

Technical Team Lead Performance Review Template

DeepShield Systems, Inc.

Effective Date: January 1, 2024

Document Version: 1.2

Classification: Confidential - Internal Use Only

1. Purpose and Scope

1. This Performance Review Template ("Template") establishes standardized evaluation criteria and procedures for Technical Team Lead positions within DeepShield Systems, Inc. ("Company"), specifically focused on leadership roles within the Industrial Control System (ICS) security and Operational Technology (OT) development teams.

2. This Template applies to all Technical Team Leads responsible for managing teams of 3-12 technical personnel engaged in development, implementation, or maintenance of the Company's proprietary security solutions.

2. Evaluation Categories and Weightings

1. Technical Leadership (30%)

- Architecture and system design oversight
- Technical decision-making quality
- Innovation and technical problem-solving
- Security architecture implementation
- Code review and quality assurance leadership

2. Team Management (25%)

- Team productivity and delivery metrics
- Resource allocation effectiveness
- Sprint planning and execution
- Technical mentorship and team development
- Cross-functional collaboration

3. Project Delivery (20%)

- Project milestone achievement
- Client implementation success
- Documentation quality
- Technical debt management
- Release management effectiveness

4. Security Compliance (15%)

- Implementation of security protocols
- Regulatory compliance adherence
- Risk assessment participation
- Security incident response
- OT security best practices enforcement

5. Business Impact (10%)

- Client satisfaction metrics
- Revenue contribution
- Cost optimization initiatives
- Innovation pipeline contribution
- Market competitiveness enhancement

3. Rating Scale and Metrics

1. Performance Rating Scale

Below Expectations (1.0-2.0)

Needs Improvement (2.1-2.9)

Meets Expectations (3.0-3.7)

Exceeds Expectations (3.8-4.4)

Outstanding Performance (4.5-5.0)

2. Quantitative Metrics

- Team velocity trends
- Sprint completion rates
- Security incident resolution times

- Code quality metrics
- Customer satisfaction scores

4. Review Process

1. Review Frequency

- Formal reviews conducted semi-annually
- Informal progress check-ins quarterly
- Performance improvement plans as needed

2. Required Documentation

- Self-assessment submission
- Peer feedback collection
- Direct report feedback
- Project delivery metrics
- Security compliance audit results

3. Review Participants

- Direct supervisor
- Technical Team Lead (reviewee)
- HR representative
- Security Architecture representative (when applicable)
- Skip-level manager review

5. Development Planning

1. Career Development

- Technical certification goals
- Leadership training requirements
- Industry conference participation
- Publication and speaking opportunities
- Patent contribution targets

2. Skill Enhancement Focus Areas

- Advanced OT security protocols
- Team leadership methodologies
- Project management certification
- Client relationship management
- Innovation and R&D leadership

6. Compensation Review Integration

1. Performance-Based Adjustments

- Base salary adjustment considerations
- Annual bonus eligibility
- Stock option/RSU grants
- Special project bonuses
- Technical excellence awards

2. Promotion Criteria

- Minimum performance thresholds
- Leadership capability demonstration
- Technical expertise validation
- Business impact evidence
- Security program contribution

7. Confidentiality and Usage

1. This Template and all completed reviews are considered confidential personnel documents and shall be maintained in accordance with the Company's data protection policies.

2. Distribution of completed reviews is restricted to:

- Reviewed employee
- Direct supervisor
- HR department
- Executive leadership (as required)
- Legal department (as required)

8. Template Maintenance

1. This Template shall be reviewed annually by HR, Engineering Leadership, and Legal departments.

2. Updates require approval from:

- VP of Engineering
- Chief Security Architect
- Human Resources Director
- Legal Department

Approval and Implementation

This Template is approved for implementation effective January 1, 2024.

APPROVED BY:

James Morrison

VP of Engineering

Date: _

Robert Kessler

Chief Financial Officer

Date: _

Human Resources Director

Date: _