

First 90 Days Plan & Performance Evaluation

The first 90 days for the Software Engineer – Backend Development role are critical for establishing a strong foundation within the organization. This section outlines a structured plan for the initial 90 days and the performance evaluation process to ensure the candidate's success and alignment with team objectives.

First 90 Days Plan

The 90-day plan is designed to help the Software Engineer integrate into the team, understand the organization's processes, and begin contributing to projects. The plan is divided into three phases:

- **Days 1–30: Orientation & Learning**
 - **Objectives:** Understand the organization's mission, team structure, and project goals. Gain familiarity with the codebase, tools, and workflows.
 - **Activities:**
 - Attend onboarding sessions and complete IT setup (e.g., laptop configuration, access to repositories).
 - Shadow senior developers during code reviews and sprint planning.
 - Complete introductory training on tools (e.g., Django, AWS, Jira) and agile methodologies.
 - Begin contributing to small, low-complexity tasks (e.g., bug fixes, minor API enhancements).
 - **Deliverables:** Set up development environment, complete initial training, and deliver 1–2 small tasks.
 - **Support:** Regular check-ins with the assigned buddy and Technical Lead for guidance.
- **Days 31–60: Project Contribution**
 - **Objectives:** Take ownership of moderately complex tasks and collaborate with the team on project deliverables.
 - **Activities:**

- Participate in sprint planning and daily standups, contributing ideas and updates.
- Develop and test RESTful APIs or backend modules under the guidance of senior engineers.
- Document code and workflows to support team knowledge sharing.
- Engage in code reviews to provide and receive constructive feedback.
- **Deliverables:** Deliver 2–3 functional backend components (e.g., APIs, database queries) and contribute to team documentation.
- **Support:** Weekly feedback sessions with the Technical Lead to address challenges and refine skills.
- **Days 61–90: Independence & Impact**
 - **Objectives:** Demonstrate increasing independence in delivering backend solutions and contribute to project milestones.
 - **Activities:**
 - Take full ownership of assigned features, from design to deployment.
 - Collaborate with cross-functional teams (e.g., front-end, QA) to ensure end-to-end functionality.
 - Optimize existing code or systems for performance and scalability.
 - Mentor junior team members or assist with knowledge sharing.
 - **Deliverables:** Deliver a significant project feature (e.g., a scalable API or microservice) and produce high-quality documentation.
 - **Support:** Bi-weekly reviews with the Engineering Manager to assess progress and set goals.

Performance Evaluation

- **Evaluation Process:** Performance is assessed monthly during the first 90 days, with a formal review at the end of the period. Evaluations focus on:
 - **Technical Competence:** Quality and timeliness of deliverables, proficiency in Python, and adherence to coding standards.
 - **Collaboration:** Effectiveness in working with cross-functional teams and contributing to agile ceremonies.
 - **Problem-Solving:** Ability to troubleshoot issues and propose innovative solutions.
 - **Growth Mindset:** Willingness to learn, adapt, and take on increasing responsibility.
- **Feedback Mechanism:** Feedback is provided through one-on-one meetings with the Technical Lead and Engineering Manager, supplemented by peer input from code reviews.
- **Success Metrics:** Success is measured by the completion of assigned tasks, positive team feedback, and alignment with project milestones.
- **Outcome:** The 90-day evaluation determines the candidate's readiness to transition out of the probation period, with potential for confirmation as a permanent employee.

Summary

The first 90 days for the Software Engineer – Backend Development role provide a structured roadmap for integration, contribution, and growth. Through a phased plan and regular performance evaluations, the candidate will build technical skills, establish team rapport, and deliver impactful solutions. Ongoing support from mentors and managers ensures a successful transition into a long-term role within the organization.