



Lagmay, Jay Mark

Sr. Software Engineer

Manager: Arjay Gallentes

Evaluated By: Arjay Gallentes

July 2025 Performance Review

Organization: Axos Business Center Team VII (Arjay Gallentes)

Location: ABC Manila Office

01/01/2025 - 06/30/2025

Overall

Manager Overall Evaluation

Calculated Rating: 3.85
Rating: Meets Expectations (M)
Comment:

Development Focus and Specific Actions

Priority Development Areas

BFS Domain Mastery

- Action: Complete BFS certification by Q4 2025
- Support: Allocated learning time and mentorship from domain experts

Leadership Formalization

- Action: Lead a cross-team technical initiative in Q3
- Support: Executive sponsorship and project resources

Architecture Skills

- Action: Shadow Senior/Principal Engineers on system design reviews
- Support: Architecture guild participation

Career Progression Plan

- Next 6 months: Deepen technical expertise, lead team-level initiatives
- 6-12 months: Take on more Senior/Principal Engineer responsibilities
- 12-18 months: Potential to take on Tech Lead / Principal Engineer responsibilities

Peer Feedback and 360 Evidence

Key Themes from Feedback

Technical Excellence: Multiple peers highlight strong technical knowledge and expertise in API development

Proactive Knowledge Sharing: Consistently shares insights and solutions with team

members

Leadership Qualities: Natural leader who guides peers effectively

Collaborative Approach: Excellent team player, approachable and supportive

Specific Examples

- "Sets a good example for juniors and guides them with his experiences and expertise"
- "Strong technical knowledge, strong business rules knowledge, very comfortable to work with"
- "Technically sharp and very dependable under pressure. Plus, very approachable"

JM has delivered exceptional performance in his first 7 months at ABC, demonstrating capabilities beyond his current level. His technical excellence in achieving high test coverage, combined with significant contributions to recruitment and team culture was exceptional.

His rapid acquisition of interviewing skills and ability to mentor others showcases leadership potential. The balance between technical delivery and organizational contribution is particularly noteworthy. Jay Mark's proactive approach to knowledge sharing and systematic problem-solving elevates team capability.

Areas for continued growth include deepening domain expertise and formalizing leadership skills. With structured development support, Jay Mark is on track for accelerated career progression.

Employee Overall Evaluation

Calculated Rating: 4

Rating: Exceeds Expectations (EE)

Comment: For the 7 months that JM has been with ABC, he has already made contributions to his direct project designation, employee engagement, recruitment, onboarding, and mentoring. His potential is strong and is yet to be tapped fully but is already making various positive contributions.

Acknowledgement

Manager

Entered by: Arjay Gallentes **Date:** 08/14/2025

Status: Acknowledge Review

Comment:

Employee

Entered by: Jay Mark Lagmay **Date:** 08/14/2025

Status: Acknowledge Review

Comment:

Goals

Achieve Engineering Excellence: APW API Unit Test Coverage and Code Quality

- Unit Test Coverage: By June 30, achieve 85%-unit test coverage for all service layer packages in apw-api
- Unit Test Coverage: By June 30, achieve 90%-unit test coverage for all repository layer packages in apw-api
- Code Quality: By June 30, enable SonarQube code scanning pipelines for APW API, APW File Service, APW Status Callback, and APW SSO API. These pipelines must report code coverage and test execution results.

Due Date: 06/30/2025 Status: Completed Completion Date: 05/31/2025

Category: Strategic Initiative

Organization Alignment:

Minimum: 60.00%
Target: 85.00%
Maximum: 100.00%
Actual: 100.00%

Manager Evaluation

Rating: Exceeds Expectations (EE)

Comment: The implementation of comprehensive testing infrastructure showcases both technical depth and commitment to quality. His work establishes a strong foundation for continued engineering excellence. To further elevate impact, consider mentoring other teams on testing best practices and expanding automation frameworks.

Employee Evaluation

Rating: Exceeds Expectations (EE)

Comment:

- Repository layer unit tests report over 95% code coverage, higher than the target by at least 5%
- Service layer unit tests report over 95% code coverage, higher than the target by at least 10%
- Test execution and reporting are all viewable in SonarQube and passing Quality Gate

Additional Manager Evaluation

Empowered & Accountable Teams: ABC Buddy Program and Employee Engagement

Build a culture of engagement, accountability, and collaboration, where every team member actively contributes to the success of ABC Strategy.

Due Date: 06/30/2025 Status: Completed Completion Date: 06/21/2025

Category: Strategic Initiative

Organization Alignment:

Minimum: 20.00%
Target: 70.00%
Maximum: 100.00%
Actual: 100.00%

Manager Evaluation

Rating: Exceeds Expectations (EE)

Comment: Outstanding contribution to team culture and engagement initiatives. Jay Mark's involvement in the Buddy Program demonstrates leadership beyond his technical role. His collaborative approach strengthens team cohesion and accountability. Consider formalizing a mentorship role to maximize influence on team development.

