Rosales, Joebert
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: 3.5

Rating: Meets Expectations (M)

Comment:

Strategic Contribution

- Directly impacts "AI Innovation" through automation and DevOps excellence
- Enables "Faster Development" through CI/CD standardization
- Supports "Cost Efficiency" via reusable solutions

Immediate Development Priorities

Kubernetes Certifications (CKA/CKAD) - Target Q3 2025

Cloud Security (CKS) - Target Q4 2025

Leadership fundamentals - For future Informal team lead opportunities

6-Month Development Plan

- Shadow senior DevOps / Architects for upskilling / cross-skilling
- Help lead/drive DevOps Community of Practice sessions
- Own end-to-end delivery of next major infrastructure initiative
- Present at tech talks or internal tech conferences

Peer Feedback and 360 Evidence

Key Themes from Feedback

Technical Excellence: Recognized for DevOps expertise and rapid delivery

Collaboration: Easy to work with, proactive in helping teammates

Initiative: Takes ownership with minimal supervision

Innovation: Creates solutions usable across multiple projects

Specific Examples

- "Valuable DevOps team member who goes beyond project scope"

Employee Overall Evaluation

Calculated Rating:	4.7
Rating:	Exceeds Expectations (EE)
Comment:	During my first few months in the company, I have shown excellence on my outputs as I deliver them in a timely manner and shows technical expertise. I have been excellent as well to work with as I show initiative in taking on new tasks and helping my teammates on their problems. I have delivered projects that improve the tech processes of ABC and helped the organization in solving problems using DevOps/DevEx practices

Acknowledgement

Manager

Entered by:	Arjay Gallentes	Date:	08/14/2025
Status:	Acknowledge Review		
Comment:			

Employee

Entered by:	Joebert Rosales	Date:	08/14/2025
Status:	Acknowledge Review		
Comment:	I appreciate the recognition the team and managers has given me. I will do my best to continue and exceed the performance I have shown during the past 6 months.		

Goals

Accelerating Banking & Financial Services Mastery & AI Innovation

Position ABC Tech as center of excellence in Banking and Financial Services (BFS), and AI-powered innovation, enabling faster development, cost efficiency, and greater ownership of Axos strategic projects and initiatives.

Sample Key Results:

- By June 30, improve the application of BFS expertise in feature development—reflected by increasing the team-wide first-pass acceptance rate of features (measured by QA pass rate, code review, and stakeholder approval) by at least 30% from the established baseline.

Due Date:	06/30/2025	Status:	Completed	Completion Date:	08/15/2025

Category: Strategic Initiative

Organization Alignment:

Minimum:	20.00%
Target:	30.00%
Maximum:	100.00%
Actual:	50.00%

Manager Evaluation	Employee Evaluation
Rating: **Exceeds Expectations (EE)**	**Rating:** **Substantially Exceeds Expectations (SE)**
Comment: Exceptional delivery of multiple strategic initiatives demonstrates advanced technical capability and business understanding. The Database Change Management solution alone represents significant organizational value. Document architectural decisions and expanding stakeholder communication to maximize impact visibility.	**Comment:** During my first four months in the company. I have completed already numerous projects that would be useful not only for the project it was originally intended but for other projects as well such as the Database Change Management, Load Testing and the Release Notes Implementation. I have also streamlined current and future deployments of AUC Application via Azure Templated Deployment Pipelines which would easily help developers incorporate CI/CD practices and tools to their applications. Even for non-AUC project tasks, I have shown initiative and excellence in implementing POCs that would help the tech team. The release notes management which is currently being used by APW, the Load Testing for Clearing, and the Techradar Application for the whole tech ecosystem of Axos.

Additional Manager Evaluation

Empowered & Accountable Teams

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

Sample Key Results:

- By June 30, ensure that at least 50% of team members drives or take ownership of a specific task or deliverable in an ABC Strategic Initiative

Due Date:	06/30/2025	Status:	Completed	Completion Date:	08/15/2025

Category: Strategic Initiative

Organization Alignment:

Minimum:	50.00%
Target:	80.00%

Maximum:	100.00%
Actual:	70.00%

Manager Evaluation

Rating:	**Meets Expectations (M)**
Comment:	Outstanding ownership mindset and accountability for a new hire. The ability to manage vendor relationships and serve as technical liaison demonstrates maturity beyond tenure. Continue building influence through knowledge sharing sessions and mentoring opportunities.

Employee Evaluation

Rating:	**Substantially Exceeds Expectations (SE)**
Comment:	Since the projects that I was involved with are solving pain points from developers, I was also able to interact with them and would like to believe that I was easy to talk to and very collaborative. I take ownership of my tasks with minimum supervision and is able to deliver them as expected. My professionalism and excellence was highlighted during my conversation with the team and was also eager to share my knowledge and expertise.

Additional Manager Evaluation

Section Summary

Manager Evaluation

Calculated Rating:	3.5
Rating:	Meets Expectations (M)

Employee Evaluation

Calculated Rating:	5
Rating:	Substantially Exceeds Expectations (SE)

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:	**Meets Expectations (M)**
Comment:	Takes ownership, welcomes feedback

Employee Evaluation

Rating:	**Substantially Exceeds Expectations (SE)**
Comment:	I am able to meet the requirements of my projects with little to no supervision and deliver them timely. I am also open to criticism in my work and welcome them as a learning opportunity. I take ownership of my tasks and prepares them even before the actual tasks began ensuring early delivery.

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:	**Exceeds Expectations (EE)**

Employee Evaluation

Rating:	**Exceeds Expectations (EE)**

| Comment: | Uses past experience effectively, proactively identifies solutions, collaborates when needed | Comment: | Whenever new projects are assigned to me, I use my past experiences to prepare expectations on a technical or non technical manner that helps me raise questions to gather solutions/ideas for the problems I may face during the project implementation. Even though I show excellence on my technical skills, I am not ashamed or second guess reaching out to my teammates and colleagues to ask for help |

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		Employee Evaluation	
Rating:	Meets Expectations (M)	Rating:	Meets Expectations (M)
Comment:	Manages multiple projects efficiently, volunteers for additional work during dependencies	Comment:	I manage my time wisely and use my working hours to work on my project. It is common to face blockers or dependencies on my tasks, one example is the AUC Database Change Management where there are dependencies from the DBA team and the stakeholders, during this time, I take on and volunteer to do other tasks such as the release notes which helped me deliver multiple projects during my first few months.

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		Employee Evaluation	
Rating:	Exceeds Expectations (EE)	Rating:	Exceeds Expectations (EE)
Comment:	Agree	Comment:	I am able to deliver my work on time and create accompanying documents on how to use my output for the other developers/users. I am very much open for improvements on my work as long as the suggestions or criticism aligns with the objective of the project.

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		Employee Evaluation	
Rating:	N/A (Only use for Competency Rating)	Rating:	N/A (Only use for Competency Rating)

| Comment: | N/A | | Comment: | N/A |

Additional Manager Evaluation

Manager Evaluation

Calculated Rating:	3.5
Rating:	Meets Expectations (M)

Employee Evaluation

Calculated Rating:	4
Rating:	Exceeds Expectations (EE)