Dimapilis, Ariel

Data Architect, Technical Lead

Manager: Arjay Gallentes
Evaluated By: Ariel Dimapilis

July 2025 Performance Review

Organization: Axos Business Center Team VII (Arjay Gallentes)
Location: ABC Manila Office
01/01/2025 - 06/30/2025

Overall

Employee Overall Evaluation

Calculated Rating: 3.59

Rating: Meets Expectations (M)

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:** Completed   **Completion Date:** 06/30/2025

Category: Strategic Initiative

Organization Alignment:

Minimum: 20.00%
Target: 30.00%
Maximum: 100.00%
Actual: 80.00%

Employee Evaluation

Rating: **Meets Expectations (M)**

Comment: **Milestone: AI-Assisted Transformation and Conversion Process enhancing development efficiency**
• Take the lead to enhance and accelerate the development and deployment of Transformation-based ETL pipelines for AUC by leveraging AI tools to reduce manual coding in C#, SQL and modeling to standardize workflows and improvement development
• Achieve at least 90% of AUC transformation and conversion process including SSIS packages, T-SQL Scripting
generated by AI tools such as Copilot, Windsurf resulting in faster development and
improved code consistency.
• Lead and Assists development for staging and destination for extraction logic to reduce by at least 99% compared to manual process efforts in prior projects using automated standard and reusable AI-generated logic
Action Plan
• Assists team to use Copilot, Windsurf to auto-generate repetitive or template-based script code within ETL Tasks—covering file parsing, type conversion, error handling, and logging routines.

- Measure and Compare Time Savings:Tracked development time per ETL component (file loading, staging, transformation) and compared against historical SSIS development efforts. Quantified improvements in delivery speed and reduction in manual steps

Milestone: AI-Powered for Data Modeling
- Successfully utilized AI tools to generate comprehensive process for AUC project and the underlying data models, improving clarity, accuracy, and turnaround speed.

1. 100% Coverage of Non-Refined AUC Data Models
All physical tables were successfully created and documented using AI-assisted structuring and formatting.
2. 90% Reduction in Documentation Turnaround Time
Documentation time was significantly reduced by utilizing AI to assist in transforming table definitions and generating SQL scripts.

Coverage & Quality:
1. Data modeling was completed for 100% of targeted AUC database related by using AI to standardize naming conventions and structure. Peer reviews confirmed that AI-assisted outputs reached ≥90% quality in terms of accuracy, structure, and completeness.
Speed & Efficiency:
1. The average time to produce a data model dropped from several hours to under 15 minutes using AI-assisted formatting and SQL generation.

Action Plan:
• Used AI to create normalized and demoralized model
• Used AI to Define the data type of table attributes source.
• Used AI to generate physical database structure

Milestones: Adopted AI-Tools innovated process to boost productivity by data team

Adopted AI-tools, like copilot, windsurf is total significant enhancement in data team development efficiency by using AL-powered automation, resulting in faster deliverables of modeling, data definition, database creation, etl transformation and conversion.

Time reduction in creating definition mapping, physical table structure, T-SQL script and data modeling diagram (relationships, attributes and entities)

Action Plan:
- Created guidelines and documents manuals using AI tools to support onboarding team.
- Used Microsoft Copilot, windsurf to generate user-friendly manuals for newly developed scripts, reducing documentation time and improving process
- Ensured documentation is accessible and up to date in the shared knowledge repository, supporting team self-service and reducing support overhead

Achieve Engineering Excellence

Achieve engineering excellence through faster, high-quality feature delivery, minimizing defects, reducing rework, and strengthening AI/automation-driven development.

Due Date: 06/30/2025   Status: Completed   Completion Date: 06/30/2025

Category: Operational Initiative
Organization Alignment:

Minimum:	30.00%
Target:	40.00%
Maximum:	100.00%
Actual:	50.00%

Employee Evaluation

Rating:	**Exceeds Expectations (EE)**
Comment:	**Milestone: Lead architectural design for transformation and conversion program and process**

- The team identified the existing conversion method as overly complex, time-consuming, and lacking real-time visibility, making it challenging to understand and manage the process efficiently. To address this, our goal was to design and implement user-friendly interfaces and dashboards that would simplify the data conversion workflow and provide real-time insights.
- Team Effectively designed and integrated intuitive interfaces and dashboards to streamline the data conversion process, offering real-time insights and enhancing user experience.

