**Performance Evaluation 2024 - Preparation of the Discussion by the Employee**

**2.2 Operational Objectives**

**2.2.1 Production First** **Measurement criteria:**

* Active contribution on investigation and proactive resolution of production issues.
* Investigation of Mercury performance bottlenecks and devising solutions.
* Develop and deliver Mercury catalogs with high quality and zero bugs.
* Ensure 95% of releases are defect-free.

**Preparation of the discussion by the employee:**

* Resolved performance issues in the **HedAccMonthlyProcess**, achieving an 89% runtime reduction and significantly enhancing efficiency.
* Provided **timely production support**, investigating and resolving reported issues according to the production roster.
* **Implemented time zone conversion** for blotter display timestamps in the Mercury Development module to ensure accuracy and clarity.
* Updated conditional logic in the **AllFilters.json feature** of the Request Aggregator module to enhance Mercury’s functionality.

**2.2.2 Vulnerabilities** **Measurement criteria:**

* Be on top of vulnerabilities and patch on a timely basis.

**Preparation of the discussion by the employee:**

* Resolved reported vulnerabilities in **MyOpsRisk** for Windows and Linux platforms within the designated timeframe.
* Remediated non-compliance issues identified through **cybersecurity scans** for RiskOne and BoundsOne using SonarQube.
* Independently managed **vulnerability and patch management** for various modules with full ownership.

**2.2.3 Develop Expertise** **Measurement criteria:**

* Gain expertise in architecture and design of Mercury FIC and other RT tools.
* Understand key risk areas such as Open, DS, Grid, and Output.

**Preparation of the discussion by the employee:**

* Developed expertise in **Mercury Shared Widgets**, enhancing the Pivot Grid module with context menu functionality and presenting the implementation during CFI weekly meetings.
* Streamlined SonarQube project configurations, including setup and removal of obsolete references, to align with modern architecture standards.
* Managed upgrades to the **EUR GEN1 Server Memory** infrastructure for 4 RHEL servers, demonstrating deeper understanding of hosting and system optimization.

**2.2.4 Innovation** **Measurement criteria:**

* Suggest and prepare PoC for ideas to improve existing technology or processes.

**Preparation of the discussion by the employee:**

* Delivered a **proof of concept (PoC)** for the **Marketplace for Experts** during the GBTO Hackathon 2024. This involved building an Angular SPA, .NET8 REST APIs, and PostgreSQL database, deployed on an internal IIS server.
* Automated database operations for **TDATBRNONE**, eliminating manual intervention and improving efficiency.
* Contributed innovative enhancements like optimizing **RiskOne batch processes**, including activation, preponement, and postponement of 64 production batches.

**2.2.5 Knowledge Upgrade and Sharing** **Measurement criteria:**

* Complete internal cloud certification to an intermediate level.
* Attend architectural meetings regularly and contribute to CFI demos.
* Develop awareness of NorthStar design principles.

**Preparation of the discussion by the employee:**

* Completed **SG Cloud Architect Intermediate Certification** to enhance technical knowledge in cloud architecture.
* Actively participated in **CFI demos**, presenting advancements in Mercury features like the Pivot Grid module.
* Mentored junior team members, providing technical guidance and enhancing their understanding of system design and processes.

**2.3 Professional Behavioral Development Objectives**

**2.3.1 "Ownership" Mindset** **Measurement criteria:**

* Develop an "ownership" mindset and work without follow-ups.

**Preparation of the discussion by the employee:**

* Independently managed **vulnerability resolution** and **patch schedules** for critical systems, showcasing ownership and proactive responsibility.
* Took full responsibility for the **SerOM Patch Management**, ensuring seamless updates for RiskOne, RiskOne RT, and GR8 servers.

**2.3.2 Autonomy** **Measurement criteria:**

* Be more autonomous on the job but develop a culture of sharing.

**Preparation of the discussion by the employee:**

* Delivered key enhancements like the **DailyAndOpen Filter Feature** and **Request Aggregator Module updates** autonomously, while actively sharing progress during weekly architectural meetings.
* Provided **on-demand support and mentorship** to junior team members, fostering a collaborative environment while maintaining independence in task execution.