**WHAT – Manager Evaluation**

Syed has joined us in the role of Data Engineer in April 2021 from CEMEA.

First half year FY21:  
Syed worked first half of FY21 with CEMEA Data Engineering team under Nabeelah Harris. I have spoken to Nabeelah  as part of mid year review and I had a great feedback and praise on Syeds contributions in the space of Data Engineering in CEMEA. I have spoken to Syed on his CEMEA work in the space of CS, AUTH Datamart development, Stage 1 of CEMEA Master datamart, build tool etc which has some key inputs into our working in the the EU Data Engineering.

Second half of FY21:  
Syed has made some very key contributions on the following projects which helped both in cost saving and defending approx. $7M in VIK/revenues as part of DPI migration for EU VCA.

1. DPI Migration project - contributed towards testing and picking up issues ahead of our user migration. DPI migration included heavy validations in the space of Spark as a Service, Tuber, Hive/Tez etc  
Syed has also contributed in performance tuning queries, Migration of data sets, running open office hours for various DSL pods.  
Syed managed to raised several issues through JIRA/AskNow and proactively following up the respective teams.  
Syed is mentoring one of the Data Engineering resources (Akshay Mundhada) in Bangalore team by bring Akshay upto speed with Visa technology, process and collaborating in engaging Akshay to carry out DPI work for Europe.

2. VCA Datamart performance tuning and optimisation  
Syed has successfully performance tuned some of the spark process to run under 14 hrs (from 8 days). This saved us a lot of compute and wait times for the VCA team, giving an opportunity for running the VCA products on top without long wait.   
Syed has managed to code the the Tuber job for VCA mart and highlight some of the Tuber specific challenges with the Tuber team.

3. Automation for Barclaycard Rewards using Tuber  
Syed has successfully Migrated a manual Loyalty project using Tuber Automation. This included some tuber development, process changes, extensive testing and deployment.

4. PAN Proxy tool to perform Encryption/Decryption operations  
Syed has help several members of VCA Team in getting their key deliverables through decryption process assisting VCA teams with their timely delivery to customers.

5. Automated auditing functionality for VCA Europe Datamart  
Syed has successfully managed to code a set of 5 validations on CS Datamart (for Strategic Analytics) that helps us in proactively carrying out Data Quality checks on the mart. This helps in building confidence for DSL Pods to consume data from CS DTL datamart.

6. Facilitator of Visa University for Spark, Hive, and Kafka tech stack  
Syed has volunteered to be part of Visa University with the curation, development  and delivery of training session in the areas like Hive, Spark.  
This help Visa in development of home brewed Hive/Spark training sessions that are more focused and saves Visa with training costs. These training courses are targeted to be used by 300+ Data Scientists in the FY22.

7. Support the development of scaled solutions within Service Lines by ensuring base data   
Syed has effectively supported colleagues in DSL Pods with their day to day issues ensuring timely support that enabled effective delivery of services. This also has a big bearing of teams to get quick support and learning.

8. Tuber Training session:  
Syed (along with YJ in Data Innovation team) has managed to run a Tuber training session which has improved the Tuber awareness and significantly contributed towards DSL Pods embracing the Tuber Technology.

Syed was quick to adopt to the European ways of Functioning in the space of Data Engineering and DSL activities, Process and business aspects.  
Overall I see Syed contributions in the space of DPI Migration, VCA Datamart, Automation. Syed has immense curiosity for learning and equally good interest in organising and imparting training that benefit many colleagues.

Given the above delivery for a level 4 position I would rate Syed WHAT contributions to be "Outstanding"

**HOW – Manager evaluation**

Syed has contributed greatly towards delivery of work and in the process has built trust among colleagues, partnered with team, collaborated heavily with multiple teams in side and outside the organisation and setting some of examples there by driving the delivery and effectiveness of working in EU DSL.

Following projects show case some of the HOW factors that Syed has expressed throughout FY21:

1. DPI Migration:  
a. Syed has **Collaborated** with multiple teams (DPI Team, Data Platform, Tuber, Tez, Presto) in DPI Migration  of some of the processes, effectively communicating the challenges noticed and collaborating with the teams to find solutions and document the same for wider audience.   
Eg: Spark as a Service (SCaaS) is one of the new technologies Data Platform has created on DPI. Syed with his spark expertise is one of the first to validate the service and collaborating with the Platform team in resolving issues. Syed has shown curiosity in the working and desgin of the SCaaS with Kubernetes, challenged the authentication mechanism by raising JIRA and working with the team.  
b. Syed has communicated effectively with the DSL Pods in various open office hours and meeting often adjusting is communication style so as less technical colleagues are able to follow and understand the issue and the resolution.  
c. Syed has Acted Decisively when required by raising 10s of JIRA & AskNow tickets that required fixing of many technical aspects of DPI components.   
d. I have seen Syed Enabled and Inspired new Visa Colleagues like Akshay who joined recently. Syed mentored Akshay right from helping with access, bringing up to speed, collaboration on a day to day working through daily stand up so that Akshay is effective in help us progress with DPI migration. This has helped, inspired and removed barriers for Akshay to get a smooth transition into working at Visa remotely.  
e. Syed has taken the initiative to remove obstacles so that the process of migrating the data from ANAH to DPI is made easy. Syed has proposed an addition mechanism where users will request the tables to migrate and Data Engineering team will carry out the data move. This has immensely helped teams migrate data with ease.

2. VCA Datamart:  
a. Syed has a string technical background that helped him approach the performance issue of a process that was taking over 8 days to execute. Syed has demonstrated a strong "Lead by example" trait as he has passion to improve the process (thought VCA colleagues were ok with the long running task). This has resulted in challenging the status quo and in highlighting/escalating some of the cluster level issues and eventually in transforming the process to cut down the process time to under 14 hrs.

3. Automation using Tuber:  
a. Syed has managed to collaborate with the Strategic Analytics team, Tuber team in resolving various functional, process and technical challenges.   
This has helped the Loyalty team for near seamless transformation of a manual process. This helps Loyalty team with time and efforts. This process also sets a precedent for similar patterns in the future.   
Syed has enabled many DSL colleagues by supporting their queries and issues in getting some of their work flows automated.  
Syed organised a training session so that more users are enabled to adopt to new technology like Tuber.

4. Training mentor:  
Syed has collaborated with Visa University by volunteering himself to contribute the design, curation, delivery and mentoring Hive, Spark training sessions. This volunteering included partnering with Visa University, other regional teams and external content creator companies. These sessions benefit 300+ data Scientists learning in the short term, FY22.

5. Collaboration with CEMEA and Bangalore teams  
Syed has shown passion towards learning and sharing his learning with other regional Data Engineering teams. This collaboration from Syed helped great cross pollination of ideas and sharing issues, understanding pain points and resolutions cross regional.

Overall in the short duration of 6 months of working in EU Data Engineering Syed has expressed great behavioural leadership principles like Collaboration, Acting Decisively, Excelling with partners, open communication and Enable & Inspire colleagues.

Given that Syed is 'Data Engineer' (level 4) in EU DSL has shown some great leadership qualities. I would rate Syeds HOW contributions as 'Outstanding'.

**Manager Summary**

**Rating**: Outstanding

**Rating Descriptio:**. Employee consistently and proactively demonstrates all of Visa’s Leadership Principles, serving as an Outstanding role model to others.