Milestone: Leadership and Stakeholder Review of Data Models and process flows

- Achieve a 20% reduction in defect-related rework by validating data models and transformation logic early in the development lifecycle.
- Lower the incidence of bugs or rework tasks caused by flaws in data modeling or transformation design.
- Ensure 100% of data models and ETL workflow designs undergo peer review and receive approval from leadership/stakeholders prior to development kickoff, confirming alignment with business rules and data governance policies.

Action Taken

- Conduct comprehensive review sessions with Product Owners, team members, technical leads/ managers, and other key stakeholders.
- Present well-documented plans and visuals, including:
  - Entity-relationship diagrams (ERDs)
  - End-to-end ETL process documentation
  - Unstructured to Normalized and denormalized data model designs
  - Key, relationship data definitions and underlying assumptions
- Fosters team collaboration and enable early identification of defects before development begins.

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:	Completed	Completion Date:	06/30/2025

Category:	Strategic Initiative
Organization Alignment:	
Minimum:	50.00%
Target:	80.00%
Maximum:	100.00%

Actual:	80.00%

Employee Evaluation

Rating:	**Exceeds Expectations (EE)**
Comment:	**Milestone: Leadership and Increase Team Visibility**

- 100% of critical database (Database structure, Data model, data and pipelines) updates are communicated by the end of the day to ensure team efficiency and cross-functional visibility tl resolved blockers and issues within 24 hours.
- Team timely communication, collaboration and resolution of blockers and updates , 100% of blockers resolved within 24 hours, and 100% of critical updates shared by end of day.
- Critical issues, bottleneck and requirements are communicated via chat, email, and verbal collaboration before the end of day, with validation through team feedback, acknowledgment, or confirmation during catch-up meetings.

Action Plan:
• Proactively update team channels and group chats with issue/solution, ask assistance to (Devops, DBA Axos, Control Access teams, QA, OS and Data Team)
• Create tickets and tag stakeholders for urgent resolution.
• Forward or email all tasks requiring immediate attention from relevant stakeholders to ensure timely visibility, faster resolution, and alignment across teams.

Milestone: Team Progress, and Leadership stakeholder Engagement.

- Actively present during leadership meetings for updates on AUC project progress to architecture team and stakeholder, ensuring continued visibility and alignment.
- A minimum of three technical briefings or leadership-level presentations are conducted quarterly on behalf of the team, with 100% incorporating visual artifacts—such as system diagrams, process flows, or entity-relationship diagrams (ERDs)—to ensure precise communication of technical progress and system architecture.
- Team update materials are systematically uploaded to the designated SharePoint site before or after each meeting, providing a centralized record of leadership communications, technical updates, and the team's contributions for ongoing reference and transparency

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Section Summary

Employee Evaluation

Calculated Rating:	3.67
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.

Employee Evaluation

Rating:	Meets Expectations (M)
Comment:	I reliably meet deadlines, actively participate in meetings, and uphold accountability in both individual and team-based tasks. I remain adaptable to change and maintain focus under pressure. I continuously foster trust within the team and take pride in contributing to a collaborative and supportive work environment.

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.

Employee Evaluation

Rating:	**Meets Expectations (M)**
Comment:	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.

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.

Employee Evaluation

Rating:	**Meets Expectations (M)**
Comment:	Effectively manages a balanced workload, proactively takes on additional responsibilities, and prioritizes tasks efficiently. Develops clear, thorough work procedures, demonstrates strong time management, and encourages knowledge sharing within the team. Actively pursues new opportunities to broaden expertise across key areas of work

Results Focus

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

Employee Evaluation

Rating:	**Exceeds Expectations (EE)**
Comment:	These behaviors contribute not only to my personal success but also to the success of the team and organization. By prioritizing tasks effectively, working efficiently, and owning both of my successes and failures, I foster a culture of accountability, trust, and continuous improvement. These are essential qualities for anyone looking to excel in their role and contribute meaningfully to their team and company.

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.

Employee Evaluation

Rating:	**Exceeds Expectations (EE)**
Comment:	With a strong foundation in leadership principles and the ability to engage others in setting, embracing, and achieving shared goals, I am committed to guiding teams toward long-term success. By fostering collaboration, strategic thinking, and adaptability, I aim to inspire teams, drive innovation, and effectively navigate challenges along the path to future objectives. My leadership approach focuses on balancing present needs with clear and effective communication to ensure sustained progress and alignment.

Section Summary

Employee Evaluation

Calculated Rating:	3.4
Rating:	**Meets Expectations (M)**