Jagannath, Ganga

TM #: 0076301627

Sr Engineer - US
Manager: Ragesh Gopan

FY2023 Level 1-10 Annual Performance Review

Organization: Sr Engineering Manager (Ragesh Gopan)
Location: 0591 HQ Target Northern Campus
01/29/2023 - 02/03/2024

Overall

Manager Overall Evaluation

Comment:

Ganga

I want to thank you for the great work you've done in our team. Over the past year, you've become a crucial member, and your dedication has earned our trust. Your ability to connect technical details with practical stories is impressive.

Your role in the TGL validation for NCOA played a big part in the smooth delivery of the app by identifying and fixing bugs. Your commitment to learning infrastructure work and mastering the API onboarding process before your maternity leave is commendable. Keeping the team informed about your work is appreciated.

In the second half of last year, you showed eagerness to improve your technical skills by taking on more challenging tasks. Peers praised your analysis and testing skills, highlighting your ability to find issues.

As you continue to grow, consider working independently on complex tasks, evaluating tools, and guiding the team on what works best. Getting a mentor might be helpful.

Feedback from your peers is positive, emphasizing your communication skills, proactive approach to deadlines, and collaboration within the team. While there are areas for improvement, like taking on more coding tasks and showcasing design skills, the overall feedback shows your strengths and opportunities for growth.

Here's some feedback I received from your peers:
• Ganga has been a great addition to the team, quick learner, and passionate about her work.
• Good communication skills in meetings and team discussions. Asks for clarifications and has no hesitation to ask for help during her day-to-day work.
• Tries to finish tasks within the estimated time and reaches out with the right intent if there are blockers.
• Builds good connections with team members and is open to group tasks.
• Takes time to understand problems and asks valuable questions.
• Attends to her stories with full ownership and follows up on clarifications from both internal and external partners.
Looking ahead to 2024, I encourage you to focus on a few key areas:
• Regularly review the engineering expectation guide and take on more technical development stories to build confidence in complex design and development.
• Take ownership of a module in RVF, be accountable for end-to-end delivery, including testing with the business. Become the expert by collaborating with other engineers.
• Code reviews: Now that you're more involved in development and coding stories, aim to become a very good senior engineer who can confidently review complex PRs, especially focusing on design, logic gaps, libraries used, and implementation patterns.
T
he Redcard platform migration from TSYS to Fiserv presents significant opportunities for you to improve your technical skills. Thank you for your contributions, and I'm thrilled to have you on my team.

Team Member Overall Evaluation

Comment:

A Look Back - FY2023 Accomplishments

Drive:
- Played an important role in identifying and fixing bugs during NCOA TGL validation of addressInput and StandardBatch files before going live.
- Liaised with cross functional teams to get the NCOA status code issues fixed for standard batch file.
- Attended all the RVF whiteboard sessions and developed a deep sense of understanding the requirements to develop the application.
- Contributed in onboarding api-gateway for RVF application in the PCI environment by working through all the steps involved and articulated findings in confluence page for future reference
- Contributed in setting up the RVF infrastructure like spinning up the secure servers, creating NUAs and opening the firewall ports
- Gathered the requirements on RVF logging and worked through the pros and cons of various database options available to get the team's consensus in selecting MongoDB.
- Post maternity leaves, quickly onboarded and got up to speed with the current state.
- Deep dived into the code base of RVF and started contributing in the development work.
- Identified a scenario where the current RVF inquiry API does not work with the account token input and created a backlog story to fix.
- Identified a mismatch in the date format between Fiserv's API documentation which is the source of truth for development work and the actual API response itself. This helped in getting clarification from Fiserv in the early stage and correcting the code.
- Completed all mandatory trainings on time and also PCI security training that helped me gain knowledge on the PCI environment required for RVF application.

Connection:
- Have a good rapport with all the team members.
- Attending demo days has helped to build connections outside of work and exposure to the latest and greatest technologies getting implemented in Target.
- Attending Express Your Ignorance meetings helped me to get to know other teams and learn various topics
- Joined women-in-tech and TWIST groups which helped me gain access to resources and programs available in Target to learn and volunteer.

Inclusivity:
- Actively promoting diversity and inclusion initiatives within our team is a priority for me, and I am eager to explore ways to further advance these efforts.
- In team meetings, I have made a conscious effort to create an inclusive atmosphere where everyone feels comfortable sharing their ideas.

Learning and Development:
- I have identified opportunities to improve my knowledge of build tools like Gradle and deep diving into the Micronaut framework to leverage its functionality.
- Aspire to become a Full stack developer and learning Front end JavaScript libraries like Praxis(ReactJS) for my 50 days of learning
- Identified a crucial area for my professional development that centers around logical thinking and planning. While I have successfully executed tasks and projects, I recognize the need to elevate my approach.

Looking ahead my goals include to:
- Contribute more on the product development tasks and build Rest APIs
- Extend shoulder to shoulder problem solving with the team.
- Continue with my learning journey and share my experiences with the team.
- Eager to participate in any training or development opportunities that will enhance my skills and contribute to the overall success of our team.

I am excited about the prospect of contributing even more to our team's success and taking on new

challenges. I welcome any guidance or additional resources you may suggest to aid in my development and your insights will be invaluable as I strive to contribute more.
Appreciate your time and consideration of this self-review.

Acknowledgement

Employee

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