

Questions

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

Manager Evaluation	Employee Evaluation
Response:	<div>Response: As a DevOps engineer, my roles and responsibilities mainly revolve around supporting the developers and improving their developer experience.</div> <div>One instance is guiding them on how to implement and use Open Telemetry, an open-source observability framework. This gave them to properly log their application, add traces, and metrics. This also helped them greatly when trying to pinpoint issues within their application or sometimes the environment without the help of DevOps engineers.</div>

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: None

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:	<div>Response: For the current state of DevOps engineer here in ABC, there's no direct way of measuring the performance so I implemented a simple Developer Experience Index survey as a simple way of gauging the performance of the DevOps engineers and created a metrics based from the survey's feedback.</div>

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

#### Manager Evaluation

Response:

#### Employee Evaluation

Response: There's a weekly team leadership meeting where we share updates to different team leads so each are aware of the status of each team. There is also a 1 on 1 meeting with Arjay where I discuss my plans & pain points of the team and also discuss topics within or outside of the team's scope.

**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: None

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

#### Manager Evaluation

Response:

#### Employee Evaluation

Response: None.

**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 would be taking advantage of the Azure Boards of ABC-DevOps-Application to create tasks, track those tasks, and create metrics based on those tasks. It would also make the DevOps work more transparent and visible to management.

**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: One of the improvements that I suggested is to separate the YAML pipeline and put it to a different repository. This way, the DevOps engineers will not directly commit to the source code repository and ruin the commit tree of it.

**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

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Response:

#### Employee Evaluation

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Response: Rebuild the Kubernetes environment on-prem in the next 3 months.  
Setup the necessary observability tools, alerts, and notifications.

**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

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Response:

#### Employee Evaluation

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Response: My goal is to have a fully automated environment relying very little to human intervention. AI based monitoring with smart alerts and notifications.

**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

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Response:

#### Employee Evaluation

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Response: None.

### 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

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Response:

#### Employee Evaluation

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Response: None.