

Questions

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

Manager Evaluation

Response:

Employee Evaluation

Response: I'm currently an OutSystems Developer and part of AUC team. My key responsibilities include:

- Develop and delivering a new feature to AUC application using OutSystems platform
- Continuously improving application development by creating and applying a coding standard or pattern aligned with best practices in OutSystems.
- Conducting code reviews for code quality assurance and assisting developer solving complex issues or blockers.
- Collaborating closely with colleagues on architecture design or technical planning (PBI estimation, refinement, and implementation).
- Communicating and coordinating with with other development team (e.g OS Devs, QA, Data, or OS experts - TSM)

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

Response:

Employee Evaluation

Response: The processes I perform in AUC:

- Participating in Agile ceremonies such as sprint planning, daily stand-ups, sprint reviews, and retrospective
- Using Azure DevsOp (ADO), analyzing PBIs, estimating effort, and updating work items throughout the sprint. Then developing features using OutSystems Cloud Platform, based on the sprint goals.

- Conducting code review throughout the sprint to ensure code quality and less bug introduce in the higher stages. Also by leveraging the coding checklist and code quality in the ODC portal.
- Collaborating and support QA activity with during test execution, to make the no blockers or resolving bugs.
- End of the sprint helping colleagues with PBI estimation or identifying process gaps and sharing feedback
- Every week communicate and consult topics with Jay from OutSystems.
- Contributing my expertise in OutSystems architecture by working closely with colleagues on architectural design or proposal.

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

Response:

Employee Evaluation

- Response:
- I manage my performance by contributing to the team's overall success through the following:
- All PBIs in ADO are delivered within the sprint and meet the sprint goals.
 - Ensuring there are no open bugs or issues on my assigned PBIs and supporting the team to achieve the same.
 - Provided technical input or code review to ensure code quality and prevent bugs.
 - Maintaining consistent delivery velocity by proactively assisting other OutSystems developers with complex implementation issues or blockers.

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

Manager Evaluation

Response:

Employee Evaluation

Response:

I don't directly provide updates to my supervisor, but I participate in sprint ceremonies, daily scrums, and offline discussion in the office. Additionally, I'm given the opportunity to schedule a 1-on-1 sessions with my direct supervisor as needed to align on goals or specific issues. Occasionally, my supervisor provides ongoing feedback either in person or through communication channels, which helps me

improve technically and professionally.
Guidance and principles are often shared to support our growth.

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:

Processes I perform, manage, or have impacted:

- **Code Review** - Assisted Glizzel with the code reviews during sprints to reduce and prevent bugs.
- **OutSystems Coding Pattern and Standard** - I introduced a coding pattern and standard in OutSystems, that helped the the OutSystems developers in AUC, to promote maintainability, scalability, and consistency across applications. Also reduced the time needed for code reviews by making code readable and standardized through established patterns.
- **OutSystems Onboarding** - Facilitated the onboarding of new OutSystems developers by assigning small tasks and POCs, helping them gain confidence and familiarity with AUC and the ODC platform. Also, ensured they were properly prepared before being assigned to AUC.
- **OutSystems TSM Session Axios** - Took ownership of the TSM meeting by driving discussion, which helped clarify AUC needs and identify any blockers encountered.

- **AUC Current-Future Architecture** - contributed to build the architecture proposals by continuously collaborating with Christian and Glizzel. Sharing my expertise in OutSystems architecture and helping translate low code concepts into high-code equivalents. I also helped with identify technical gaps and suggested my knowledge about it.

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

Manager Evaluation

Response:

Employee Evaluation

- Response:
- During development and doing code review. I suggested a better implementation in coding that's aligned with the OutSystems practices, and design principles (SRP, CRQS, Open/ Closed). Developers have been applying the recommended coding pattern consistently since sprint 10, which has improved maintainability, reusability, and delivery speed. http://bofifederalbank.sharepoint.com/:w:/s/AUCTechnologyGroup/EaOelw8tmAhBuBsDLg_G3C8BzSSy3dle=WnVj9n
 - Improved the OS onboarding process by providing one-on-one guidance to new developers and updating the POCs, which helped accelerate their learning curve and readiness for the project.
 - Provided a performance testing result comparing internal ODC databases and external databases to guide optimization and architectural decisions. http://bofifederalbank.sharepoint.com/:w:/s/AUCTechnologyGroup/EZfSvyYcO51KnUuIGRdJ_eoB8CEQtFule=mzrWC0

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:

- Collaborating on architecture proposal or joining architecture discussion has helped me improve my understanding of technical concepts beyond OutSystems, and it also support my growth in communicating from an architectural perspective, which I'm still developing. To build more confidence, I plan to continue research and applying what I learn to real problems, which will further strengthen this area.
- During development, I take part in code review, OS planning, and PBI estimation/ planning. These activities improve my technical knowledge of the systems, and contribute to my growth as an OutSystems developer while also helping me build leadership skills.

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:
- I initiated improvements in code quality by proposing and implementing consistent coding patterns in OutSystems. This encouraged the team to align on OutSystems Best practices and improve the maintainability or reusability.
 - I support my teammates by offering help during blockers or situation where they needed a help, which creates improvement on communication, collaborative work, and positive environment.
 - I openly share feedback during code reviews to improve the coding, or in an architecture/planning/refinement discussions.
 - I contributed my knowledge in OutSystems architecture by working closely with glizzel and christian. Sharing my expertise in OutSystems architecture and helping translate low code concepts into high-code equivalents.

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

Response:

Employee Evaluation

- Response:
- Strengthen my technical understanding of architecture by researching, and participating in a discussion at least a month or learn from an expert. Also utilize TSM session to learn.
 - Complete the Expert Developer path in OutSystems certification within six months to enhance my understanding in ODC platform, and career growth.
 - Deliver more and quickly a PBI in the current-future sprints.

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

Response:

Employee Evaluation

Response: My goal is to become a key technical contributor in architecture discussion or an expert in solution architecture beyond OutSystems, within Axos Business Center. While, I'm still building confidence in this area. I'm actively learning from experienced colleagues, and working on visualizing and understanding architecture concepts more deeply.

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

Response:

Employee Evaluation

Response: Currently do not work directly with any process maps in the iGrafx platform. However, I contribute to process improvement (e.g. PBI estimation, Code Review, UI/UX design, coding implementation) and documentation (e.g architecture proposal, coding patterns, or OS best practices) through other tools and channel as part of my development role.

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

Response:

Employee Evaluation

Response: I don't have anything additional at the

moment. My role is becoming clearer as I continue working closely with the team, and I'm learning a lot through on going collaboration.