

## Role - Junior Developers (TSE, ASE and SE)

Core Expectations		50%
Competency	Expectations	Weightage
Job knowledge and Application	<ol style="list-style-type: none"> <li>1. Conceptual knowledge of fundamental concepts and their effective application throughout the delivery life cycle using relevant tool, technologies, frameworks and methodologies</li> <li>2. Adhering to the coding standards and following design guidelines</li> <li>3. Understanding the given set of requirements within the overall context and proactively seek clarifications when clarity is an issue</li> <li>4. Provide realistic tasks estimate taking into account all tasks involve in the making a complete deliverable and be committed to the estimates</li> <li>5. Well understand the meaning of the completeness of work and take the necessary steps to verify the completeness criteria</li> <li>6. Escalate the risks and issues at the right time and at appropriate forums and effectively addressing blockers. Seek assistance when required.</li> <li>7. Always adhere to the defined process and inform the relevant parties if the deviation is necessary. Maintain active participation within the AGILE team - Grooming, Sizing, Demo, Planning</li> <li>8. Understand and apply user experience aspect of the delivery</li> <li>9. Create and maintain documentations when necessary.</li> </ol>	40%
Quality of work (Delivery excellence)	<ol style="list-style-type: none"> <li>1. Achieve the work scope within agreed upon time frame</li> <li>2. Meet delivery excellence criteria set out by the client/organization (Ref below, but not limited to) <ol style="list-style-type: none"> <li>I. Adherence to the requirement given</li> <li>II. Code Quality - Minimum code review comments</li> <li>III. Acceptable system performance criteria</li> <li>IV. Within given quality indicators</li> </ol> </li> </ol>	50%
Going Above and beyond the job role	<ol style="list-style-type: none"> <li>1. When circumstance demands, willingness and ability to go an extra mile</li> <li>2. Participating on R&amp;D work and volunteering for other project work</li> <li>3. Actively assisting and participating in Calcey internal events</li> </ol>	10%

<b>Soft Skills</b>		<b>50%</b>
Competency	Expectations	Weightage
Leadership	Self-leadership is the quality that demonstrate one's ability to rise up to the leadership position when required. This could be within the immediate project, during the client interaction or any other internal event within the organization.	15%
Ownership	Calcey as an organization and all of us as individuals take the ownership of our deliverables. You are expected to know your responsibility, prepare an execution plan, and deliver as expected with confidence.	15%
Communication	The ability to communicate clearly and effectively including very good written and verbal communication skills. Showcase highly effective collaboration and coordination skills. Also to speak up and escalate when required.	15%
Team Work	Demonstrated capacity and willingness to work collaboratively to achieve more, as a team. Need to understand the limitations within the team and also stick to the team dynamics.	25%
Adaptability	Ability to adapt to changing environments due to technology, industrial, client, organizational or other external triggers.	15%
Creativity	Ability to think outside the box and also to challenge the status-quo.	15%