Cabalhug, Verlin Grace

Sr. Software Engineer

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

Questions

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

Manager Evaluation

Response:

Employee Evaluation

Response: Senior Software Engineer. Contribute directly as a developer within the Agile iteration cycle and participate in both high-level and detailed design for new product capabilities and improvements. I am involved in maintain and supporting API-related stuff for APW projects.

Responsibilities:
- Designing, developing and maintaining related infrastructure and platform according to client's changing requirement.
- Advises developers on best methods of software development and code creation.
- Participating all phases of software engineering life cycle and troubleshooting technical problems as needed.
- Participating in ceremonies/meetings to discuss the latest requirements of software development and determining the following tasks.
- Collaborate with architects and other developers on specifications, designs, standards, code reviews, and test capabilities.

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:
- Responsible for a wide-range of tasks that go beyond coding

- Involves in system design, making architectural decisions for new features or services.
- Designing scalable, maintainable and performant software systems
- Leading and participating in code reviews
- Maintaining high standards for code quality practices
- Guiding junior / peer developers
- Sharing knowledge through pair programming, brown bag sessions, knowledge transfers and documentation.
- Collaborate in setting technical direction and standards for the team.
- Help in managing deployment processes and monitoring.
- Coordinating with other engineering teams
- Participating in technical and Product Refinement discussions
- Proposing new tools or features to the team.
- Bringing innovation into team processes or product
- Incident Management & Root Cause Analysis

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: Our goals are in-lined with the OKRs developed by the team and enhanced individually. We follow the target percentage our team has set.

- API management and documentation, All APIs used by the APW are now maintained by the API Devs. This is now being used by OS Devs and even QA testers.
- High Quality Code: By June 30, SonarQube reported less than 20% of active code smells. And also reported 90% of test coverage for APW-APIs
- 100% of APW-APIs endpoint are documented in Postman Collection
- Attending and Orchestrating Brown bag session for development enhancements discussions

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

Manager Evaluation	Employee Evaluation
Response:	Response: • During 1 on 1s: There is Meeting Notes, written on what was discussed • Timesheet also contains the tickets on what we have worked on for the day • DSU, Catch-Up and Huddles: helps us share on what we have work on a daily/weekly basis, impromptu huddles also allows us in our to share what is being worked on. • OKRs: It sets a clear objective with measurable outcomes • Confluence/ADO: helps track issues/features/bug on what was worked on.

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: • Added Changelog to wiki, it was researched by Sir Rex but was implemented and investigated by me to improve release note visibility. • Suggested a basis for APW API Error code • Created a Documentation for Vertical Traceability for APW-API Dependencies.

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

Manager Evaluation	Employee Evaluation
Response:	Response: • February: Opted to add a validation for JWT Tokens used for access the main API for APW • January: Separating User Validation by using Design Pattern for a better or cleaner flow of codes. • March & June: Suggestion on better implementing tests by doing or participating knowledge transfer on creating test scripts • Suggestions for Early-Stage Development of APW API Error Codes

- Documentation on Tracing Dependencies used by APW-API
- Testing Techniques and Structures
- JWT Token Added Security Validation for APW-API

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:

Employee Evaluation Response:

- Avoid relearning, task switching, waiting and defects.
- Automate repetitive work, (Release Notes: Broadcast Message in Teams)
  - Use templates and AI tools to cut down boilerplate
  - Create checklists or automated bot (if could be applied) to catch routine issues for a better code review experience
- Improve Technical Depth
  - Codebase Mastery: The lesser the familiarity with the system the more time needs to focus on understanding it at least on a high-level understanding
  - Tackle Technical Debt Proactively (At least 20 mins-60 mins weekly), Build a habit of incremental refactoring with proper tests
  - Usage of performance tools, Go has a profiling tests, we can use this for optimization of our codebase.
- Using AI at an advantage:
  - Pair programming with LLMs, this help offload syntax-heavy work
  - Design Feedback: Using AI to review designs, naming conventions and scripts for sanity checks
- Feedback Loops:
  - Team Retrospectives: Reflection by the end of the sprint, this can help us improve as a team, helping one another will also lead to personal growth, we just need this retrospective to be simple and forward, this is time for the team to huddle and realize the team's efforts and mistakes to be reviewed and documented.

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:
- Clean Codes and Lint Clean up drives
- Initiative to improve JWT Token Validation for APW-API
- Improvement for User Entitlement Validation for Trading Services
- Documentation of Vertical Traceability of APW-API
- Code Suggestions on Code Reviews

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:
- Gradual Improvement as a Senior Software Engineer in the aspects of steady development
- I want to focus on enhancing my soft skills and communication skills. I want to be more proactive in engaging with stakeholders or product owners during planning or refinement sessions
- Be a reliable mentor, able to provide correct guidance to junior developers.
- Be more into the Banking Industries (Trading).
- Open to AI usage and capabilities

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: Career Growth: I want to be able to contribute more on building software solutions and be the leading developer and be someone where workers will rely on me

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: ADO is one of the mediums used for validating work completion by developers, QA Testers checks the ticket assigned to a developer and evaluate if it passes the

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: