Belmonte, Ian

Sr. Data Engineer

Manager: Ariel Dimapilis

Evaluated By:

July Impact Statement

Organization: Axos Business Center Team VII (Ariel Dimapilis)

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.

Employee Evaluation

Response: As a Data Engineer, I design, develop, build scalable design of data model and maintain efficient ETL Process.
- Extracting, transforming, and loading (ETL) data from source systems (e.g., ALF) into our AUC SQL database.
- Creating configurable, reusable, and automated ETL frameworks that reduce manual effort, particularly for complex parent-child table relationships.
- Ensuring data quality through validation scripts, integrity checks, and exception handling.
- Collaborating with stakeholders to gather requirements and translate them into technical solutions.
- Presenting project progress and data insights to leadership and cross-functional teams.
- Proactively update team channels and group chats with issue/solution, ask assistance to (Devops, DBA Axos, Control Access teams, QA, OS and Data Team)

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".

Employee Evaluation

Response: I perform the following data engineering processes:

ETL Development & Automation
- Extract source data from ALF.
- Apply transformation logic based on mapping tables.
- Load into AUC SQL tables, respecting parent-child hierarchies
- The ETL is design to make it database Agnostic.

Data Validation & Monitoring
- Use SQL-based checks and automated logs to verify data integrity post-load.

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).

Employee Evaluation

Response:
- **100% Data Load and Validation Completion:** All assigned datasets are successfully ingested and validated.
- **ETL Automation Coverage:** Percentage of tables transitioned from manual to automated loading (currently aiming for 100%).
- **Development Time Reduction:** 50% reduction in time spent creating ETL jobs, through reusable logic and AI-assisted tools.
- **Presentation Delivered:** At least 3 leadership or team updates uploaded and presented quarterly.

- **Issue Resolution Time:** Measured average time to detect and resolve ETL/data issues (e.g., <24 hours SLA).
- Proactively update team channels and group chats with issue/solution, ask assistance to (Devops, DBA Axos, Control Access teams, QA, OS and Data Team)

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

Employee Evaluation

Response:
- Daily Catchup meeting organized by Team Lead/Manager
- Uploading presentation materials to SharePoint for transparency.
- Status updates via Azure DevOps (ADO) including completed PBIs and blockers.
- Using Daily Catch-up meeting which was organized by our Team Lead/Manager

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.

Employee Evaluation

Response:
- **Improvement:** Automate the creation of tables and uploading of its record to ALF database Via AI-assisted scripting, eliminating the need for manual intervention.
  - **Before:** Manual scripting required for every related table in ALF database.
  - **After:** Zero Manual creation of table.

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

Employee Evaluation

Response:
- Suggested format of good naming of data model table and its field.
- Initiated and implemented a dedicated group channel to streamline collaboration between DBA, DevOps, and other technical teams enhancing coordination, accelerating issue investigations, and enabling faster resolution of critical incidents.

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?

Employee Evaluation

Response: One improvement opportunity I've identified is improving my communication and engagement with leadership. By learning to effectively present updates, technical concepts, and blockers to leadership, I've become more efficient in aligning priorities, getting quicker feedback, and reducing rework.
This soft skill has made my role more efficient by:
- Helping me secure timely decisions and clarifications for technical blockers.
- Improving visibility of my work, leading to faster stakeholder buy-in.

Action Steps:
Continue practicing structured presentations and status updates.
Seek regular feedback from leaders on communication style and clarity.

Pair with mentors or leads to improve stakeholder engagement skills.

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

Employee Evaluation

Response:
- Encouraged a collaborative and learning-based environment by volunteering to present new features or tools I used in our ETL automation.
- Provided peer support to team members facing challenges for any Scripting concern.

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.

Employee Evaluation

Response: **Goal (1 to 6 Months): Learn and Apply Python for Data Engineering Tasks**
- **Specific:** Learn Python programming with a focus on data processing and automation.
- **Measurable:** Complete at least 3 online Python courses and apply Python in at least 2 small projects or tasks related to my current role.
- **Attainable:** Dedicate at least 3–4 hours per week for structured learning and practice.
- **Relevant:** Python is a critical skill for modern data engineering, enabling automation, data transformation, and integration with cloud platforms.
- **Time-sensitive:** Goal to be achieved within the next 6 months.

What are your goals? What would you like to accomplish in the next 2 years? Goals over the longer term can be more aspirational.

Employee Evaluation

Response: Long-Term Goals (2 years): • Lead and manage small team for data integration and reporting.

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.

Employee Evaluation

Response:
- Proposed new process maps for:
  - Configurable ETL Framework
  - AI assisted ETL from FLat FIle to ALF database SQL.
  - AI-assisted ETL Design for Parent-Child Table Loads.

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.

Employee Evaluation

Response: Support our growth and skill development by allocating 1 hour of dedicated learning time each day. This

investment will benefit both employees and the company through improved efficiency, innovation, and technical capabilities.