

2022 Manager Reflection

Department: 3110 Development US

Location: Watertown MA

01/01/2022 - 12/31/2022



Jiang, Percy

Member of Technical Staff - MTS

Manager: Anshuman Krishna

Evaluated by: Anshuman Krishna

Overall Rating

Manager

Rating: High Meets Expectations

Manager Reflection

1. What was the greatest achievement this athenista made to their work this year and how did it lead to meeting business goals and objectives?

Manager

in 2022, COLTEC team worked in CEC app, Eligibility microservice using mra guidelines, integrating CEC with Eligibility Details 2.0. While at one hand COLTEC team was new, technology and problem space were also new to the team and Percy. Percy effectively used his tech and soft skills to delivery these challenging features to production. Percy is one of biggest contributor in COLTEC team and helped in all areas listed below.

Engineering excellence

- In a team of 4, More than 1/3 of total COLTEC value add (stories, task, discovery spikes etc) was done by Percy in 2022, which is huge accomplishment and instrumental in COLTEC success.
- Front end React side - CEC app feature and incremental enhancements , exposing CEC app from quick view, launching Eligibility Details 2.0 from CEC app and many more key parts
- Microservice side - Build service layer, DAO layer and REST API implementation
- On Monolith side - Augment monolith bus calls to support custom eligibility workflow and other enhancements
- Discovery spikes - in uncover the unknown, 20+ times Percy invested , analyzed complex area and came up with good result. Percy always comes with more than one approach to solve a problem, this helps team to quickly review and make call to proceed. Overall 1/3 of discovery spikes in COLTEC was done by Percy.
- Additionally Percy helped in reviewing Code, discovery spikes, QADev for work done by other team members, thus helped team to make progress without being blocked.

Behavioral

- As an Ideal team member, Percy always ready to learn, contribute and raises hand to take new tasks
- He is challenges himself to take variety of tasks (front end, backend, service related, test, integration ...) This helps him to be more knowledgable and productive as well as team gets benefitted
- He is always ready to help other team member in term of troubleshooting, knowledge sharing. He also helped ePayment team immensely during CEC integration with ED2.0 app by having discussion and calls as needed. Percy's contribution in crunch alpha release time was core to timely release CEC and ED2.0 to customers

2. What goals/deliverables needed improvement or did not meet expectations?

Manager

While Percy ticked all the boxes, only thing I can say - Keep learning, exploring and contributing. Long way to go in Microservice world, AWS and Eligibility space

3. In what way(s) has this athenista developed and grown over the course of the year? Provide specific example(s).

Manager

Percy got promoted earlier in 2022. As MTS, he is an excellent individual contributor and AWS full stack developer. He has grown in terms of technical skills as well as soft skills. During meeting and Demo, he comes prepared and talk to points at ease. He has started actively contributing to technical discussion and proving his perspective clearly and effectively. In coming years, He will go from strength to strength

4. Overall, how would you describe this athenista's performance this year? What should key area(s) of focus be next year?

Manager

For 2023 focus area,

- being more familiar and hands on with AWS technology, tools and services
- Eligibility service tech improvements so that it can be model for other to follow
- Eligibility related feature implementation and delivery