# Nomination Template

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| Name of the Associate: Pristley Sathyaraj Selvakumar Samraj | Associate ID: 211104 |
| Current Grade: A | Vertical / Practice Group: CIS / CIS DevOps |
| Nominating Manager: VR Kannan | Account/Project: Eli Lilly DevOps Implementataion |

**Current Rating** : \_\_\_\_EA\_\_\_

**Time at current level/ role** : \_\_\_\_29\_\_Months\_

**Personal utilization** : \_\_\_\_100%

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| **Item** | **Qualifying criteria/ Remarks** | **Performance measure/ comments** |
| **Financial impact: (as applicable)** | | |
| Size of engagement (Team Size) | *Onsite + offshore (if applicable)* | Currently part of Eli Lilly DevOps Implementation  Have worked in following consulting engagements as DevOps SME:  Eli Lilly DevOps Implementation   * Team Size: 1 * Worked on DevOps implementation R&D for Data Systems. * Expanded the framework of Deep Learning and Data analytics to support DevOps. * Have received projects the expansion of project scope from * DevOps along with Data Systems Implementation   Narnja DevOps Implementation  •Team Size: 3 onsite / 1 Offshore  •Developed a POC devops framework for Naraja  •Implemented Docker based CI/CD pipeline  Zuruch Insurance – HK  •Team Size – 1 Offshore  •Worked as an SME for Jira implementation in a complex environment.  •Have received billing for 1 resource.    Trafigura  •Team Size: 4 with Environment Operations / Release (1 Onsite, 3 Offshore)  •Took ownership of all the applications in Energy IT Enterprise landscape.  • Set up version control, CI/CD and environment provisioning for the complete enterprise landscape.  •On boarded new vendor, in-house and third party application and setup the environments for the integration with existing systems with engineering teams.  •Setup one click teamcity jobs for automated application deployments.  •Vigilantly monitored and improve performance of platform components, implemented app dynamics and Nagios to automatically send triggers to failed components and services.  •Participated in release management process thereby, streamlining the deployment process.  •Worked alongside all Engineering to apply architecture knowledge to provide high availability deployment solutions.  Imperial Tobacco  •Team Size: 1 offshore  •Recommendation of CI/CD pipeline for the project  •Immediate implementation of recommendations.  BMW Germany  •Team Size: 1 offshore  •Recommendation of GITHUB integration of  •Immediate implementation of recommendations. |
| Complexity of the engagement | *if any* | Trafigura   1. Tackled tough client with multiple stakeholders 2. Bought down the escalations and helped to move to steady state 3. Driven the release and deployment automation |
| Revenue | *As per target* | Revenue through CoE and regular assignments:   * Revenue enabled through supporting various projects as SME and provided satisfactory solutions to client * Worked in Devops POC for Boots which was key in winning the next project. * Worked for the Zurich HK and increased the resourcing count by 2. |
| Profitability | *As per target* |  |
| Revenue Growth | *% Growth from current accounts*  *% Growth from new geographies/accounts* | Revenue through CoE and regular assignments:   * Revenue enabled through supporting various projects as SME and provided satisfactory solutions to client * Worked in Devops POC for Eli Lilly * Increased the team count from 2 to 4 in Trafigura FOS systems * Brought in multiple automations |
| **Client/ Business impact: (as applicable)** | | |
| CSS *(If applicable, Not more than 18 months old)* | *Single A/c > Cognizant average*  *Multiple A/c > Wt. average > Cognizant average* |  |
| Direct/ indirect contribution to business growth | *Participation in RFI/ RFE, Client presentations, marketing whitepapers, CSS score etc.* | * Responsible for solutioning in various project engagements as COE member. * Supported projects in transitioning and process streamlining * Revenue enabled through supporting various projects as SME and provided satisfactory solutions to client |
| Client feedback | *if any, include mails wherever applicable* | *Rate 1-5 (5 being the best)*  5  Received excellent feedback from clients for successfully providing solutions. Have also received 4 certificate of appreciation from the Vertical Teams and Client.  Has also received following awards   1. Above and Beyond 2. CIS –Devops Q3 -2016 Delivery 3. CIS monthly award |
| Contribution to Business Development Activities | *Potential Size ($Mn), Role played, Duration of Involvement, End Result* |  |
| **Team impact: (as applicable)** | | |
| Team Utilization | *Above account/ BU average* |  |
| Contribution to Org initiatives | *Self and team recognized for significant contributions* | * Worked in tools development * Contributed to devops learning and development * Actively participated in recruitment drive * Have actively trained people for various technologies in devops. |
| Learning Health score | *Self and team scores above account/ BU Standards* | All mandatory trainings & certifications are completed |
| Team endorsement | *Nominating manager to collect skip level feedback* | *Rate 1-5 (5 being the best)* |
| BES *(If applicable)* | *At or above Cognizant average (favorable)* |  |
| **Delivery impact: (as applicable)** | | |
| Project health score | *Above account/ BU score* |  |
| Process improvements | *Valued in terms of cost impact* | Trafigura   * Automated the application release process and reduced the time from 12 hours to 4 hours. * Set up zero downtime deployment for business critical applications thereby, provided high reliability and availability of all services. * Cleaned up major bugs in Aspect Compression and Axiom R [ Vendor tools] using inhouse code fixes.   Nranja DevOps Implementation   * Completed CI/CD pipeline setup in 2 weeks * Containerized the java and mobile app's devops infrastructure. * Reduced the code move timings from 2 hours to 5 minutes between the environments.   Eli Lilly DevOps Implementation   * Set up performance monitoring and automatic self-repair programs in the system hence, reducing human intervention in the system. |
