Lagmay, Jay Mark
Sr. Software Engineer

Manager: Arjay Gallentes
Evaluated By:

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:

- Plans, designs, develops, tests, and maintains features for a cloud-based RESTful system offered by Axos Financial as Axos Professional Workstation to broker-dealers and direct customers to place orders on financial instruments and to manage their financial portfolios.
- Advises fellow engineers and other stakeholders on best methods in the SDLC. Participates in all phases of the SDLC as needed.
- Collaborates with architects and other engineers on specifications, designs, standards, code reviews, ands test capabilities.
- Mentors junior engineers by providing technical insight and soft skills development.
- Maintains Bank Security Standards and passing Audit requirements on developed software solutions.

Outside of the role-specific duties, I also do the following:
- Leads initial candidate interviews and behavioral interviews for engineering positions and project management positions for the ABC Technology Business Unit.
- As part of the Axos Business Center (ABC) Buddy Program, eases the transition of new hires into ABC and kick starts their ABC journey before fully integrating them with their respective Business Units.

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	Employee Evaluation
Response:	Response: • Software development follows the standard Scrum Framework in the Software Development Life Cycle of APW. These include, but not limited to: Sprint Planning, Product Backlog Refinement, Daily Scrum, Sprint Review, Sprint Retrospective, Code Review, Software Development, etc. • Mentoring procedures varies but is usually done similar to an educational course where a lesson/mentoring plan is made and executed throughout the program. Regular check-ins are done with the mentee to check if they are learning the needed skills and if they need further coaching. After the mentoring program, a course evaluation is done to improve further iterations of the program. • Recruitment procedures follow the standard ABC Technology recruitment process. Interview stages are planned by ABC Talent Acquisition and interviews are carried out by members of ABC Technology. We follow an interview guide to set the context per each round of interview. After every interview session, feedback is given through a centralized system and is reported accordingly to ABC Talent Acquisition for their next action.

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	Employee Evaluation
Response:	Response: • Personal performance is tracked through the set OKRs per review cycle. Fortnightly check-ins are done to keep the status updated. • Engineering metrics are tracked through Azure DevOps (ADO) and working hours are tracked through Axos Ignite (Clarizen). • Recruitment metrics are only visible to ABC Talent Acquisition.

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

Manager Evaluation	Employee Evaluation
Response:	Response: • Fortnightly check-ins are done to: • Update OKR progress • Assess future growth paths • Assess employee well-being Engineering metrics are tracked through Azure DevOps (ADO).

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: • Pushed for increased focus on unit testing on APW API • Created a framework for existing and future unit testing methodologies • Such framework was used by other engineers to create frameworks for higher level testing such as integration testing and functional testing • Contributed to the team effort to achieve at least 85% test coverage on service layer packages • Contributed to the team effort to achieve at least 90% test coverage on repository layer packages • Configured SonarQube project properties such that unit tests are always running on APW API's CI/CD pipelines on every Pull Request. Test execution and coverage reports are shown on each APW API microservice's project page. • Contributed to the formation of the operating rules and regulations of the ABC Buddy Program by attending the initial orientation and program kick-off. • Enabled fellow team members to start their interviewing journey through mentoring programs.

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

Manager Evaluation	Employee Evaluation
Response:	Response:

- Regularly suggests possible feature improvements and optimizations for APW API as a product component
- Influenced team members on the importance of automated testing

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: • Leveraging AI to hasten development. Using AI could either reduce development time or introduce dysfunctionality. As such, the engineer still has to verify solutions provided by AI. • Items that cannot directly use AI benefit from streamlining communication lines and processes.

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

Manager Evaluation	Employee Evaluation
Response:	Response: • The Interviewing Mentoring Program enabled a junior engineer to build skills and competence to lead interviews on his own despite his relatively short professional career thus far. • The same Interviewing Mentoring Program is now being used to enable a senior engineer to build the same skills and competence to eventually lead interviews on her own. • By having unit tests automatically run during Push Events, the odds of merging a dysfunctional feature is reduced compared to manually verifying existing functionality.

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	Employee Evaluation
Response:	Response: Details are found on: [2025 Jul-Dec OKR Tracker.loop](#) Overview:

- By Dec 30, APW API should have increased robustness in its testing pipelines such that the odds of publishing a dysfunctional software release is significantly reduced compared to its current state (before June 30, 2025)
- By Dec 30, the ABC Buddy Program has eased a significant number of newcomers to their new roles in ABC.
- By Dec 30, my personal interviewing skills now includes being able to conduct technical interviews.

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	Employee Evaluation
Response:	Response: • Achieve technical mastery of Modern Application Development principles similar to that of a Principal Software Engineer • Be a lead interviewer in most ABC Technology candidate interviews

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	Employee Evaluation
Response:	Response: ABC Technology does not directly use iGrafx for its process map documentation. All processes done for the role have been described in previous questions. To summarize, these include, but not limited to: • Software development follows the standard Scrum Framework in the Software Development Life Cycle of APW. These include, but not limited to: Sprint Planning, Product Backlog Refinement, Daily Scrum, Sprint Review, Sprint Retrospective, Code Review, Software Development, etc.

- Mentoring procedures varies but is usually done similar to an educational course where a lesson/mentoring plan is made and executed throughout the program. Regular check-ins are done with the mentee to check if they are learning the needed skills and if they need further coaching. After the mentoring program, a course evaluation is done to improve further iterations of the program.
- Recruitment procedures follow the standard ABC Technology recruitment process. Interview stages are planned by ABC Talent Acquisition and interviews are carried out by members of ABC Technology. We follow an interview guide to set the context per each round of interview. After every interview session, feedback is given through a centralized system and is reported accordingly to ABC Talent Acquisition for their next action.

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: In the 7 months that I've been with Axos, I believe I have made significant contributions to the success of the team, project, and other Axos Business Center initiatives. I am still growing and have plenty more to contribute to our industry.