

Nitsch, Samuel Meirick

Software Developer I

Manager: Lindsey Dudik

Evaluated By: Lindsey Dudik

2021 Annual Performance Review

Organization: Transaction Risk (Lindsey Dudik)

Location: AUS1 - AUSTIN TX CAMPUS - BLDG1

01/01/2021 - 12/31/2021

Performance Summary

Manager Overall Evaluation

Rating: Met Expectations

Comment: In Summary, Sam delivered everything that was expected of him in 2021 while simultaneously working to accomplish all of the NERD program requirements. He ramped up on new skills quickly (Splunk, Harness, Jira) all while actively engaging in all of the Team's Scrum ceremonies. He performed diligently and delivered his sprint commitments in a timely manner. Sam is a Team player that assists his colleagues when needed and participates in code reviews and other team working sessions throughout each sprint.

Sam also demonstrates a positive, up-beat, and helpful attitude which is appreciated by his whole team. I can't wait to see him continue to grow and develop in 2022.

Employee Overall Evaluation

Comment: I hate bragging about what I've done, but I really just did a lot of NERD program stuff and tried my best to do any work that comes our way, and help teammates when I could.

Acknowledgement

Employee

Entered by: Samuel Nitsch

Date: 02/23/2022

Status: Acknowledge Review

Comment: Thanks Lindsey!

Objectives

Assist with the NERD program for January and September cohorts

Due Date: 12/31/2021

Status: Completed

Completion Date: 12/31/2021

Category: Career Development Objective

Finish RabbitMQ deployment into PROD

Due Date: 10/01/2021

Status: Completed

Completion Date: 11/30/2021

Category: Business Objective

Lean Web Dev Technologies

Specifically I would like to learn technologies such as Angular, node.js, and maybe react or django.

Due Date: 12/31/2021

Status: Completed

Completion Date: 12/31/2021

Category: Career Development Objective

Evaluation

List key results the employee achieved.

- Describe the results the employee did or did not achieve against their objectives.
- Include specific examples for each objective.
- Focus on the outcomes of the employee's performance, rather than the activities completed.

Manager Evaluation

Response: Sam has done an outstanding job with supporting and participating in the NERD program. He continues to provide the NERD program with feedback and suggestions on opportunities for improvement. I've continued receive nothing but positive feedback from the NERD program managers on Sam's involvement and participation.

Sam has also completed his JAVA Certification and SCMD Certification per the NERD program requirements.

Employee Evaluation

Response: Completed Java Certification for the NERD Program
Shadowed Interviews for the Sept 21' NERD Cohort
Shadowed presentations for the Sept 21' NERD Cohort
Interviewed potential employees for the Jan 22' NERD Cohort
Currently participating in facilitations for the Jan 22' NERD Cohort
Participated in the NERD Buddy program

All of these NERD program achievements are what make the NERD program special, it entirely relies upon other NERDs to give back and run these events.

Learned more of the Springboot MVC framework in order to help with NERD Bootcamp presentations
Assisted with RabbitMQ Refactor, validation, and deployment, which was one of the main goals for the quarter

List key behaviors and actions that led to those results.

- Provide specific examples of behaviors or actions the employee demonstrated that either helped or hindered their performance.

Manager Evaluation

Response: Sam has proven to be a team player this year! He demonstrates his eagerness to learn and to support his team by volunteering to pickup any high priority work

Employee Evaluation

Response: Volunteered for any and all stories that needed to be picked up based on priority

Learned new tech such as Splunk in order to

item that needs attention.

He has demonstrated his desire to learn new and unfamiliar technology by jumping into work items that required the use of Splunk. He has also demonstrated his ability to learn and ramp up in new areas quickly. After picking up some initial Splunk work, he developed several new Splunk queries to be used in a Splunk dashboard; allowing the team to closely monitor event messages consumed from RMQ. The dashboard that Sam created has proven very useful to our team and contributed toward the overall success of our first production deployment of the refactored Accountservicing-events app.

help facilitate the validation of RabbitMQ

Asked for reviews on code or areas that could be improved upon.

Lack of comments on PRs could sometimes lead to slower merges and subsequently more work for other teammates, something I could have and will spend a lot more time doing.

List opportunities for how the employee can leverage or develop strengths to enhance performance.

- Identify development opportunities that will enable the employee to be more successful and effective in the coming year.
- Describe how the employee can leverage their key strengths.

Manager Evaluation

Response: In 2022 I would like to see Sam continue to expand his domain knowledge in the Account Servicing App and the Login App. Sam can continue to build his development skills by learning about the Kafka messaging platform and how to successfully integrate with it. I would like to see Sam gain more coding experience in 2022 while we work to refactor the Login app and share his learnings with the rest of the team when appropriate.

I see such great potential in Sam! I would like to see him use his natural skill of identifying areas of improvement and apply that towards coding/development improvements and efficiencies in 2022.

Employee Evaluation

Response: Start coding more outside of work, and do coding challenges such as leetcode to keep coding skills polished

Spend time working on personal projects outside of work to further cement knowledge and skills gained through Schwab and NERD Program

Become more confident in PR reviews and have the necessary domain knowledge to leave comments on a higher level.