| Technology leadership | *Above the proficiency level required for level/ role/ recognized at BU level as an SME* | SME for CI/CD, Ansible, Puppet, Chef, Appdynamics, Nexus, Teamcity and various other devops tools |
| Onsite/offshore Collaboration | *Nominating manager to collect feedback from onsite/ offshore team* | *Rate 1-5 (5 being the best)*  5  Excellent feedback from Manager and Supervisor for technical expertise and extended support |
| **Behavioral impact :** **(as applicable)** | | |
| Strategic Orientation | Draws upon an understanding of the business drivers for the organization, business trends and organization strategy to create a strategy and action plan for the unit/ function/ account. | *Rate 1-5 (5 being the best)*  5  Has a detailed and in depth understanding of the subject, trained the team and have worked as a SME for the below   * Ansible * Puppet * Splunk * Linux/Unix * Release Management Concepts * App Dynamics * Jenkins * Python |
| Client Focus | Applies understanding of the internal/external customers, their needs and acts as a trusted advisor. Meets internal/external customer needs in a manner that delights them while sustaining productive relationships | *Rate 1-5 (5 being the best)*  5  Excellent in Client/Stakeholder management.  Have received various appreciations from the client for the same. Have also received additional business opportunities from the client. |
| Building Collaborative Relationships | Builds relationships within and outside the organization through formal and informal networks. Proactively shares information across and beyond the organization to improve collaboration and solve problems. | *Rate 1-5 (5 being the best)*  5   * Have worked proactively to prevent any issue from occurring with process and with various devops tools. * Has worked with client to design a automated runbook prep toolkit * Have collaborated with various vendors like appdynamics, axiom, aspect to get the issue fixed on time. |
| Effective Communication | Uses clear and adaptive communication to influence stakeholders. Openly shares information to promote a free flow of information and communication throughout the organization | *Rate 1-5 (5 being the best)*  5   * Has good command over English language * Can articulate himself well verbally and technically * Good understanding of cultural cues and * Excellent written and verbal communication skills * Communicated changes to the clients while minimizing the number of follow-ups and complaints. * Optimized in-house communication by introducing Slack to reduce the number of back-and-forth emails |
| Managing Change | Adapts to changing requirements of client, organization and marketplace. Drives and manages change implementation by creating buy-in and aligning resource | *Rate 1-5 (5 being the best)*  5   * Implemented sso and two factor login for Aspect and Axiom apps in trafiguras ecosystem * Managed to bring in * For Jenkins upgrade the client demanded a complex requirement, to which we provided with a custom made solution which satisfied their requirement and also increased their confidence level. |
| Innovation | Drives creation of new business ideas and creative concepts by creating a climate that encourages others to focus on continuous improvement and evaluate risks. | *Rate 1-5 (5 being the best)*  5   * Have reduced down the release and deployment time by multiple automations * Created kernel level scripts to automate plug in plug off modules * Have provided various innovative solutions based on blu-green deployment models. * Have been working various new tools in market for providing innovative and cost effective solution for the client. |
| Execution Excellence | Plans and organizes own and team activities. Sets priorities and creates focus to meet set goals and objectives. Drives accountability and monitors execution to address any key issues identified | *Rate 1-5 (5 being the best)*  5   * Worked with both vendors and stakeholders simultaneously to achieve smooth transitioning * Have collaborated with the team and came up with solutions for effectively addressing issues and completing the issues well before the effective timeline. * Have always prioritized the work and effectively managed time to get the work done on time without any issues or escalations |
| Managing Teams | Motivates and builds capability in the team by empowering others, focusing on their development and leveraging on their unique dispositions. Sets clear performance expectations and provides regular and constructive feedback to manage performance | *Rate 1-5 (5 being the best)*  5   * Mentored and enabled team members on various devops tools and practice awareness. * Sankara Subramanian * Sthanu * Naveen Dharu * Rajeskar Reddy * Anuna |

**Future Role (s) the nominee would play:**

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| * Work with complex requirements and provide solutions which would work effectively and also satisfy the requirements * Articulate and present differentiating solutions to multiple stakeholders and customers * Lead the solution and collaborate with multiple towers for an Integrated solution pitch * Using various new tools to provide better and innovative solutions * Utilizing Industry Benchmarks and building relationships with analysts / analyst forums * Work on deep machine learning for reducing various manual tasks. * Understand and implement best practices and emerging concepts in DevOps, Infrastructure Automation * Train and engage people to be market ready. |

**Feedback from Current Project Manager (For cases where Project Manager is different from HCM Supervisor / Nominating Manager)**

**Exception Nomination**

**In case of promotion nomination being an exception case**

* + **Reason for MA / MS rating in YEA ‘16**
  + **Tenure < 12 Months**

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**Date**: