



Fernandez, Nymar

Software Engineer

Manager: Arjay Gallentes

Evaluated By: Arjay Gallentes

July 2025 Performance Review

Organization: Axos Business Center Team VII (Arjay Gallentes)

Location: ABC Manila Office

01/01/2025 - 06/30/2025

Overall

Manager Overall Evaluation

Calculated Rating: 3.15
Rating: Meets Expectations (M)
Comment:

Areas for Development

- **Strategic Initiative Ownership:** Opportunity to take leadership role in larger strategic initiatives
- **Cross-Project Exposure:** Consider involvement in multiple project cross-streams to broaden technical experience
- **Technical Certification:** Pursue OutSystems Expert ODC Developer certification to formalize expertise

Development Recommendations
Short-term (Next 6 months)

- **OutSystems Certification:** Complete Expert ODC Developer certification
- **Bug Rate Reduction:** Lead initiative to reduce team bug rate
- **Knowledge Sharing Program:** Formalize knowledge-sharing sessions to boost team collaboration

Long-term (6-24 months)

- Senior Developer Track: Prepare for promotion to Senior Developer with expanded technical leadership
- Cross-Functional Project Leadership: Take ownership of end-to-end project delivery
- Process Improvement Leadership: Drive broader development workflow enhancements
- Technical Mentoring: Develop formal mentoring capabilities

2-Year Vision:

- Senior Developer Role: Advanced technical expertise with mentoring responsibilities
- Cross-Functional Project Leadership: Leading complex projects with full ownership
- Process Innovation: Driving impactful workflow improvements across streams or development teams
- Technical Specialization: Expertise in modern development tools and automation
- Communication & Visibility: Technical thought leadership through knowledge sharing

Nymar is an effect team member and engineer who combines strong technical skills with proactive process improvement mindset and genuine team collaboration. His adoption of AI tools, creation of reusable components, and commitment to knowledge sharing

demonstrate both current value and future leadership potential.

Nymar's approach to development, attention to quality, and willingness to help teammates make him an invaluable team asset. His clear career goals and proactive learning approach position him well for advancement to senior technical roles.

His contributions to team efficiency through improved processes, combined with his collaborative attitude and technical competence, make him a model team member who consistently exceeds expectations in key areas.

Employee Overall Evaluation

Calculated Rating: 3
Rating: Meets Expectations (M)
Comment: I believe I meet the requirements based on the milestones that I have achieved.

Acknowledgement

Manager

Entered by: Arjay Gallentes Date: 08/07/2025
Status: Acknowledge Review
Comment:

Employee

Entered by: Nymar Fernandez Date: 08/06/2025
Status: Acknowledge Review
Comment:

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: 50.00%
Target: 80.00%
Maximum: 100.00%
Actual: 85.00%

Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: Nymar has excelled in AI adoption, leveraging Copilot to streamline development tasks and improve efficiency. His proactive approach to integrating AI tools into daily workflows demonstrates forward-thinking technical leadership.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: AI helps me a lot to speed up my development tasks especially using copilot.

Additional Manager Evaluation

Achieve Engineering Excellence

- Faster Development: By June 30, reduce lead time for changes by 20%
- Defect Prevention: By June 30, reduce defect-related rework by 20% by improving early defect detection
- Failure Reduction: By June 30, reduce change failure by 10%

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: 85.00%

Manager Evaluation

Rating: **Meets Expectations (M)**

Comment: Nymar's philosophy of "analyzing components and making them reusable as possible" demonstrates excellent engineering judgment. His creation of reusable components, particularly the dropdown that streamlined development processes, shows practical application of engineering excellence principles. His focus on component reusability directly supports faster development and reduces rework.

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: I believe to speed up development is to analyze components and make it reusable as possible.

Additional Manager Evaluation

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:85.00%

Manager Evaluation

Rating:Meets Expectations (M)

Comment:Agree

Employee Evaluation

Rating:Meets Expectations (M)

Comment:To share knowledge is so important because it would help others as well in their career.

Additional Manager Evaluation

Section Summary			
Manager Evaluation		Employee Evaluation	
Calculated Rating:	3	Calculated Rating:	3
Rating:	Meets Expectations (M)	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.

Manager Evaluation

Rating:Meets Expectations (M)

Comment:Agree

Employee Evaluation

Rating:Meets Expectations (M)

Comment:Throughout the project, I demonstrated trustworthiness by being transparent with stakeholders, respect by actively listening to team concerns, and caring by recognizing individual efforts and celebrating small wins.

Additional Manager Evaluation

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.

Manager Evaluation

Rating:Meets Expectations (M)

Comment:Agree

Employee Evaluation

Rating:Meets Expectations (M)

Comment:I created reusable components, one of which

is the reusable dropdown that streamlined the development process.

Additional Manager Evaluation

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.

Manager Evaluation

Rating: Exceeds Expectations (EE)

Comment: Nymar manages time exceptionally well and actively volunteers to help other developers when he completes his tasks. His proactive approach to supporting teammates demonstrates excellent workload management and team productivity contribution. His willingness to take on additional work shows strong productivity and collaboration mindset.

Employee Evaluation

Rating: Meets Expectations (M)

Comment: I make sure that I manage my time effectively. Additionally, when I am done with my task, I ask the other developers who needs help in their task because I am free already.

Additional Manager Evaluation

Results Focus

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

Manager Evaluation

Rating: Exceeds Expectations (EE)

Comment: Agree

Employee Evaluation

Rating: Meets Expectations (M)

Comment: Carefully followed business requirements and acceptance criteria before or on development target dates.

Additional Manager Evaluation

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.

Manager Evaluation

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

Comment: N/A

Employee Evaluation

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

Comment: N/A

Additional Manager Evaluation

Section Summary

Manager Evaluation

Calculated Rating: 3.5

Rating: Meets Expectations (M)

Employee Evaluation

Calculated Rating: 3

Rating: Meets Expectations (M)