📌 12-Month Roadmap for Jyothi Goli (FY 2025-26)

Backend Developer – Growing from Technical Expertise to Driving Scalable Solutions

This roadmap follows **OKR principles** and is structured using the following framework:
- ✅ **Regularity, Discipline & Attendance**
- ✅ **Skilling & Self-Learning**
- ✅ **Work (Client + Internal Projects)**
- ✅ **Community Engagement & Thought Leadership**

✅ OKR 1: Regularity, Discipline & Attendance

Objective: Maintain consistent professionalism through strong attendance, timely communication, and structured task tracking.

Key Results:

- **KR1:** Achieve **95%+ adherence** to work timings and attendance with **fewer than 2 unplanned leaves per quarter**.
- **KR2:** Submit all **planned leave requests** at least **two weeks in advance** to ensure smooth project planning.
- **KR3: Track 100% of tasks** and progress via:
  - **Zoho Desk** for all FFS-related engagements (daily ticket updates).
  - **Zoho Projects** for all non-FFS projects.
- **KR4:** Submit a **quarterly self-assessment** detailing contributions, learning, and improvement areas.
- **KR5:** Complete **22 work-from-office days** through two visits to Delhi:
  - Q2: 11 days (including one working Saturday, to be coordinated with your manager, since he also plans to be in office during that period
  - Q3 or Q4: 11 days (including one working Saturday)
- **KR6:** Proactively identify reliable backup options to ensure continuity during electricity or internet disruptions. This includes maintaining access to a mobile hotspot or secondary internet connection, and shortlisting nearby work-friendly locations (such as cafes) that can be used when needed.

✅ OKR 2: Skilling & Self-Learning

Objective: Strengthen core backend capabilities through practical exposure to distributed systems, geospatial development, and AI-assisted workflows.

Key Results:

- **KR1 (Q2 - Q4):** Use AI tools to boost productivity in development workflows.
  • Regularly use tools like GitHub Copilot, Cursor, or Amazon Q to support coding, debugging, and refactoring.
  • Track personal improvements in speed or quality through sprint notes or reflections.

- **KR2 (Q2 - Q4):** Learn and apply AI-powered tools to enhance backend workflows, deployment, and documentation.

  • Explore tools like DocuWriter, Tabnine to automate backend documentation and code review summaries.
  • Implement tools such as SQLAI.ai to write, analyze, and optimize SQL queries during backend development.
- **KR3 (Q3 - Q4):** Build foundational knowledge in distributed backend systems and real-time data flow using PySpark.
  • Learn the core concepts of PySpark through beginner-friendly to intermediate courses.
  • Develop a demo project using open transit data (e.g., GTFS feeds or NYC MTA datasets) to simulate real-time event processing and compute insights such as vehicle delays, route bottlenecks, or passenger flow.
- **KR4 (Q3 - Q4):** Understand and build internal developer portals to improve team productivity and reduce operational friction.
  • Learn the core principles and value of developer portals—centralized platforms that provide easy access to tools, documentation, service ownership, and workflows.
  • Explore tools such as Backstage.io/Port.io, including its architecture, plugin system, and service catalog.

✅ OKR 3: Work (Client + Internal Projects)

Objective: Enhance project execution capabilities by leading backend development for key clients and contributing to internal product growth and innovation.

Key Results:

- **KR1 (Q1 - Q4):** Lead the backend development for the FlatFeeShipping client, providing adequate support as needed, ensuring the smooth execution of tasks. By the end of Q3, should be able to independently work with fullstack/frontend developers for understanding and communicating requirements, contribute to frontend-related suggestions, and ensure end-to-end alignment across features.
- **KR2 (Q1 - Q4):** Provide **timely support for urgent fixes**, coordinating effectively with the dedicated American shift team to maintain uptime and performance.
- **KR3 (Q2 - Q4):** Explore the concept of Model Context Protocol (MCP) and its application in building scalable backend architectures. Recreate a complex FFS backend flow—such as SKU inventory reallocation —using the MCP approach with FastAPI. The goal is to structure the logic into modular components and evaluate the benefits of this design pattern for future internal or client-facing development.

- **KR4 (Q3 - Q4): Complete or actively assist in at least one Power BI** project during the year.
  • Contribute to data modeling, dashboard creation, and report optimization in collaboration with analysts or data teams.
  • Take ownership of assigned tasks, ensuring data accuracy, visual clarity, and timely delivery.
  • Balance this initiative effectively alongside ongoing backend development responsibilities and client work.

✅ OKR 4: Community Engagement & Thought Leadership

Objective: Strengthen personal and organizational brand through knowledge sharing, industry presence, and active community participation.

Key Results:

- **KR1 (Q2 - Q4):** Identify a relevant **in-person tech event** (preferably in/around Hyderabad) by the end of Q1 and **attend it between Q2–Q4**. After attending, submit a brief summary covering key learnings, contacts made, and potential takeaways for FloData.
- **KR2 (Q1 - Q4): Participate in at least one webinar or virtual tech event each quarter** to stay updated with industry trends and evolving technologies. After attending each event, **prepare and deliver a concise 15-minute internal presentation summarizing key takeaways and potential applications.**
- **KR3 (Q2 - Q4):** Build a consistent LinkedIn presence by sharing a post every two months on work experiences, technical learnings, or personal growth as a developer. Posts can vary in format and length, aiming to showcase contributions, learning, and thought process in a relatable and professional way — strengthening personal branding and FloData's visibility.
- **KR4 (Q1 - Q4): Join and actively engage in at least one reputable online developer community or technical forum (national or international)** relevant to our tech stack. Monitor discussions, new tool releases, and best practices shared within the group. **At the end of each month, submit a brief internal summary highlighting noteworthy updates, tools, or ideas that could be explored or adopted** by the team at FloData Analytics to enhance productivity, performance, or innovation.