



## Constantino, James Aaron

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.**

#### Employee Evaluation

---

**Response:** As a senior software engineer, my role is to contribute within the Sprint cycle and participate in both high-level and detailed design for new system, product capabilities and improvements. Below are my duties and responsibilities as a senior software engineer:

- Designing, developing and maintaining related infrastructure and platform according to client's changing requirement and PBI acceptance criteria.
- Helping to create a 'How to documents' and coordinates with senior developers on best methods of software development and code creation.
- Participating all phases of software engineering life cycle and troubleshooting technical problems as needed.
- Participating in sprint planning meeting to discuss the latest requirements of software development and determining the following tasks
- Collaborate with product owners, QA's and other developers on specifications, designs, standards, code reviews, and test capabilities.
- Maintaining Bank Security Standards and passing Audit requirements on Software.

**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:** As a Senior Developer on AAS team working on BASIC Universe and Sprints on ADO performs the following process.

1. BASIC Universe (SAM) Developer:
  - Designing a logical data model that aligns with the business needs and Acceptance criteria of a PBI
  - Creation of SQL that will help the QA to extract a valid test data that will them on their test scenarios.
  - Perform analysis on a specific PBI's.
  - Conduct extensive Unit testing on a specific PBI's that will cover all the possible scenarios and to ensure that the code change will have no service interruptions.
  - Documents the BASIS functions and processes, to conduct knowledge transfer with developers for future development.
  - Troubleshoot and resolve issues in the SAM to help the QAs to progress in their testing.
2. Sprint Activities:
  - Contribute to sprint planning by analyzing the user stories (PBI) and Acceptance criteria.
  - Provide estimations and dev effort for tasks such as analysis, coding and etc. for specific PBI's
  - Build features or enhancement on the assigned PBI's.

- Coordinate with the product owners and tech director/lead to clarify the requirements of the PBI's
- Participate in retrospectives to reflect on the previous sprint and provide suggestions for improvement.

### 3. Developer Activities:

- Created Training tracker and monitor the team members training completion.
- Facilitated and contributed to Dev Team Knowledge sharing sessions.
- Attended DSU to give updates on the current tasks
- Continuous upskilling by taking trainings on Udemy.

**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:** The metrics that I used to measure my performance and effectiveness were the tasks, PBI and issue resolved that I accomplished were properly documented on the ADO. The average tasks I completed per sprint was around 9 to 15 depending on the complexity and estimation of the tasks under a certain PBI. I achieved 80% completion rate of planned PBI with each sprint. By utilizing the ADO I will have visibility on my accomplished tasks that will correlate to my performance and effectiveness to my team.

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

#### Employee Evaluation

---

**Response:** As a developer, I utilize the ADO by providing updates for the progress of my tasks, bugs, PBI and discovery. I always ensure that I update the current status (example: Dev In-progress, Ready for Code Review and etc.) of the tasks, bugs, PBI and discovery/Tech lead activities. Also, I always add comments for the current progress of the task or if I need some clarification on the Acceptance Criteria. I use '@' mention function in comment section of the PBI to easily communicate and collaborate to the QA and product manager. I regularly attended our daily stand-up meetings, weekly team meetings and Sprint planning/refinement to provide updates for the current progress of the PBI's and potential blockers.

**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:** I regularly contributed to the team to record all our training sessions with our US team (for PBI and any functional meetings). I also regularly review the training sessions and implemented a training tracker, and I regularly create or add topics to our 'How To' so that team have visibility to share knowledge for the process/functionalities of SAM. Lastly, I regularly attend and contributed to our Dev team weekly knowledge sharing.

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

#### Employee Evaluation

---

**Response:** I suggested to my team to improve and to have deadline for the code review process per sprint so that it prevents bottleneck and carry-over of tasks on the next sprint.

**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:** To have regularly collaborate with Dev Director to have a guidance on the assigned tasks, PBI's, bugs and discovery. To regularly document all the new learning on the assigned tasks. To continuous upskilling by taking trainings on Udemy.

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

---

**Employee Evaluation**

**Response:** The improvements that I made these past months. I created and contributed to 'How to' documents to be able to help the team to learn the functionalities and processes of the BASIC. Also, I constantly share my knowledge to my team on how to conduct testing and coding for specific PBI's.

**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:** The goals I would like to achieve for the next six months are to continue to contribute to the documentation of all processes of the SAM (BASIC UNIVERSE) and any functionality within the AAS, this will help the team to increase their knowledge in SAM. Second is to gain new knowledge and skills on AI by attending more trainings session and to leverage the online resources such as UDEMY and collaboration with other team within ABC. Lastly is to gain more soft skills that will help me to gain more knowledge on how to handle/manage a team.

**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:** One of my long-term goals that I would like to achieve for next 2-5 years is to have more knowledge on leaderships skills and to attain technical expertise to have bigger role in ABC. Second of my long-term goals that I would like to achieve for the next two years is to have gain more knowledge on different technologies such as AI and to have necessary certifications this will help me to share more knowledge to my team and to increase my expertise. Third is implement a better coding standard and best practices, this will help the team to increase the productivity.

**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:** The following process maps that I think suitable to my current role are the process that belonged to the AAS side of IGRAFX. This will help me to understand the other processes of a different teams on ABC and to gain more knowledge on the functionalities of ABC. Below is the link for the IGRAFX:  
[Axos Securities- AAS / Axos](#)  
[Application Development - Securities / Axos](#)

## 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: