



Dr. Awase Khirni Syed

Senior Cloud Data Engineer

Manager: Donald Wong

Evaluated By: Donald Wong

2024 Year End Review

Organization: TO Portfolio Architecture and Technology (Donald Wong)

Location: RBC WATERPARK PLACE, 88 QUEENS QUAY W:TORONTO

01/11/2023 - 31/10/2024

Overall

Manager Overall Evaluation

Rating: Exceeded
Comment: This rating takes into consideration Awase's contribution as a RBC employee since May 2024 as well as his time as a contractor between August 2023 and May 2024.

Employee Overall Evaluation

Comment: Awase has been instrumental in providing out-of-the-box solutions for integration, finding gaps and proposing novel approaches to managing IT Risk remediation and also proposed alternative approaches for [redacted] migration activity.

Acknowledgement

Employee

Entered by: Awase Khirni Syed (Terminated) **Date:** 21/10/2024
Status: Acknowledge
Comment: Thank you for the support.

Goals

Learning

- Actively shared knowledge. Coaches and teaches staff on technical skills and coding capabilities.
- [redacted]
- [redacted] process automation using [redacted]
- Appian Learning from beginner to advanced certificate [redacted]
- [redacted] Standard 9.2 –Part 1 Foundation Enterprise Architect Course (Currently in progress in the last section towards completion)

Status: Completed
Category:
Organization Alignment:

Manager Evaluation

Rating: Fully Met
Comment:

Employee Evaluation

Rating: Exceeded
Comment:

Innovation and Savings

- Participated in key innovations projects and drove [redacted] Wrote programs to ingested various source for cache hub.

- Proposed approaches to build technical debt tracker using [REDACTED]
- Analyzed and supported [REDACTED] application and [REDACTED] application migration from [REDACTED] Collaborated on standardizing cookbook solutions for migration of the applications for [REDACTED] migration.
- Proposed strategies for building End-of-life notification service for [REDACTED] applications.

Status:

Category:

Organization Alignment:

Manager Evaluation

Rating: **Fully Met**

Comment:

Employee Evaluation

Rating: **Exceeded**

Comment:

Stretched Goals

- [REDACTED] – researched and prepared a patent draft for DevOps methods.
- Staff Onboarding automation using [REDACTED] – analyzed and documented gaps in current on-boarding automation process
- Cache hub – data metrics automation using python and Nifi end to end automation to identify risk metrics
- Business Capability Model Catalog – Spearheaded development and presented strategy to automate generation business capability model using excel based templates to render component diagrams.

Status: Completed

Category:

Organization Alignment:

Manager Evaluation

Rating: **Exceeded**

Comment:

Employee Evaluation

Rating: **Exceeded**

Comment:

Routine Accomplishments

- [REDACTED] vulnerability remediation of [REDACTED]
- [REDACTED] attestation app onboarding.
- Lead for [REDACTED] image vulnerability remediation.
- Supported all ongoing projects, IT risk remediation for [REDACTED] and [REDACTED] applications
- Analyzed the business capability of Brewin Dolphin's [REDACTED] into RBC's [REDACTED] system, performed system analyses and mapping features.
- Worked on [REDACTED] for generating database scripts for [REDACTED] migration from HSBC to RBC.
- Worked on Brewin Dolphin integration strategies at program level.
- Worked on IT Risk Management strategies for vulnerability remediation for the [REDACTED] enterprise using IT Risk Management Framework
- §Contributed to build Enterprise IT Risk Management business capability model catalog.

Status: Completed

Category:

Organization Alignment:

Manager Evaluation

Rating: **Exceeded**

Employee Evaluation

Rating: **Exceeded**

Comment:

Comment:

Section Summary

Manager Evaluation

Rating: Exceeded

Comment: Awase, you bring a lot of value to RBC. Thank you for joining this organization.

Employee Evaluation

Rating: Exceeded

Comment: Key 2024 Deliverables

Cloud Threat Remediation Solutions;
Cache Hub Automation Pipeline
Business Capability Model Catalog Auto-generation

Leadership Mode Behaviours

How would you evaluate: Drive to Impact?

Set ambitious aspirations to drive growth
Articulate a clear path through uncertainty
Be bold to create a tent we are and win
Act with speed and simplicity
Focus resources on what matters most

Manager Evaluation

Response:

Employee Evaluation

- Response:
- - I have proposed out-of-the-box solutions to accelerate and remediate challenges using automation strategies to deliver value to the client.
 - Articulate a clear path through uncertainty. migration has been challenge. I had applied Inversion of Control dependency injection to derive application upgrade strategy

How would you evaluate: Adapt Quickly, Always Learn?

Anticipate and respond to client needs
Take intelligent risks to grow our business
Innovate with curiosity and purpose
Experiment with a passion for learning
Demonstrate flexibility

Manager Evaluation

Response:

Employee Evaluation

- Response:
- - Experiment with a passion for learning
 - Anticipate and respond to client needs

How would you evaluate: Uncover the potential of our people?

Develop future ready leaders with global mindsets
Inspire with humility, empathy and inclusivity
Empower and coach to help others be their best
Co-Create via: Being and Belonging
Hold ourselves and others accountable

Manager Evaluation

Response:

Employee Evaluation

Response:

- [REDACTED]
- Inspire with humility, empathy and inclusivity
- Hold ourselves and other accountable

How would you evaluate: Speak Up for the Good of B&G

Debate with passion and act as one team
Seek and include diverse perspectives
Speak your mind
Listen to others
Have the courage to challenge the status quo

Manager Evaluation

Response:

Employee Evaluation

Response:

- [REDACTED]
- seek and include diverse perspectives
- Debate with passion and act as one team
- speak your mind
- listen to others

Section Summary

Manager Evaluation

Rating: Fully Met

Employee Evaluation

Rating: Exceeded