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| **Capgemini_RGB-klein** | **Assignment Evaluation Form** |

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| **Individual** | | **Assignment** | | | |
| Name : | Nicolas de Wergifosse | Assignment Name : | Instant Payment Program | | |
| Profession : | Senior Consultant | Type of Review : | EOY evaluation | | |
| Level : | 2C | Start Date of Assignment : | 17/12/2018 | End Date : | NA |
| People Unit: | FS | Client : | BNP Paribas | | |
| Practice : |  | Manager[[1]](#footnote-1) : | Jean-François Biragnet | | |
| Evaluation Date : | 17/10/2019 | Role Manager : | Squad Leader | | |

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| **SECTION 1: INDIVIDUAL EXPECTATIONS** | | | | | |
| *To be completed by the counsellee before the start of the assignment. This section must detail:*   * *Start date in the level of the individual* * *Mid term career objectives of the individual, including development needs identified from performance plan, last assignment,…* * *Added value of the assignment to these career objectives* | | | | | |
| **Start date as E2E Test Engineer**: Dec 2018.  **My expectations** :   * Continue to increase my knowledge in Payments. * Develop Test & Project Management skills.   **Career objectives, 1 to 2 years**:   * Continue to gain coordination and project management skills. | | | | | |
| **SECTION 2: ASSIGNMENT EXPECTATIONS** | | | | | |
| *To be jointly completed by the manager1 and the individual at the start of the assignment. Expectations should be driven by (the key elements of) the tasks within the assignment.*  *The expectations should focus around specific deliverables, bearing in mind how they relate to the five competency areas (People Orientation, Knowledge & Experience, Delivery, External Orientation and Basic Company Attitudes).* | | | | | |
| |  |  | | --- | --- | | Competency Area | Objectives | | People Orientation | * Take the lead and coordinate E2E and testing activities. * Coach Capgemini and client colleagues. | | Knowledge  &  Experience | * Add Test & Project Manager role as one of my major and no more minor domains. * Plan and give knowledge transfer sessions. | | Delivery | * Meet timelines and client satisfaction. * Deliver high quality investigation and coordination. * Take the lead on new topics. * Fulfilling contract hours. | | External Orientation | * Continue to make good use of the trustful relationship created with colleagues (managers and peers). | | Basic Company Attitudes | * Applying Capgemini values. * Timesheet on time | | | | | | |
| Difficulty degree | 1 | 2 | 3 | 4 | 5 |
| (relative to the individual’s level) | Very Difficult | Difficult | Average | Easy | Very Easy |
| Comments:  Complex environment with multiple entities.  Missing processes  At the beginning a testing team (2-3 ressources) was supposed to be set up, but Nicolas finally assumed all tasks alone. | | | | | |

