Performance Review

Thank you for taking time to complete this form!

This is an annual Performance Review regarding the employee's overall activity within the project/s, as well as manager and peer’s collaboration.

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| Evaluator Name\* Frank Joublin (HRI-EU) & Antonello Ceravolla (HRI-EU)  Employee Name\* Andrei Hutuca  Manager Name\* Andreas Richter (HRI-EU)  Date\* 25.05.2020  Required | |
| Evaluation Area | Notes |
| Strengths | * Andrei has a role as PM (Rinf side) and as Developer (JS, Python) and carries these roles very accurately, with professionalism and excellent team spirit. * As a PM he is always determined to find solutions that brings the project further technically but also in term of resource where he always seeks to find the appropriate competence for any request of HRI-EU * As a programmer, he is very structured and systematic and is a very important asset in (re)structuring the code and forcing the project team to reach quality coding. |
| Areas of Improvement |  |
| Next Steps | * We wish to be able to continue working with Andrei for further projects |
| Overall Score! | Poor Performance  Needs Improvement  Meets Expectations  Exceeds Expectations |

! Rating Scale Definitions:

1. **– Poor Performance**

Employee fails to perform the duties of the position or to perform them to the standard required. Also, he/she shows non-compliance with workplace policies, rules or procedures, unacceptable behavior in the workplace; and disruptive or negative behavior that impacts on co-workers.

1. **- Needs Improvement**

Performance requires certain improvements in order to meet the requirements of his/her position. Employee meets below expectations most aspects of the role, improvements are needed in one or more critical areas of competence.

1. **- Meets Expectations**

Performance meets almost entirely the requirements of his/her position.

Employee consistently demonstrates good results in most areas of competence and meets the standards and expectations for his/her role.

1. **- Exceeds Expectations**

Performance frequently exceeds requirements of his/her position.

Employee demonstrates very good and consistent results in all areas of competence and often exceeds the standards and expectations by frequently going the extra mile and creating innovation and added value beyond the scope of current position.