

FY25

Chief Engineer Objectives



Personal Objectives

Theme	Company objectives	Your objectives	What does performance look like?	Target date
People	Make sure this is a great place to work	<ul style="list-style-type: none"> Give honest & constructive feedback to colleagues 	<ul style="list-style-type: none"> Complete all requests for 360 feedback on time with good quality comments 	YE
People	Make sure this is a great place to work	<ul style="list-style-type: none"> Help build our culture of learning and personal development 	<ul style="list-style-type: none"> Run sessions at Hive, DevCon and other communities of practice Write a tech blog bringing in new ideas 	YE
Growth	Grow the Company, and increase our client base	<ul style="list-style-type: none"> Provide relevant support for bids Provide relevant support for mergers and acquisitions 	<ul style="list-style-type: none"> Adequate support for bids Adequate support for M&A 	YE
Clients	Keep our clients, by keeping them satisfied	<ul style="list-style-type: none"> Lead our culture of continuous improvement 	<ul style="list-style-type: none"> Manage the Altair CI process Significant improvements to the Altair codebase as a result of CI At least 2 new people contributing regularly to CI 	YE
Products and services	Keep our products and services relevant	<ul style="list-style-type: none"> Increase visibility of Technical Debt in Altair 	<ul style="list-style-type: none"> Altair Technical debt status/metrics reviewed, published and tracked 	Ongoing
Products and services	Keep our products and services relevant	<ul style="list-style-type: none"> Keep our Technical platform up to date 	<ul style="list-style-type: none"> Tech platform kept up to date and documented 3PL Plan up to date and making visible progress with accessible metrics 	H1
Products and services	Keep our products and services relevant	<ul style="list-style-type: none"> Oversee the technical aspects of our highest priority pieces of work by working closely with teams and helping them achieve their business outcomes 	<ul style="list-style-type: none"> Working with Team JC to ensure our Java Calculations project is successful. Working with other teams to achieve key parts of technical roadmap or other important business outcomes 	Ongoing