Srivastava, Saransh

Senior Analyst Programmer
Manager: Rakesh Shahabadi
Evaluated By: Amit Jindal

2017 Performance Review

Organization: Rakesh Shahabadi
Location: Gurgaon Office
01/10/2016 - 30/09/2017

Overall Performance Summary

Manager Overall Evaluation

Rating:	4 - High Performer
Comment:	Positives

- Inquisitive and innovative: fearless in challenging the ways of working and comes up with the smart/innovative ideas
- High degree of ownership and commitment
- Exemplary technical skills and self learner
- Positive attitude
- Well respected, trusted and loved by his colleagues for the above qualities

Opportunity areas:
- Needs to broaden his functional view and that will enable him to use technology better
- Should prioritize work basis business value vs affinity to technology

Employee Overall Evaluation

Comment:	Worked on bringing down the SONAR violation count drastically.

Worked on the TPA generic uploader framework
Worked on the CI automation area
Worked on automating the SIT managed environment
Learned python and have been implementing the language in solving various platform level issues.
Successfully completed bigdata and hadoop technology stack certification from courser and currently persuing the specialization certification which is tenured for 8 months.
Also working on creating the practical training material for etc initiative in bigdata and hadoop technologies.

Values and Behaviours

Values and behaviours are critical to us being a winning organisation.

The core set of three values serve as a foundation for our culture and characterise how we move forward to deliver an outstanding experience to our clients –Integrity, Innovation and Excellence. The behaviours are the three qualities which we must all demonstrate in our daily interactions with each other on behalf of our customers – Commitment, Collaboration and Customer focus. Your performance will be assessed on how you exhibit these values and behaviours in your day to day interactions.

Manager Evaluation

Comment:

Employee Evaluation

Comment: Innovation - Always involved in innovative ideas for the EDW platform. One such example is the automation of SIT managed environment, correction of database svn code repository thus decreasing the SONAR violation count significantly :

Also worked on TPA generic uploader framework and was able to create the process where files got ingested through a custom build python framework.

Also was involved in the creation of informatica performance framework.

Integrity - Showed Integrity in keeping an eye on the production batch timings and batch related incidents.

Excellence - I have always tried to bring excellence in my work performed

Goals

Client Focus: Manage Technology risk; provide a secure operating environment through proactive cyber intelligence

Outcomes and Supporting Activities:

1. Achieve target levels for production stability (set by business channel and region)
2. Maintain a secure operating environment for Fidelity and our customers, taking into consideration cyber security and pro-active cyber intelligence
3. Develop a holistic Technology-wide approach to Technology Risk based on the use of the corporate Enterprise Risk Management tool (BWise)
4. Deliver improved detection and response through implementation of analytics and correlation capabilities
5. Improve customer experience and process efficiency by reviewing and simplifying FIL's internal Identity & Access Management processes and technologies

Due Date:	31/12/2017		Status:	In Progress

Category:

Supports: Client Focus: Manage Technology risk; provide a secure operating environment through proactive cyber intelligence

Manager Evaluation	Employee Evaluation
Comment:	Comment: Have been achieving targets in terms of resolving production incidents on time.
	Currently enabling myself in bigdata technologies.
	Participated in bigdata trainings and working on the practical classroom training material. Once created this would be floated across fil level for training purpose.

Innovation: Further develop Ideation, Innovation, Incubation and Collaboration capabilities and their adoption

1. Actively leverage the internal ideation and incubation capabilities that have already been established (including the FIL Ideas platform)
2. Increase collaboration, both within Technology and between Technology and the business, exploiting new tools and technologies where appropriate (includes completing the roll out of Skype for Business and components of Office365)
3. Build the reputation of Fidelity Technology externally through the publication of articles in external media, presence at external presentations / conferences and increased engagement with the open source community
4. Drive the innovation agenda further, including building accelerator partnerships in other key locations (in addition to Hong Kong), partnering with start-ups and creating tangible solutions, and leveraging FMR expertise effectively
5. Successfully deliver Fidelity TEDx 2017 as a global event

Due Date:	31/12/2017	**Status:**	In Progress

Category:

Supports: Innovation: Further develop Ideation, Innovation, Incubation and Collaboration capabilities and their adoption

Manager Evaluation	Employee Evaluation
Comment:	**Comment:** Worked upon various platform level ideas such as: Informativa performance framework TPA generic uploader framework CI automation (Control-M pre deployment validation framework and SIT managed environment's integration from bamboo) Also currently working/studying bigdata technology stack and providing training to interested empoyees.

Profitable Growth: Deliver CTB (Change the Business) projects and maintain a stable production environment to support client needs and to continuously improve our client experiences (both internal and end clients)

Outcomes and Supporting Activities:

Agreed projects are progressed on time, on budget, on scope and using agreed delivery practices. Significant programmes of work include:
• UK Strategy, including initiation of simplification activities
• Initiate and progress Global Wealth
• Behavioural Finance
• Multi-Asset
• Charles River and Invest1 upgrades; Compliance Derivatives on Charles River
• Initiate / progress migration of SIPP pension business from Composer to Sonata
• Client Engagement Programme
• Institutional Strategy

Due Date:	31/12/2017	**Status:**	In Progress

Category:

Supports: Profitable Growth: Deliver CTB (Change the Business) projects and maintain a stable production environment to support client needs and to continuously improve our client experiences (both internal and end clients)

Manager Evaluation

Comment:

Employee Evaluation

Comment: Always involved with the support teams in resolving platform level issues.

Also keep an eye on the production batch timings so that improvement areas can be further identified and be worked upon.

Was able to bring approx. 40 minutes further gain in the edw batch timings by tuning few of the jobs.