

[01] Professional Discussion based on Portfolio of Evidence (Assessment method 2)

[K2.2 & B1.2] (Pass): Demonstrates examples of advanced mixed media communication, such as presentations, report writing (technical and non-technical) negotiation and influencing

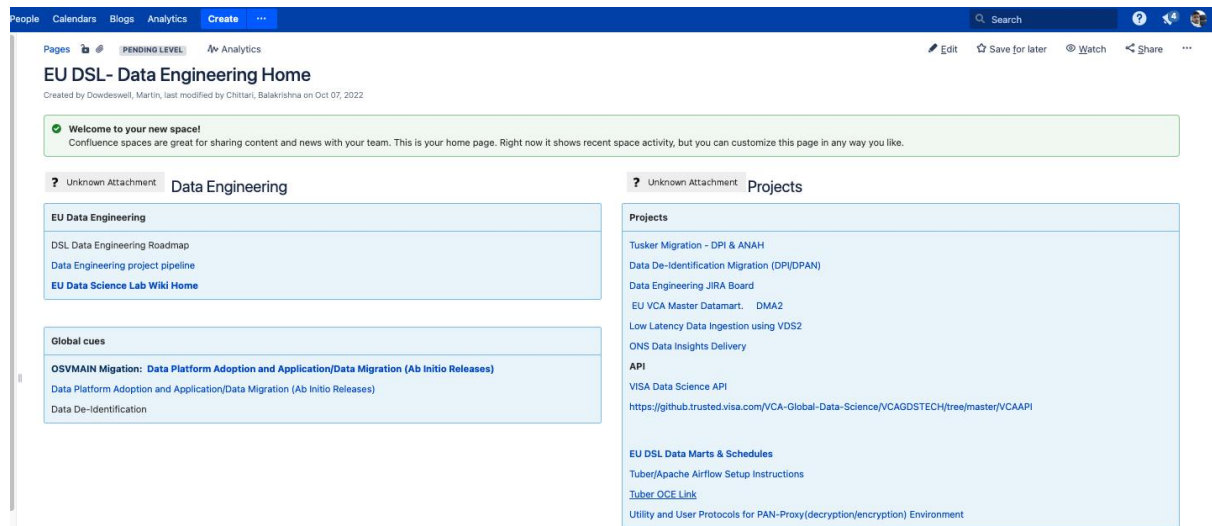
As part of Data Engineering team, I have written multiple technical documentation on our wiki pages, which helped multiple peoples to solve their technical issues.

Let me explain the scenario with examples, we have a 2000 nodes cluster where the Cloudera sandbox was installed and not my organization wants to move into Hortonworks (these two companies merged later).

As part of the migration process there are lot of components where versions are being changes, for some minor version but for some components major versions are being changed, while migration our duty was to ensure everything is working fine in the cluster and no person from Europe region are having issues.

For this I have created a wiki page which helped multiple people on how to execute the hive queries using which parameters on our new cluster.

Likewise, I have created Spark, Tez technical documents which helped multiple people to run their queries smoothly and efficiently.






DPI - Tez Hyperparameter configs

Created by Chittari, Balakrishna, last modified by SYED, JAVEDHUSSAIN on Dec 08, 2021

Overview

This wiki captures the Tez related hyper parameters that are required to run small/medium/large.

DPI Hyperparameter config:

Query Size	config File	Notes
Small	 tez_small.ini	Default queries that are run on say couple of days data in FACT tables or a month data in AGG tables
Medium	 tez_medium.ini	Platform Support Team has recently applied standard parameters values and suggested everyone not to apply any parameter while running Hive on Tez. Just set the queue and run the job. set tez.queue.name=gds_eu;
Large	 tez_large.ini	Tez Config that helps work with CS/AUTH data for 1 Month or 1 Year CS Data Pulls Platform Support Team has recently applied standard parameters values and suggested everyone not to apply any parameter while running Hive on Tez.

From Priyanka Wadhwa

About JAVEDHUSSAIN SYED (503856)

Question **Strengths:** What impact or value has this individual delivered for the team or business results? Which Visa Leadership Principle does this individual demonstrate consistently?

Feedback I have worked Syed on many projects like ANA H to DPI migration and Tuber Automation. I must say he has amazing technical DE skills. He is really hard working and dedicated towards his work. He understands the problem statement and explains the solution very clearly.

Question **Areas for development:** Describe 1-2 areas this individual should focus on developing across the "What" and the "How" to improve their impact – what could they do differently and why?

Feedback Keep up the good work Syed!

I have also taken multiple session to explain the issues and the solutions, every week I conduct an Office hour to our region to take their issues and solve. This is a kind of support what we provide to the Data Scientist of Europe region.

[S4.3, B1.3 & B4.3a] (Distinction): Explains examples of when they have: Contributed to the knowledge base and understanding of team members via clear interpersonal skills and effective communication including assertiveness and motivation, and the impact this had on the organisation

As part our daily job we always work closely with the Data Scientist team members and will gather the requirements based on their project, while taking the requirements we always suggest them the best standards so that data is efficient, and reliable.

