**Technical / Domain Knowledge**

**- Should be able to understand the technical design of the system/sub-system working on.- Should be able to prepare high level and low level design for modules independently.- Should have a good undestanding of the continuous intergration tools and processes used in the project. - Quality of implementation to be top notch. Please quote total number of unit tests written and reviews done for your deliverable. - Should apply the appropriate coding guidelines for the language being used. - At least 2 alternatives to be considered for each implementation. Please quote the instances where alternatives were considered.- Expected to complete his / her tasks with minimal supervision. - Guide at least one member in the team to make his / her quality of implementation better via reviews and best practices.- Choose an area of expertise irrespective of the project. Demonstrate the work done in the area via demo, session, blogs, articles, white papers etc.**

Project Understanding: I am having understanding of heavy weight modules of the project like Timeline, Ticket, Daily Maintenance Job, User, Account, User Permission, Role Builder, Client & LCE Settings etc.

Project Deployment(CICD): I am very well known with Horizon CICD automation tool that is Azure DevOps. and CI Tool like TFS and Source Tree.

Code Quality & Unit test: Always I deliver tasks and features following coding guidelines of Horizon project, and prepare unit test document for each feature and task.

POC/ Alternate Solutions: When there is technical task or feature, I always create POC (proof of code) or some alternate solutions. While implementing HTML Injection 2 alternate solution were created before actual implementation and on of them were implemented latter as a sign of given by design team for that approach.

Minimal Supervision: I can work independently, does not require supervision form any one or very minimal supervision requires in case of any clarification on requirements.

Area of Expertise: Very specific to technical, I am having expertise in Angular all versions, Asp.net MVC, Web APIs, SQL and familiar with Microsoft Azure, IONIC framework etc.

Demonstration of Work: Always demonstrate implemented task or features work to support team, design team. when ever require then involve in triage calls to discuss or demonstrate bugs.

**Delivery Excellence and end result**

**- Deadline adherence - Not more than 5% variance in the deadlines committed by you. Please quote the activities which were complete ahead of the committed time. - Timely escalation - Please quote instances where the escalation was done way ahead and slippage was handled.- Good understanding of the engineering processes used in the project and adherance to those process. - Demostrate ways by which you were able to help C1/C2 team members in completing their work on time via re-prioritizing, simplifying or directly helping them in adhering to deadlines and help them escalate in a timely manner. - Go beyond what is told to improve the output in line with objectives. Give instances where the deliverables created a WOW factor.**

I am consistently meeting committed deadlines for my assigned features and tasks. In the current financial year, I worked on features & tasks like #25477, #22957, #22689, #17250, #22691, #20729, #13481. And all this tasks and features were completed within committed end date with unit testing and high level of accuracy. No variance found ever in my work deadlines.

I prioritize work based on complexity level of the work before assigning feature sub task to C1/C2 team members, I always collaborate with them regarding task implementation and ask them to create impact analysis, come up with queries if any and I help them to solve their queries, also help them on ground level to get their work done on committed time.

WOW factor in case of me was DM job performance improvement task allocated to me and I had improved its performance more than 60% and that was the reason created WOW factor for me and for the same I was awarded.

**Customer Orientation**

**- Demonstrate a deeper understanding of the product architecture and design beyond the module you are working on. - Quote at least 2 instances where you have been able to suggest ways of making the product better via a concept or POC. - Demonstrate flexibility to dive into newer technologies to meet customer goals, if required. - Demostrate way by which you brought another team member upto speed on product knowledge by creating some knowledge repository and taking some sessions.**

Here I am demonstrating regarding Horizon Timeline, It was new module for me to understand in before this release 5.7.0. I get into deeper in this module and understood the architecture of it. Abstract Factory Method design pattern is implemented in this module and because of my deeper understanding of this module, I worked confidently on feature "13481 2nd level approval" and no bugs could report by testing team latter for this feature.

Here customer goal is to process second level rejection within 30 second so I would recommend to initiate rejection process from timeline and create new windows service job to process actual rejection and send email to respective user so this way the customer goal will be achieve.

In this feature my mentee Nishant was involved with me in development, And I demonstrate him the way to implement the feature and helped him to get his speed on work and really he done all his part of coding on time..

**Communication and Proactiveness, Team Leadership**

**- Clear and timely status communication with data points on how much is done and what it will take to complete the remaining. - Clear technical communication with ability to articulate the problem and the solution. - Clear and prompt email communication. - Demostrate ways by which you have helped C1/C2 improve in their communication skills. Help the lead in consolidating the real status of the project by understanding the status of C1/C2s you have chosen to mentor.**

Always, communicate my work status with data points in standups and internal meetings, If any difficulties in work then I always provide my findings and data points or if any solution over emails or by scheduling meetings with respective person.

Knowing the team and provide them clarity and confidence over the tasks, being the solution to the problems this the way help to C1/C2s.

I collaborate with C1/C2 and identify the real status of the work and communicating to the lead.

**Innovation & Thought Leadership**

**- Quote instances where applicability of a new technology / trend was suggested to the current work. - Quote instances where a new problem was discovered in the existing work.- Quote instances where you have suggested improvement on product you are working on or the process you are using.**

1. Horizon Performance Improvement Suggestion:- I had suggested to remove "GUID" data type from all database tables, as its impacting performance of whole Horizon application because table indexing perform well on integer columns.

2. DB Size Increase Issue:- Audit log archive table size was increasing so I suggested to create audit log archive on different server and that will be synced on daily basis through link server object so main DB server size will not increased drastically going forward.

**Biz Focus & Organisational Objectives**

**- Flexibility to work across multiple projects and across platforms on need basis. - Identification of some components which can be reused to create value for customer. - Ensure 80% of time is staffed in a project( Customer project/DT Solutions/approve**

I ensure that, I can work on multiple projects and task of the projects. In case of platforms I can work on various Microsoft technologies as well as I can work on any of the angular version even in IONIC framework for mobile development also.

(Measurement Criteria is not provided properly or its looks like incomplete).

**Self Development: Training & Mentoring**

**Training :Attending 40 Hours of training during the year.,Come up with IDP( Mentee) ,Help the mentee to come up with IDP ensure progress on IDP( Mentor) Guide at least one C2/mentee in making his / her quality of implementation better via reviews and best practices. Conduct at least one Technical trainings/seminars to increase the knowledge quotient within the practice/organization**

Even though I am best in Angular and IONIC framework, My two trainings are in progress, these are "Ionic - Build iOS, Android & Web Apps with Ionic & Angular" and "Build an app with ASPNET Core and Angular from scratch". Also my mentee Nishant regularly come up with IDP and I review his IDP and guide him to implement better quality code to follow the project coding standards.

I have not yet conducted any training or seminars at organization level, but I always try to share my technical knowledge with mentee and team members.

**Leadership Training - E Learning/Self Learning**

**Thought Leadership**

I have developed decisiveness in my self. Once I have made up my mind, I don't hesitate to commit. Also I have courage and passion about my profession and work. I try very hard to keep positive energy that helps others keep their enthusiasm

**Your Overall Comments**

I am creative in my module lead role that I am given - I think out of the box. I take my day to day tasks and challenge myself to see where I can make improvements.