

Chingtoco, Paul Eugene

Sr. Developer

Manager: Arjay Gallentes

Evaluated By: Arjay Gallentes

July Impact Statement

Organization: Axos Business Center Team VII (Arjay Gallentes)

Location: ABC Manila Office

01/01/2025 - 06/30/2025

Acknowledgement

Manager

Entered by: Arjay Gallentes
Status: Acknowledge Review
Comment:

Date: 08/18/2025

Employee

Entered by: Paul Eugene Chingtoco
Status: Acknowledge Review
Comment:

Date: 08/18/2025

Questions

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

Manager Evaluation

Response:

Employee Evaluation

Response: As a Senior Developer, I am mainly responsible for analysis and design, features implementation, bug fixing, and deployment of applications. I also mentor other developers in my team, and provide support for other teams if necessary.

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

Response:

Employee Evaluation

Response: I perform requirements analysis, solution design, code implementation, and application deployment processes of software development life cycle.

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

Response:

Employee Evaluation

Response: We use Azure DevOps task board with the expectation of completing our task assignments within the allotted period.

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

Manager Evaluation

Response:

Employee Evaluation

Response: We conduct daily status meetings. Our Tech Lead also gets notified of tasks completion using Azure DevOps. Our works are then reviewed for approval to confirm completion.

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

Response:

Employee Evaluation

Response: We are currently working on an existing project to handle and generate NACHA files. But the current implementation is linear, making the codes difficult to analyze and maintain. I introduced an object-oriented approach by implementing an object model hierarchy to make the development process easier.

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

Manager Evaluation

Response:

Employee Evaluation

Response: I have suggested to use an in-memory database instead of mocking when writing unit tests, which I think the team have adapted.

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

Response:

Employee Evaluation

Response: I think there should be time allotted for a proper software architecture design. Specifically for object models and organizing project files which should be consistent for the team, instead of having each developer left doing their own ideas.

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

Manager Evaluation

Response:

Employee Evaluation

Response: I suggested having a proper design defined

before starting work on projects or tasks,
which was positively received by the team.

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

Response:

Employee Evaluation

Response: To have more familiarity with existing systems so task assignments can be completed more efficiently. I would also like to have the opportunity to work on blockchain development.

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

Response:

Employee Evaluation

Response: To gain further knowledge and experience qualified for a software architect.

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

Response:

Employee Evaluation

Response: Answer
Analysis, Design, Implementation,
Deployment, and Documentation.

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

Response:

Employee Evaluation

Response: