Rosales, Joebert

Software Engineer

Manager: Arjay Gallentes

Evaluated By:

July Impact Statement

Organization: Axos Business Center Team VII (Arjay Gallentes)

Location: ABC Manila Office

01/01/2025 - 06/30/2025

Questions

What do you do? How do you describe your role, duties, and responsibilities? Please be specific.

Manager Evaluation	Employee Evaluation
Response:	Response: As a DevEx Engineer, my main duties is to provide tools and processes that would help the developers in delivering their tasks and their projects. This tools may be in a form CI/CD pipelines in Azure to build and deploy their applications to the respective Kubernetes Environment. The tool may also be CI/CD pipelines in Azure to streamline and standardize their processes such as we provided in our Database Change Management.

What processes do you perform? Please refer to the specific process maps or procedures for the tasks you perform, manage, or have impacted. If no process map exists, please describe the task and write "no process map or procedure".

Manager Evaluation	Employee Evaluation
Response:	Response: 1. Confer with the developers on their current process and its pain points. 2. Formulate different possible solutions to their problems, presenting as well its pros and cons and give them an overview on how each solution will change their day to day processes. 3. Create a POC for the chosen solution and create documents for the developers/stakeholders to review. 4. Rollout the Initiative to improve the process of the developers.

What metrics do you use to manage your performance? How do you know you are doing a good job? Please be specific (number of calls per day, number of closed loans per month).

Manager Evaluation	Employee Evaluation
Response:	Response: - PBIs - Time to deliver projects/initiatives

How do you report progress to your supervisor? (What reports, meetings, etc?)

Manager Evaluation	Employee Evaluation
Response:	Response: Meetings and Azure Tickets

Which processes / routine tasks have you improved / suggested improvement? What are the specific improvements suggested or made? a. Please refer to specific process maps and procedures for the processes you perform, manage, or have impacted, or if you have created a new process, please describe it. b. If suggested, please outline action steps to implement, include dependencies.

Manager Evaluation	Employee Evaluation
Response:	Response: - I have improved the build and deploy processes for AUC applications. I have created pipelines that would easily build the application docker image and deploy it to ArgoCD. I have also created pipeline templates for future applications to easily incorporate CI/CD tools in their application. - I have improved and structured the process of deploying changes to the Database. I have created a repository, CI/CD pipeline, and How-To document on how the new process works. It uses a third party tool and I also headed communications with the third-party vendor and served as the middleman between the company and the vendor in procuring the vendor's services.

What other improvements have you suggested (sales, product, group interactions, etc.)? Please be specific.

Manager Evaluation	Employee Evaluation
Response:	Response: I have suggested to use self-hosted Azure Agent Pools in Kubernetes to standardize the runners that perform our CI/CD tasks.

What improvement opportunities exist to make your role more efficient? What ideas do you have to reduce waste or inefficient work? What are the required action steps?

Manager Evaluation	Employee Evaluation
Response:	Response: I think access management can be improved. Provide the necessary access to the DevEx team and the developers for us to create simple and mundane tasks. Most of the time, we have to ask the DevOps team to create simple administrative tasks such as repo creation and agent pool creation which can be inefficient. To acquire this, we can raise a dialogue with the team that provides

access.

What improvements have you made or suggested?: How did you positively influence the attitude of your colleagues? Please be specific.

Manager Evaluation	Employee Evaluation
Response:	Response: I have improved the CI/CD templates that can be easily ported in each application. This has helped the team to deliver their applications quickly.

What are your goals? What would you like to accomplish in the next six months? Please make your goals "SMART" - specific, measurable, attainable, relevant, and time-sensitive.

Manager Evaluation	Employee Evaluation
Response:	Response: I want to finish my Kubernetes Certifications: CKA and CKAD. I am aware that the team also wants to acquire CKS Certifications in which I will highly comply.

What are your goals? What would you like to accomplish in the next 2 years? Goals over the longer term can be more aspirational.

Manager Evaluation	Employee Evaluation
Response:	Response: I want to handle a team. I want to teach the developers to also have a DevOps/DevEx mindset so that we would communicate better in terms of the goals of the tasks.

Process Maps: Please list the names of all process maps in the iGrafx platform that relate to your specific role. If applicable, please list the names of process maps that relate to your specific role which have yet to be created, so that you get credit for these as well.

Manager Evaluation	Employee Evaluation
Response:	Response: no process map available.

Additional Feedback

Additional Feedback: Please feel free to tell us what else you would like us to know about your role in the company, or anything else on your mind.

Manager Evaluation	Employee Evaluation
Response:	Response: I have shown excellence during my first few months in the organization. Although I already delivered my projects in a timely manner, I believe I can still improve on my

work ethics and technical expertise.