ‘**The Titans**’ from **Retail NC region**. He has implemented **effective application support and delivery processes ensuring 100% SLA compliance**.

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

He understand the business requirement and successfully delivered FRD & TRD on time. He validate the data structure and delivered database design document on time, successfully delivered Major Releases (**ITFT, PCC-Centralization release 1, 2 & 3, Beauty Differentiator**) without any major issue with a peak team size of 10+ associates.

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

He analyzed the customer requirement in Beauty Differentiator project and developed database configurable job, managed to implement multiple innovative features in PCP Centralization application areas which were appreciated by client and also helped the team to maintain good relationship with client, successfully delivered Major Releases (**ITFT+PCC-Centralization release 1, 2 & 3+Beauty Differentiator**) without any major issue.

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

He is equally good in sharing his knowledge with his team by conducting regular knowledge sharing sessions. He developed POC in every technical area within his team. Team members look upon him to resolve complex technical issues.

1. Review codes and ensure effective defect management

Technically very strong almost in every domain in Java-J2EE, SQL and jQuery and he is technical lead in PCP Centralization project. He reviewed codes as per peer review check-list, followed the Java coding standard. It helps to reduce defect in application, enlisted the major defects in Main-Spring portal.

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

He is also part of the Walgreens internal **recruitment** team and helped account to acquire fresh talents. Excellent Mentoring skills, he mentors junior team members to scale them up within a short time period.

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

He implemented agile process in Photo project. He introduced Gradle in Boots & Picture Care Project. It resolved the code conflict issue. He implemented the Sonar-Lint tool for removing the issue in code structure.

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

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

He analyzed the customer requirement in Beauty Differentiator project and developed database configurable job. He leads the (**Boots, Picture\_Care\_Plus, PCC\_Centralization**) Photo area and successfully delivered Major Releases (**Project Blue, Corbet, Heliodor, Idocrase, Jasper**) without any major issue. He has constantly ensured proper coordination and collaboration among Onsite, Offshore teams and Client for which he was appreciated.

1. Identify and prioritize tasks to meet deadlines

He is a very energetic and responsible person and 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.

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

He worked proactively with other team when the need arrived. He coordinated well with testing team, business analysts and other external team during ITFT & PCP centralization project. He managed all the on-boarding activity and interacts with different team for access, seat allocation, and asset register. He is senior team member and he has good business knowledge, so he coordinate with testing team during application testing. He worked with different team during application integration phase.

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

As he is senior team member and he has good Photo business knowledge, he is a key member is every technical discussion. He analyzed the client requirement very well. So his participation is very productive in technical discussion. His writing and communication skill is very good. He discussed with client for new requirement.

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

Under his guidance Photo team successfully delivered **Delta batch Job** & **Purge Job Automation**., analyzed the customer requirement in Beauty Differentiator project and developed database configurable job.

When there was huge ramp up in Photo area, He guide and train new people on the complex portal functionalities for them to be able to deliver quality products on time and were highly appreciated by the client.

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

As a senior member of Walgreens team, He clarifying his doubt with onsite coordinator or client.

He shared his business knowledge within his team which help his team to understand the requirement properly.

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

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

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