



Rosales, Joebert

Software Engineer

Manager: Arjay Gallentes

Evaluated By: Joebert Rosales

July 2025 Performance Review

Organization: Axos Business Center Team VII (Arjay Gallentes)

Location: ABC Manila Office

01/01/2025 - 06/30/2025

Overall

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

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:** In Progress      **Completion Date:**

**Category:** Strategic Initiative

**Organization Alignment:**

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

Employee Evaluation

**Rating:** Substantially Exceeds Expectations (SE)

**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.

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: In Progress      Completion Date:

Category: Strategic Initiative

Organization Alignment:

Minimum: 50.00%  
Target: 80.00%  
Maximum: 100.00%  
Actual: 70.00%

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.

Section Summary

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.

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.

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.

Employee Evaluation

Rating: **Exceeds Expectations (EE)**  
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

## 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.

### Employee Evaluation

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Rating: **Meets Expectations (M)**

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.

## Results Focus

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

### Employee Evaluation

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Rating: **Exceeds Expectations (EE)**

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.

## 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.

### Employee Evaluation

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

Comment: N/A

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### Section Summary

## Employee Evaluation

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Calculated Rating: **4**

Rating: **Exceeds Expectations (EE)**