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| **SECTION 3: INDIVIDUAL’S SELF ASSESSMENT OF PERFORMANCE ON ASSIGNMENT** | | | | | | | | | |
| *Use this space to document:*   * *Key achievements, citing specific examples* * *Fulfilment of expectations regarding to performance plan and professional ambitions in general* | | | | | | | | | |
| |  |  | | --- | --- | | Competency Area | Objectives | | People Orientation | **PEOPLE MANAGEMENT:**   * After having learned from roles as Test Lead and Lead Functional Analyst at BNNPF the last 3 years, Nicolas had the opportunity to move on the BNP Paribas group project Instant Payments where he has the role of E2E Support and Test Engineer.   He has a role of point of contact between the 4 entities (BNL, BNPPF, BDDF, CIB HU) onboarded on the new payment engine and the BNP team for which he’s sharing entities priorities and helping on investigations, coordinating defects fixing and planning test activities.  In addition to his main activities he’s responsible of the QA environment for which he’s assigning tasks to infrastructure and development teams in order to maintain a full stability of the environment.  **TEAMING & TEAMWORKING:**   * Nicolas is leading topics and delegating tasks to colleagues who are able to back him up and do E2E investigations. * He doesn’t hesitate to do the extra miles empowering and coaching production team on investigations and communicating with clients (entities). | | Knowledge  &  Experience | **"MAJOR" DOMEINS:**  Business/Functional Analysis   * Functional Analysis activities: investigation and actively helping on defects fixing.   Test Coordinator/Manager   * Leading the E2E Testing activities.   **"MINOR/MEDIOR" DOMEINS:**  Project Management   * Close follow-up of entities and ITR Flux deliveries. * Remove impediments and coordinate trouble shooting and crisis calls.   **CERTIFICATION**:   * Owner of following certifications : PSM1, TMAP, ISTQB, Prince2 | | Delivery | **PLANNING / ORGANISATION / REALISATION:**   * As E2E Support and Test Manager, he has a role of point of contact between the 4 entities (BNL, BNPPF, BDDF, CIB HU) onboarded on the new payment engine and the BNP team to who he’s sharing entities priorities and helping on investigations, coordinating defects fixing and planning test activities executed by BNP squad composed of dev/ testers/ BA’s. * Responsible of the QA environment for which he’s assigning tasks to infrastructure and development teams in order to maintain a full stability of the environment. * In addition to the coordination of integration and system testing phases for payment engine new functionalities, he’s doing the follow-up of performance and load tests in collaboration with infra teams and architects in order to insure a good resilience of the platform. * He directly reports to the Program Manager about his multiple responsibilities.   **CLIENT CONTACT**:   * If Nicolas had the opportunity to move on Paris group project it is thanks to his trustful relationship with client’s top management with whom he’s working for more than 4 years and who saw him grow from junior to senior roles always delivering high quality. | | External Orientation | **SALES/PROPOSALS :**   * Laurent Porcheron delegated to Nicolas the follow-up of ICON (London company developing the heart of the new payment engine) QA activities.   **CLIENT NETWORK:**   * By being in contact with BNP entities, Nicolas’ network is continuously getting bigger: * Currently : BNPP Group, BNPPF, BDDF, BNL, CIB HU * New entities to join the program: CIB ES, BGL Luxembourg.   **LANGUAGES:**   * NL/FR/ENG | | Basic Company Attitudes | **VALUES:**   * Honesty and trust : reporting and escalating the correct information to the management * Team spirit : collaboration & fun with colleagues + support colleagues when they have delay on task to ensure top quality delivery of the team respecting timelines * Fun: Drinks, client team events. * Freedom: learn as fast as I can to become autonomous. Responsible of my tasks and deliveries * Boldness & Modesty: I never refuse any task and do not hesitate to ask questions if I think I can learn from it. Try to be a role model for my colleagues by taking the lead on important topics and involving team members in the decision process. | | | | | | | | | | |
| **SECTION 4: MANAGER’S ASSESSMENT OF PERFORMANCE ON ASSIGNMENT** | | | | | | | | | |
| *To be completed by the manager1. The assessment should focus on:*   * *What was achieved (key deliverables)* * *How it was achieved (Competencies demonstrated, bearing in mind the five competency areas: People Orientation, Knowledge & Experience, Delivery, External Orientation and Basic Company Attitudes)* | | | | | | | | | |
|  | Competency Area | | Performance | | | | | |  | |
|  | People Orientation | | * One of the top characteristics of Nicolas is his ability to interact with anyone. He is very easy-going person to talk to. * His team spirit and communication skills are remarkable to such extend that he is able to interact with anyone on the project: from experts to senior management level: he shared a clear, well-structured communication about a various set of situations. * Last but not least, on multiple situation, he has demonstrated his skill to be an active listener towards other people. He accepted to help others even if the area was beyond his role & responsibilities. * Nicolas has a crucial role for the Instant Payment program. He efficiently secures the liaison with and ensures the support to entities, and coordinates the required effort on our side to deliver a quality solution. Nicolas drives Instant Payment colleagues by sharing entities & Instant Payment targets and ensuring people do deliver expected results. * On top, Nicolas is coaching/coordinating in a daily manner his Integration Tests colleague for a better tests experience and delivery for Instant Payment. | | | | | |  | |
|  | Knowledge  &  Experience | | * Nicolas has shown his excellent and deep expertise in SCT; in no time he has very quickly acquired the specific rules of Instant Payment from both a functional and - to some extend - technical aspects. He has enlarged his technical knowledge (e.g. looking in the logs, checking whether components are running or not, set up Automate Testing tool). * Based on his knowledge, he plays today a key role in defects investigation. He conducts deep analysis in collaboration with other senior subject matter experts and shares his findings in a well-structured and clear manner. | | | | | |  | |
|  | Delivery | | * Nicolas has proven his strong ability to ensure quality/timely delivery even in difficult situation (where stress is high due to complex issue and/or time pressure). For example, to ensure CIB certification with CMS GIRO, he showed strong commitment to attend daily call with other stakeholders. Beyond organising the calls, he took full part to the testing execution, defects prioritisation and investigation. * Interacting with the entities (our Customers) is another main contribution of Nicolas where he has shown flexibility and high ability to response to any query whenever this latter was raised. * Another remarkable fact is his adequate sense of initiative to ensure delivery happens. He takes the lead * On topics like QA Tests automation, weekly status meetings with entities, he often take the lead and ensure the scoped delivery. * Nicolas is also very flexible and available; ready, on his own initiative, to propose moving a personal commitment to secure project deliveries. | | | | | |  | |
|  | External Orientation | | * He has built a strong relationship with many stakeholders (from project team to IPS/BP2i and Entities teams) * By keeping interacting with a lot of people, he contributes greatly to make work environment pleasant and efficient. * Nicolas has the good attitude as consultant and he is very appreciated by Instant Payment Management team. Nicolas clearly built a trustful relationship with BNPP. | | | | | |  | |
|  | Basic Company Attitudes | | * Nicolas has a Senior Consultant has demonstrated his high level of expertise and appropriate stage of autonomy. * For all the reasons stated previously, he has clearly performed beyond target/expectations and therefore his overall performance is ranked with a 2 “High Performance”. | | | | | |  | |
| **SECTION 5: OVERALL PERFORMANCE RATING** | | | | | | | | | |
|  | | 1 | | **2** | 3 | 4 | 5 |  | |
|  | | Exceptional | | **High Performance** | On Target | Minimum Acceptable | Performance Issue |  | |

