Asi, Joshua

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: I am a Software Engineer that is currently and supporting on QA Automation Engineer team by developing and maintaining automated test scripts to ensure software quality and reliability. I provide and additional layer of validation by identifying potential bugs and inconsistencies leveraging my experience as a Software Engineer. My role involves, writing and executing automated test cases, and analyzing test results.

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 create, maintain, and execute automated test scripts based. I collaborate with QA to identify test cases, and ensure proper test coverage. I follow structured sprint tasks and QA validation protocols.

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: I track the number of automated test cases created or maintained, test pass/fail rates, and bug detection rate. I also consider regression stability, and script execution time.

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

Employee Evaluation

Response: I report progress through weekly meetings, status updates in ADO and in our team group chat. I also provide test execution reports and raise blockers or defects during QA Automation team syncs or via direct communication when necessary.

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

I helped optimize the automation suite by refactoring redundant scripts and introducing DB validation template, which reduced maintenance time.

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

Employee Evaluation

Response: I suggested to have more group interactions through having a more open conversation that if someone is stuck or needs help don't be shy to ask for help.

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: The existing improvement exist as of now is having a weekly meeting where we can get updates and a place for knowledge sharing.

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

Employee Evaluation

Response: Be more open to help each other.

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:
- Learn and apply test automation to expand coverage beyond UI.
- Reduce test execution time by 20% through optimizing test scripts.
- Begin contributing to backend development tasks once project work is ready
- Strengthen my T-shaped skillset by deepening backend expertise while maintaining the ability to assist in adjacent areas like QA Automation Engineer.

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:
- Grow into a backend-focused developer with strong testing, debugging, and architectural understanding in .NET.
- Contribute to designing scalable systems.
- Evolve as T-shaped engineer who can contribute across multiple areas like coding, testing, and release while having deep backend capabilities.

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.

Response: We are not using iGrafx platform in our team. But we are doing an Agile right now.
- QA automation script development and maintenance.
- Reporting and triaging of test results and defects.
- Collaboration with QA and development teams during sprint testing.
- Transition preparation for upcoming backend development tasks.

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.

Response: Although my official role is a Software Engineer focused on backend development in C#, I've been temporarily supporting the QA team through creating automations tasks while waiting for backend priorities. This experience has helped me broaden my skills, gain a better understanding of the full development lifecycle, and contribute where the team needs support. I see this as an opportunity to grow into a more T-shaped engineer, deep in backend but flexible enough to assist across testing and quality assurance when needed.