



Biglang-awa, Erwin

Sr. Software Engineer

Manager: Arjay Gallentes

Evaluated By:

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: 3.5

Rating: Meets Expectations (M)

Comment: Over the past review period, I've taken on greater responsibility as the Dev Lead of the AAS team, balancing both technical contributions and leadership duties. I've focused on improving team efficiency, fostering collaboration, and creating a culture of continuous learning through initiatives like our weekly brown bag sessions and process optimizations. Looking ahead, I'm committed to further developing my leadership skills and contributing at a higher level, where I can continue to support the team's growth and drive meaningful impact across our projects.

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:** 06/30/2025

Category: Strategic Initiative

Organization Alignment:

Minimum: 20.00%
Target: 30.00%
Maximum: 100.00%
Actual: 0.00%

Employee Evaluation

Rating: Exceeds Expectations (EE)

Comment: The implementation of AAS brownbag sessions has significantly contributed to the continuous improvement of our domain knowledge and technical expertise. Additionally, my involvement with AUC has been instrumental in deepening my understanding of the AAS and clearing systems.

Achieve Engineering Excellence

Achieve engineering excellence through faster, high-quality feature delivery, minimizing defects, reducing rework, and strengthening AI/automation-driven development.

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

Category: Operational Initiative, Cost Reduction/Mitigation

Organization Alignment:

Minimum: 80.00%
Target: 100.00%
Maximum: 100.00%
Actual: 0.00%

Employee Evaluation

Rating: **Meets Expectations (M)**
Comment: I have been actively leveraging AI tools such as Windsurf and GitHub Copilot to enhance code quality and streamline our development process. I also explored the capabilities of VSCode Copilot for the BASIC programming language, assessing its potential for our legacy systems. Additionally, I discovered and utilized the macro functionality in Accuterm, which significantly improves efficiency by automating repetitive and complex tasks within the Rocket Universe Server environment.

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: 06/30/2025

Category: Strategic Initiative

Organization Alignment:

Minimum: 50.00%
Target: 80.00%
Maximum: 100.00%
Actual: 0.00%

Employee Evaluation

Rating: **Exceeds Expectations (EE)**
Comment: "I have taken on responsibilities typically handled by our Scrum Master and Product Owner to help facilitate agile ceremonies within our team. I lead key activities such as backlog refinement, sprint planning, retrospectives, and daily stand-up meetings. Additionally, I've delegated certain leadership tasks to other team members—such as managing timesheet reminders, updating the training tracker, and maintaining RTO/PTO records—to encourage their growth, accountability, and engagement."

Recruitment & Talent Excellence

Attract, assess, and prepare top talent to support ABC Tech’s growth and strategic goals.

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

Category: Strategic Initiative, Operational Initiative

Organization Alignment:

Minimum: 20.00%
Target: 80.00%
Maximum: 100.00%
Actual: 80.00%

Employee Evaluation

Rating: Meets Expectations (M)
Comment: While it has been challenging to find the right candidates for certain roles, I have actively contributed by screening and shortlisting applicants for endorsement to the onshore interview stage. Additionally, I developed a technical skill guide to help both interviewers and candidates align on the expected competencies for each role. This has helped standardize our evaluation process and improve the overall quality of candidate assessments.

Section Summary

Employee Evaluation

Calculated Rating: 3.5
Rating: Meets Expectations (M)

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: Meets Expectations (M)
Comment: I consistently demonstrate the Five Pillars of Character in my day-to-day work. I strive to be trustworthy and respectful, especially in my role as Development Lead, where I manage team responsibilities and ensure open, honest communication. I take responsibility for both my individual contributions and the team’s overall performance, and I hold myself accountable for meeting deadlines and delivering quality work.

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: I approach problem solving by breaking down complex issues into manageable components and identifying the root causes before proposing solutions. I rely on data and facts to guide decision-making, ensuring that solutions are grounded in reality and aligned with business needs.
In my development work and as interim Development Lead, I often help the team simplify complex technical challenges, whether it's debugging issues, optimizing workflows, or clarifying requirements. I also help

distinguish between critical blockers and minor issues, allowing the team to stay focused on what truly matters.

I actively encourage collaboration by leveraging the strengths of team members—for example, assigning tickets based on individual expertise and involving the right people in discussions. This not only improves the quality of our solutions but also builds confidence and engagement within the team.

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

Rating: **Meets Expectations (M)**

Comment: I manage my workload effectively by prioritizing tasks based on sprint goals, team capacity, and business impact. As interim Development Lead, I ensure that work is distributed fairly across the team and that we stay aligned with our sprint commitments. I also volunteer for additional responsibilities, such as facilitating Agile ceremonies, supporting team members with blockers, and representing the team in cross-functional meetings.

I make it a point to develop clear and repeatable work procedures, such as using AccuTerm macros to automate repetitive tasks and introducing weekly brown bag sessions to promote knowledge sharing. These initiatives have helped improve both individual and team efficiency.

I also actively seek opportunities to expand my knowledge, whether through hands-on experience, collaboration with other teams, or exploring new tools and practices that can benefit our workflow. My goal is to continuously improve not just my own productivity, but also that of the team.

Results Focus

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

Employee Evaluation

Rating: **Exceeds Expectations (EE)**

Comment: I consistently strive to deliver high-quality, comprehensive work on time by planning ahead, managing priorities, and staying focused on sprint goals. Whether I'm working on development tasks or leading the team, I make sure that my efforts are aligned with delivering tangible results that contribute to our overall success.

I take full ownership of my responsibilities, and I hold myself accountable for both successes and areas where improvement is needed. I actively monitor progress, adjust when needed, and ensure that blockers are addressed quickly—either by resolving them myself or by coordinating with the right people.

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

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

Comment: In my role as interim Development Lead, I've applied key leadership practices to guide the team toward shared goals while maintaining a long-term perspective on growth and improvement. I focus on setting clear objectives, aligning the team around sprint priorities, and ensuring that each member is empowered to contribute effectively.

I use a collaborative leadership style, encouraging open communication, knowledge sharing, and continuous feedback. Initiatives like our weekly brown bag sessions have helped foster a culture of learning and transparency, while also giving team members a platform to showcase their work and grow in

confidence.

I also take a proactive role in removing blockers, facilitating Agile ceremonies, and representing the team in cross-functional discussions. These efforts help maintain momentum and ensure that the team stays focused and aligned with both short-term deliverables and long-term goals.

Section Summary

Employee Evaluation

Calculated Rating: 3.5

Rating: Meets Expectations (M)