Employee Evaluation

Rating: Exceeds Expectations (EE)

Comment:

- Participated in new hire onboarding activities within his first month in ABC
- Actively participated in the construction of program by-laws for ABC's Buddy Program
- Working with Central Management for various engagement activities such as town halls, department meetings, employee data gathering, etc.

Additional Manager Evaluation

Recruitment & Talent Excellence

Get involved with recruitment activities to screen potential talent to join ABC Technology

Due Date: 06/30/2025 Status: Completed Completion Date: 06/19/2025

Category: Strategic Initiative

Organization Alignment:

Minimum: 20.00%
Target: 90.00%
Maximum: 100.00%
Actual: 100.00%

Manager Evaluation

Rating: Exceeds Expectations (EE)

Comment: Remarkable contribution to talent acquisition despite being relatively new to ABC. Jay Mark's ability to interview for positions above his current level demonstrates maturity and judgment. His mentoring of interview skills multiplies team capability. To enhance further, consider developing a structured interviewing guide for technical roles.

Additional Manager Evaluation

Employee Evaluation

Rating: Exceeds Expectations (EE)

Comment:

- Quickly learned how to be an interviewer
- Lead interviews for various positions, including positions above his current role
- Mentored not just 1 but 2 team members for interviewing
- Gives feedback full of context for both candidates and mentees

Section Summary

Manager Evaluation

Calculated Rating: 4
Rating: Exceeds Expectations (EE)

Employee Evaluation

Calculated Rating: 4
Rating: Exceeds Expectations (EE)

Competencies

Dependability

Consistently demonstrates the Five Pillars of Character: trustworthiness, respect, responsibility, fairness, and caring. Meets commitments, works independently, accepts accountability, handles change, sets personal standards, stays focused under pressure, and meets attendance/punctuality requirements. Genuinely emotionally invested in work and creates an uplifting environment for self and others.

Manager Evaluation

Rating: Exceeds Expectations (EE)

Comment: Jay Mark exemplifies reliability and trustworthiness in all interactions. His ability to operate above his current level while maintaining consistency is commendable.

Employee Evaluation

Rating: Exceeds Expectations (EE)

Comment:

- Performs somewhere in between a Senior and a Principal Software Engineer. Has a good grasp of technical aspects and strong grasp of non-technical aspects.
- Juniors would not hesitate to consult him for his insights
- Other team members and stakeholders also consult with him for his insights

Additional Manager Evaluation

Problem Solving/ Analysis

Makes decisions based on facts. Breaks down problems into smaller components, understands underlying issues, can simplify and process complex issues, and understands the difference between critical details and unimportant facts. Utilizes

and builds upon the strengths of team members to optimize problem solving.

Manager Evaluation

Rating: **Meets Expectations (M)**
Comment: JM applies effective analytical thinking to technical challenges, though there are opportunities to enhance problem-solving skills by considering multiple solution approaches and involving stakeholders more systematically in decision-making processes. His technical competency provides a solid foundation for continued growth in this area.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**
Comment: - His facts-based approach prepares everyone who is involved to get proper context before, during, and after working with him
- Tasks are broken down such that interdependencies are minimized, and goals remain S.M.A.R.T.

Additional Manager Evaluation

Productivity

Manages a fair workload, volunteers for additional work, prioritizes tasks, develops clear and comprehensive work procedures, manages time well, and promotes the sharing of knowledge. Seeks new experiences that expand knowledge in one or more areas of work.

Manager Evaluation

Rating: **Meets Expectations (M)**
Comment: His knowledge sharing amplifies team productivity.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**
Comment: - Balances technical work and non-technical work.
- Knows what to prioritize such that no aspect of urgent work gets left out.
- Gladly shares insights with team members and other stakeholders.

Additional Manager Evaluation

Results Focus

Delivers comprehensive work on-time, intelligently, and efficiently directs efforts. Takes responsibility for own actions and individual success or failure.

Manager Evaluation

Rating: **Exceeds Expectations (EE)**
Comment: Consistent delivery of high-impact results that benefit both immediate stakeholders and broader team effectiveness. Jay Mark's ownership mindset and focus on prevention demonstrates maturity. His enabling of others' success multiplies value creation. Continue this balanced approach to individual and team results.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**
Comment: - All contributions have either provided direct benefit to stakeholders or have enabled others to get their work done.
- Owns up to errors. Makes corrective actions and preventive actions.

Additional Manager Evaluation

Team Leadership

Knowledge of leadership practices and processes; ability to use strategies and skills to enlist others in setting, embracing and achieving objectives while having a long-term perspective of the future state of things and how to get there.

Manager Evaluation

Rating: **N/A (Only use for Competency Rating)**
Comment: N/A

Employee Evaluation

Rating: **N/A (Only use for Competency Rating)**
Comment: No direct reports

Section Summary

Manager Evaluation		Employee Evaluation	
Calculated Rating:	3.5	Calculated Rating:	4
Rating:	Meets Expectations (M)	Rating:	Exceeds Expectations (EE)