We interact with multiple teams and work based on the priority basis. We follow Agile framework sprint format; every sprint is of 3 weeks and based on the it shows our deliveries.

I have always helped our Data Scientist on technical side starting from design and development and received feedbacks from them. I conduct meetings with then and do a brainstorming which helps them to complete their task on time.

From Davoud Rahimi Ardali

About [JAVEDHUSSAIN SYED \(503856\)](#)

Question **Strengths:** What impact or value has this individual delivered for the team or business results? Which Visa Leadership Principle does this individual demonstrate consistently?

Feedback Syed is diligent and technically brilliant. He is very proactive and always ready to help. Being a great team player, he is a wonderful asset to EU data function.

Question **Areas for development:** Describe 1-2 areas this individual should focus on developing across the "What" and the "How" to improve their impact – what could they do differently and why?

Declined Yes

From Marco Altamura

About [JAVEDHUSSAIN SYED \(503856\)](#)

Question **Strengths:** What impact or value has this individual delivered for the team or business results? Which Visa Leadership Principle does this individual demonstrate consistently?

Feedback Syed has been an incredible partner to our team in the delivery of the tables we use for our processes, specifically NBA, CLM and DMA.

He's been hugely supportive in improving these processes and showed dedication to the team beyond his day-to-day work.

Specifically, back in March this year we made changes to the exclusion processes without seeking his advice and updated the latest branch of the master DataMart. Syed ran into a series of errors whilst trying to refresh the tables using the latest code we had built.

He was extremely patient and helped us fixing the issues that we had caused in time for our quarterly run of CLM.

On top of that, he always made time for our team and helped me adopting spark for extracting big data in my data science models. In fact, I've learned a great deal from him on Spark, for which I'm very thankful.

Question **Areas for development:** Describe 1-2 areas this individual should focus on developing across the "What" and the "How" to improve their impact – what could they do differently and why?

Feedback I can't think of any areas of development for Syed as our interactions never left me thinking he had to improve on anything.

S4.3, B1.3 & B4.3b (Distinction): Explains examples of when they have: Taken personal responsibility and defended decisions in unpredictable professional situations. (In doing so they demonstrate a clear commitment to personal values of professionalism, ethical practice, inclusivity and ongoing personal development, together with a willingness to plan and manage effective change)

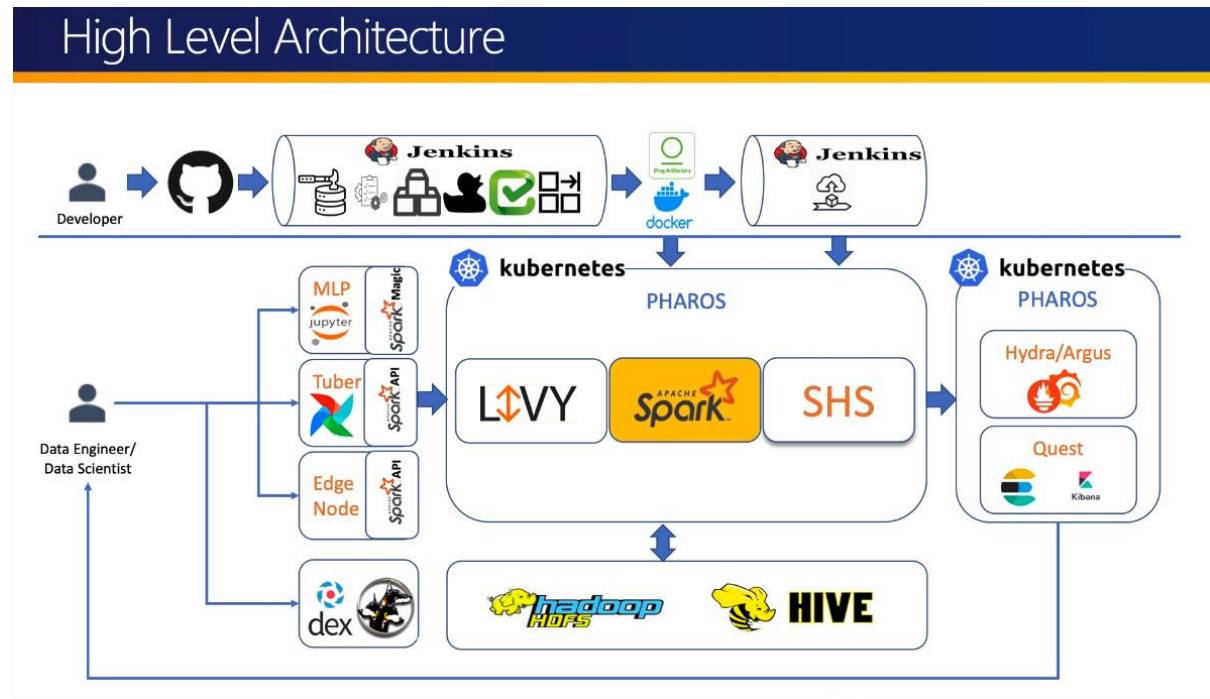
In my entire experience I have defended decision multiple times, one of the technical examples I want to explain which happen recently with my team, the code which was written by one of my peer has not gone through the peer testing and got deployed into Prod which is a major issue.

