FY25
Senior Developer / DevOps Engineer Objectives

Personal Objectives – Senior Developer / DevOps Engineer
(in addition to Developer)

New / changed objectives for this FY are italicised

Theme	Company objectives	Your objectives	What does performance look like?*	Target date
People	Make sure this is a great place to work	Help your team to grow	• Be a mentor/coach to more junior developers in your team • *Be a role model of best practice in your team*	YE
People	Make sure this is a great place to work	Help build our culture of learning and personal development	• Run sessions at Hive, DevCon and other communities of practice • Write a tech blog bringing in new ideas • Run cross-team knowledge sharing sessions	YE
Clients	Keep our clients, by keeping them satisfied	Build the relationship between technology and customers	• Work directly with customers, e.g. Working Groups, User Groups, CLASS Conference etc • Work with other stakeholders or partners	YE
Clients	Keep our clients, by keeping them satisfied	Build our culture of continuous improvement	• CI proposals agreed and underway • Lead on a CI initiative • Significant contribution to removal of technical debt	YE
Products and services	Keep our products and services relevant	Be an SME in at least one technology/product/functional area	• Acknowledged as an SME/ go to person by colleagues, such as contributing to three amigo sessions • Lead on intractable Live support issues	YE
Products and services	Keep our products and services relevant	Be a technical lead within your team	• Be a technical lead on a BO / Epic • *Ensure security is considered throughout the development process*	YE

* these are suggestions of how you could meet this objective rather than a definitive and exhaustive list

Personal Objectives – Developer / Graduate Developer

New / changed objectives for this FY are italicised

Theme	Company objectives	Your objectives	What does performance look like?*	Target date
People	Make sure this is a great place to work	Give honest & constructive feedback to your peers	• Complete all requests for 360 feedback on time with good quality comments • Be actively engaged in team retros	YE
People	Make sure this is a great place to work	Contribute to our culture of learning and personal development	• Be actively engaged in Hive, DevCon and other communities of practice • Significantly improve your knowledge of a technology / framework / language / approach • Help us evaluate new tools, frameworks or approaches • *Contribute to pair programming and code reviews*	YE
Clients	Keep our clients, by keeping them satisfied	Write high quality code every sprint	• All commits meet our code quality standards with good test coverage • Positive feedback from team	YE
Clients	Keep our clients, by keeping them satisfied	Deliver high quality releases to clients	• Contribute to the successful release of your product(s) – e.g. Release Readiness, TWP, Live Support • Contribute to the removal of technical debt • Active contributor to removing customer raised defects	YE
Products and services	Keep our products and services relevant	Fully understand all Business Objectives / Epics you are working on, what we are trying to achieve and how that will benefit customers.	• Contribute to refinement sessions, asking questions to clarify where you don't understand & ensure your whole team has a solid grasp of all stories	YE
Control and Governance	So the Company is well run	Keep up to date with all admin (e.g. Jira, Productive etc)	• Productive completed on time each week/month end • Jira kept up date and your team understand what you are working on	YE
Control and Governance	So the Company is well run	*Prioritise security in your work and our products*	• *Complete monthly infosec training* • *Use AI Tools Responsibly* • *Consider security as part of all developments* • *Report any suspected security incidents*	YE

* these are suggestions of how you could meet this objective rather than a definitive and exhaustive list