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| **SECTION 6: DEVELOPMENT AREAS** | | | | | | | | | | |
| *To be jointly completed by the manager1 and the individual. This section contains the competencies to be developed, which if addressed, would produce an increase in performance by the individual* | | | | | | | | | | |
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|  | Competency Area | Personal Development Areas | | | | | | | |  | |
|  | People Orientation | For next missions, find a role with coaching and evaluating junior consultants | | | | | | | |  | |
|  | Knowledge  &  Experience |  | | | | | | | |  | |
|  | Delivery | In a different context where emergency is not the day-to-day rule, Nicolas should try to delegate more operational tasks and focus more on management tasks (N.B. : it was impossible in the current mission context, as Nicolas had no team member) | | | | | | | |  | |
|  | External Orientation | Just continue to build trustful relationship with clients and colleagues! | | | | | | | |  | |
|  | Basic Company Attitudes |  | | | | | | | |  | |
| Individual’s Signature : | | | |  | | Date : |  | |  | |
| Manager1’s Signature : | | | |  | | Date : |  | |  | |
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P.S. Preferably, this form should be filled in electronically.

1. Manager = the one person **from CAPGEMINI** the individual isreporting to and/or who is responsible for the individual at the assignment. This can be a senior colleague at the assignment, the teamleader, projectmanager,.. If these are not from Capgemini, it should be the account director, sales executive or service line manager depending who is the closest at the assignment. [↑](#footnote-ref-1)