Growth & development

View resources

Reflect on user's growth & development over the course of the 2023 review period.

**What are your top three strengths and how did you apply them to your work during the 2023 review period?**

1. **Flexibility of understanding and working with new technologies.** I was able to apply this strength to a range of tasks that include writing software using an unfamiliar software stack, writing scripts in language with no prior experience, and using various tools to assist with electrical schematic design.
2. **Ability to collaborate effectively with all disciplines.** This strength was applied extensively during the electrical subsystem design on the UNO project. Working with Mechanical, Software, and other Electrical members, was able to hone down on various design requirements and design.
3. **Attention to Detail.** I felt this strength was mandatory throughout 2023 but can see it was impactful to the following tasks: a) development of CCS scripts as it required the close analysis of multiple design documents, b) UNO electrical design process as it requires close detail to every aspect to create a well designed and hopefully the least amount of bugs electrical system, c) Export Control Marking and sending of design documentation.

**What are up to three wins over the course of the 2023 review period, you want to celebrate? What led to those wins?**

1. Completion of multiple module TCL scripts (~50) and EDS documents for Croupier Program and assisted with PIRU closeout with BMC.
2. Completed first beta version of the Grafana Data Analytics Tool (Data Import and Visual Analysis)
3. Made substantial progress in the UNO Development program on the way to prepare for upcoming PDR. Starting with ROM costs, UNO Analog Board Design process, nearly completed UNO Analog Specifications.

Without a doubt, the wins listed above would not have been achieved without an exceptional engineering team (not just electrical but including mechanical/software/management). The discussions with senior or principal engineers helped overcome design challenges and road blocks.

**List up to three area(s) where you'd like to grow and improve before the next review? What next steps do you want to take and in what ways can your manager assist you?**

I would like to improve my understanding of Avionic System Design (electrical & software) as it would assist with future efforts with Avionics Systems Integration activities. During the current 2023 I’ve participated in meetings and absorbed as much information and would like to contribute more to the team. Additionally, I would like to grow my understanding of FPGA development to actively contribute to current/upcoming projects.

Next steps would be to continually attend cross-functional meetings as well as my manager’s continued support with the addition of promoting my attendance at possible conferences related to my role.

**What impact do you want to have on the company over the course of the next year (2024)? What next steps do you want to take?**

Over the next year I aim to progress and complete the next major milestones on the UNO Program (Complete Schematics, Finalize Requirements, V1 Build of the prototype) and play an integral role in the future phases of the program. I’m committed to offering proactive assistance and readily available to the team to help solve any challenges in short time if able to. The next steps would be to ensure tasks are manageable in scale, allowing steady progress without overwhelming myself.

1. Completed PIRU EDS file & Various TCL Scripts
   1. (4) Mynaric
   2. (8) PIRU
   3. (35) TESAT
2. Assisted with closing out BMC PIRU action items
   1. PIRU RF troubleshooting
3. Tesat Atomic Procedures
4. Log File to Grafana presentation
   1. Completed Beta Version oof Grafana Tool (Data Import and Visual Analysis)
   2. Demonstrated to FlatSat Team
5. Supported efforts in closing out action item BMC PIRU ad AUS Testing
   1. TESAT OISL
   2. PIRU
6. Software Lab Tool?
   1. Develop GUI to control lab power supply
7. UNO Development
   1. Analog Board Spec Document
   2. Analog Designs
   3. Early BOM estimates to determine ROM
   4. PCB Fab & Assembly costs
   5. Schematic designs and simulation
   6. Pinout Allocation
   7. EEE Parts List
   8. Connector Trade Study
   9. Uno Spec Requirements
   10. Power Estimates
8. Telesat Dry Rehearsal Support Travel
   1. Gain familiarity with ground OPS process
9. A450 Connector BOM Review, A450 Payload LL, A450 Bus LL
   1. AUS to NG Payload Link List Review.
10. Assisted with flashing
11. NG FlatSat Related Activities
    1. Supported NG FlatSat anomalies experienced during initial issues.
    2. Visted Florida Fal for FlatSat Testing to assist with SDA P1 FlatSat Delivery
12. Export Classification Experience and exercised the process carefully on numerous docs as well as worked with Export to properly set hardware classifications.

2023

**What are Jasper Sandhu's top three strengths and how did they apply them to their work since the last review?**

While I feel I have many strengths that will add value as I gain familiarity with the company's product lines the current top three strengths that stand out are #1 ability to quickly pick up and adapt to new technologies, #2 attention to detail (helps understand #1), and #3 ability to work with any disciplines in a team (Engineering to Management).

I've applied these strengths to my role by taking on any additional training and self-study necessary and or interface with the appropriate colleagues in order to complete any unfamiliar tasks (EDS Documents, unfamiliar developmental failures, etc), carefully reviewing all designs and documentation to ensure any document being generated is accurate and complete, and putting extended effort in understanding the sub-system at hand in team meetings/discussions (number of acronyms was pretty overwhelming at first) in order to engage or collaborate on solutions or action items.

### What are up to three wins you want to celebrate with Jasper Sandhu since their last review? What led to those wins?

Some wins I would like to celebrate would be 1)Assisting with the final delivery of the PIRU Flight and Engineering Assemblies, which were completed on constantly shifting schedule, 2) Gaining familiarity with creating initial EDS documents that are handled by the ground team at an accelerated pace, 3) Taking on any tasks to offer value to the team to complete any last minute documentation, which helped to ensure it met the PDR deadlines.

### Where would you like Jasper Sandhu to improve? What are up to three areas or opportunities for growth you want Jasper Sandhu to focus on before the next review? What next steps do you want them to take?

Some areas that I would like to grow and improve on before next review would be:  
1) Develop more advance understanding related to Data Handling System that will help in software coding and to improve efficiency when completing projects/tasks.  
2) Expand my knowledge of industry regulations and standards to be confident that all design documentations are compliant. For either Hardware or Software.  
3) Improve my understanding of structural and mechanical systems for spacecraft design to a level that it will improve my ability to analyze and improve my perspective for spacecraft electrical design or testing.

Steps that can be taken:

1) Taking on challenging/complex projects and working with more senior members on the team to gain additional experience and knowledge.  
2) Constantly seek out new training or developmental opportunities to constantly enhance my understanding/skills.  
3) Build up a stronger relationship with my team as well any other departments in the company to help improve collaboration and bring on more value.

My manager can help me achieve these areas by providing additional responsibilities (when bandwidth allows for) and the opportunity to work on more complex or challenging tasks, offer guidance if any roadblocks are sensed and keep a constant lookout for future training or professional development opportunities..

### What impact do you want Jasper Sandhu to have on the company over the course of the next year (2023)? What next steps do they need to take?

Over the 2023 year I hope to have a positive impact on the company by continuing to deliver quality work and taking on additional or new challenging responsibilities/projects. Some steps I intend on taking are:

(Copied and answer from Question #3)  
Steps that can be taken:

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2) Constantly seek out new training or developmental opportunities to constantly enhance my understanding/skills.  
3) Build up a stronger relationship with my team as well any other departments in the company to help improve collaboration and bring on more value.