

Date	1-June-2017
Prepared for	Chandan Kuiry
Prepared by	Chandan Kuiry/Rakesh Naik for Amit Kumar Singh/Jagadeesh Pondara
Self-Assessment	Chandan Kuiry
HR	Usha Chintagunta/Jagadeesh Pondara
Line Manager	Rakesh Naik for Amit Kumar Singh

Reason for leaving previous job

Self-Assessment - not applicable .This is my first job.

Line Manager - Chandan was hunted by our people team and we find Chandan to be a vibrant and potential talent. We have gone through few discussions to understand his skills while explaining to him the positional requirements.

HR - Our people team approached Chandan through LinkedIn. He has expressed his interest towards our job profile. Hence, processed for technical discussions. We were impressed with his skills, education back ground and approach during the interview process and offered .

Roles and responsibilities explained at raksan

Self-Assessment - Roles and responsibilities as explained

Line Manager - As a full stack trainee software he is required to be able to demonstrate:

1. Full expertise in software engineering
2. MEAN/MERN technology competency
3. JS based product development methods and skills
4. Product development techniques
5. AGILE process

A clear and concise role and resp document is published and is available as reference. This was provided in the interview stage and explained to Chandan fully.

HR - People team has given a clear document on R&R to Chandan. During the interview process, He has confirmed that he is clear and understood the document provided by our team.

Hand book perused by incumbent and accepted

Self-Assessment - I will accept it

Line Manager - raksan handbook is clear and crisp in most matters. Chandan can get all the information he needs from there. Any aspect he does not understand he can refer to the people team always. We strongly need him to peruse it fully to be able to understand the culture of the company.

HR - Our new version of handbook covers a lot of aspects. The handbook, details all the aspects pertaining to the employment policies and procedures. Chandan did get to go through the hard copy and the soft copy of the handbook and is required to adhere to the organization guidelines and practices. He can always approach people team if he needs any clarification/ has any concerns.

Incumbent reporting explained

Self-Assessment - Amit Kumar Singh

Line Manager - Chandan as a Associate software engineer reporting presently to our engineering manager/senior architect presently. he is a trainee software engineer and needs a little guidance and mentorship from seniors in the team. He has a lead to refer to in her product group as always for technical and work matters. At hand is engineering manager and CDO for any questions and clarifications. Org charts are available for reference. The company reserves the right to change anyone's reporting to better manage the sprints at any time.

HR - He would be part of the engineering team and will report to the Manager Engineering/ Senior Architect - Amit Kumar Singh. The company reserves the right to change anyone's reporting to better manage the sprints at any time

Incumbent career progression advised

Self-Assessment - It is nice for me to growth as the org chart which is shared to me.

Line Manager - Chandan as a Associate Software Engineer reporting presently to our engineering manager/senior architect presently. Having said that we have a clear set out program for all career progressions as evidenced by our internal methods, discussions, candidate expectations, competencies and performance. If all things go well one could become a software engineer, senior software engineer, principal engineer, architect or development lead and so on and so forth. We have members already at all levels as demonstrated in our organization charts and visual roles and responsibility depictions. HR to explain this in finer details.

HR - Detailed org chart shared with Chandan which describes the career path at **raksan**

How happy are you with the pay package offered?

Self-Assessment - Satisfied

Line Manager - Good to note Chandan is happy with the package. I am sure he will do well and will be compensated for him work. At **raksan** we strictly believe in merit and diligence in all our rewards and measurements.

HR - He is happy with his package.

Is the position offered challenging enough?

Self-Assessment - yes ,It is challenging and I can learn many thing from hime.

Line Manager - Chandan is required to learn engineering practices to be useful in our sprinting efforts in the product development team. The role also allows Chandan to interact with architects, seniors, juniors, innovation team members, product team members and customer. This is a challenge in being able to confidently interact with such wide variety of members while delivering the sprints and learning opportunities offered. With the gaps identified and milestones set we are sure it will keep Chandan occupied for a few months and in our upcoming quarterly assessment we will revisit or revise these details.

HR - He must scale up in 3 months at which time we will reassess him probationary role.

Any special conditions you want us to address – personal or professional

Self-Assessment - Nothing to address .

Line Manager - None

HR - None

Assessed the gaps and improvement areas

Self-Assessment - mongoDB , Reactjs

Line Manager - Listing them here:

1. Complete end to product awareness of **raksan**
2. Better coding concepts and abilities to be demonstrated in the sprinting efforts
3. Enhance and deliver better MEAN/MERN stack expertise in the sprints
4. Demonstrate and learn high end JS concepts
5. Participation in company product development tasks

HR - Line Manger comments noted and will go with the same.

Milestones set for incumbent

Self-Assessment -Learning new technology and make a good career.

Line Manager - I list them here:

1. Scale up in her deliverable in the assigned sprints
2. Scale up herself for getting critical responsibility
3. Contribution to features of **raksan** products
4. Certification in JS
5. Certification in MEAN/MERN stack
6. Hackathons participation
7. Software engineering best practices
8. Mentor a few juniors if possible
9. Interactions with architects, UX, product labs, QA and others for proper sprinting

HR - Line manger comments need to be incorporated strictly.

Next review date set for

Self-Assessment - 3 months

Line Manager - I would request the next review by end of June 2017. This is an important one that will assess him deliverable of the role and continuity in **raksan**.

HR - July 2017 we will reassess.