We have started facing issue in the prod as the code was failing and giving wrong results to the front-end, these thing got escalated at very high level, I got pulled into a call as it was a severe-1 issue we need to solve this within an hour.

During that time as part of my old experience I only know the possible solution is to roll-back the code to our previous version. As have the entire CI/CD pipeline we were able to do that in less than 30 mins, which got solved the problem only the new feature what we want

to bring it that was missing which we have planned for our next sprint.

During that time I got a good feedback from my manager as I have taken the responsibility and took a decision where we need to roll-back the code and also I have already setup the entire CI/CD pipeline using which we were able to perform these thing, else it was very much difficult.



Whenever we push the code to git there is a Jenkins pipelines runs and deploys the code into artifacts. This entire pipeline was built by me and my team members.

Whenever we have a plan to push the code to Production from QA there will be a proper CRQ Change Request we create and will deploy our code as per the schedule.

Details	Process
From	Zahrah Sharif
About	JAVEDHUSSAIN SYED (503856)
Question	Strengths: What impact or value has this individual delivered for the team or business results? Which Visa Leadership Principle does this individual demonstrate consistently?
Feedback	<ul style="list-style-type: none">Syed is my go to engineer and is <i>always</i> there to answer any questions on DPI/ANAH and help with any issues; e.g. presto usage in DPI and best practice to optimize time of code running (visa principle here is enable and inspire).This is massively appreciated since we cannot do our work if we are not able to communicate with our engineers.He is a problem solver and displays alot of interest in work and helping you achieve the best result e.g. suggestions on making my sql code cleaner, resources for tuber and spark, (visa principle here is lead by example). This has helped me increase knowledge of techniques that i did not have previously.
Question	Areas for development: Describe 1-2 areas this individual should focus on developing across the "What" and the "How" to improve their impact – what could they do differently and why?
Feedback	<ul style="list-style-type: none">Would be good to have some of the best practices documented somewhere for all of our use and share widely so we don't forget

From Karol Jaroszewski

About [JAVEDHUSSAIN SYED \(503856\)](#)

Question **Strengths:** What impact or value has this individual delivered for the team or business results? Which Visa Leadership Principle does this individual demonstrate consistently?

Feedback Syed joined our European team over the past year and immediately became a key employee on our team. Syed's knowledge and great cooperation with Balki mean that we receive a lot of support every day. The strongest aspects of Syed work I could name are:

- very extensive knowledge and experience
- high responsiveness and willingness to help
- improving the employee onboarding process thanks to the support in the accesses and problems of the "new employee"

Question **Areas for development:** Describe 1-2 areas this individual should focus on developing across the "What" and the "How" to improve their impact – what could they do differently and why?

Feedback I really have nothing to add, keep it up Syed!

[S4.1, B1.1 & B4.1] (Pass): Explains how they have utilised interpersonal skills, communication and assertiveness to persuade, motivate and influence

As part of Data Engineering team, we always need to interact with Data Scientist team and sometimes we do also will be get included in the client calls to understand the requirements in a better way.

We always come up with the ideas and communicate well with the team and help them to complete their project on time.

As one of the projects Datamart where Data Scientist have issue while accessing the global datamart table, we have come up with Europe region datamart which helped them to extract the data in very less time. This helped everyone to access data in no time where earlier they must wait for 10-15 min just to extract the dataset.

We have helped them in the low-latency mart, as there is a new requirement for the clients, they need an analysis report for every 10 min and we don't have that feature, I have started designing the application in Kafka and developed one project of a Low Latency. This project got a good feedback and help our clients to receive data for every 10 min.

This is the low latency behaviour we have come up with and the new tech stack we have introduced in our project. Received multiple feedbacks on this project.

Details Process

From Eduardo Tamayo

About [JAVEDHUSSAIN SYED \(503856\)](#)

Question **Strengths:** What impact or value has this individual delivered for the team or business results? Which Visa Leadership Principle does this individual demonstrate consistently?

Feedback Syed, act as an agent of change at Visa while sharing your knowledge and making sure that fellow coworkers are able to understand and used correctly the Kafka resources needed for their daily job. YOU COLLABO not only with VU but you engaged with other faculty members mentoring them and sharing different resources to make them feel more confident on incoming deliveries.

Question **Areas for development:** Describe 1-2 areas this individual should focus on developing across the "What" and the "How" to improve their impact – what could they do differently and why?

Feedback Syed has the right mindset to identify issues and possible solutions, you are also willing to put additional efforts to implement those solutions. Great job