

**FY25**

# **Principal Developer Objectives**

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# Personal Objectives – Principal Developer

(in addition to Senior 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	<i>Use a variety of coaching sessions with your people</i>	<ul style="list-style-type: none"> <li>All your developers receive 360 feedback this year</li> <li>Run regular coaching sessions with all people</li> <li><i>Under performance identified early and steps taken to address</i></li> </ul>	YE
People	Make sure this is a great place to work	Help us hit recruitment targets	<ul style="list-style-type: none"> <li>Take fair share of CV Reviews &amp; Interviews</li> <li>Principal Team objective: 80% of CVs reviewed within 1 working day</li> </ul>	YE YE
People	Make sure this is a great place to work	Lead our culture of learning and personal development	<ul style="list-style-type: none"> <li>Run a Hive session</li> <li>Ensure your developers are contributing to our culture</li> <li>Ensure inter-team knowledge sessions are held</li> </ul>	YE
People	Make sure this is a great place to work	Support the objective process	<ul style="list-style-type: none"> <li>All developers receive objectives and understand what is expected of them</li> <li>Provide feedback so developers understand how they are performing against their objectives</li> <li>Support developers in achieving their objectives</li> </ul>	Q1 YE YE

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

# 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	<ul style="list-style-type: none"> <li>Be a mentor/coach to more junior developers in your team</li> <li><i>Be a role model of best practice in your team</i></li> </ul>	YE
People	Make sure this is a great place to work	Help build our culture of learning and personal development	<ul style="list-style-type: none"> <li>Run sessions at Hive, DevCon and other communities of practice</li> <li>Write a tech blog bringing in new ideas</li> <li>Run cross-team knowledge sharing sessions</li> </ul>	YE
Clients	Keep our clients, by keeping them satisfied	Build the relationship between technology and customers	<ul style="list-style-type: none"> <li>Work directly with customers, e.g. Working Groups, User Groups, CLASS Conference etc</li> <li>Work with other stakeholders or partners</li> </ul>	YE
Clients	Keep our clients, by keeping them satisfied	Build our culture of continuous improvement	<ul style="list-style-type: none"> <li>CI proposals agreed and underway</li> <li>Lead on a CI initiative</li> <li>Significant contribution to removal of technical debt</li> </ul>	YE
Products and services	Keep our products and services relevant	Be an SME in at least one technology/product/functional area	<ul style="list-style-type: none"> <li>Acknowledged as an SME/ go to person by colleagues, such as contributing to three amigo sessions</li> <li>Lead on intractable Live support issues</li> </ul>	YE
Products and services	Keep our products and services relevant	Be a technical lead within your team	<ul style="list-style-type: none"> <li>Be a technical lead on a BO / Epic</li> <li><i>Ensure security is considered throughout the development process</i></li> </ul>	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	<ul style="list-style-type: none"> <li>Complete all requests for 360 feedback on time with good quality comments</li> <li>Be actively engaged in team retros</li> </ul>	YE
People	Make sure this is a great place to work	Contribute to our culture of learning and personal development	<ul style="list-style-type: none"> <li>Be actively engaged in Hive, DevCon and other communities of practice</li> <li>Significantly improve your knowledge of a technology / framework / language / approach</li> <li>Help us evaluate new tools, frameworks or approaches</li> <li><i>Contribute to pair programming and code reviews</i></li> </ul>	YE
Clients	Keep our clients, by keeping them satisfied	Write high quality code every sprint	<ul style="list-style-type: none"> <li>All commits meet our code quality standards with good test coverage</li> <li>Positive feedback from team</li> </ul>	YE
Clients	Keep our clients, by keeping them satisfied	Deliver high quality releases to clients	<ul style="list-style-type: none"> <li>Contribute to the successful release of your product(s) – e.g. Release Readiness, TWP, Live Support</li> <li>Contribute to the removal of technical debt</li> <li>Active contributor to removing customer raised defects</li> </ul>	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.	<ul style="list-style-type: none"> <li>Contribute to refinement sessions, asking questions to clarify where you don't understand &amp; ensure your whole team has a solid grasp of all stories</li> </ul>	YE
Control and Governance	So the Company is well run	Keep up to date with all admin (e.g. Jira, Productive etc)	<ul style="list-style-type: none"> <li>Productive completed on time each week/month end</li> <li>Jira kept up date and your team understand what you are working on</li> </ul>	YE
Control and Governance	So the Company is well run	<i>Prioritise security in your work and our products</i>	<ul style="list-style-type: none"> <li><i>Complete monthly infosec training</i></li> <li><i>Use AI Tools Responsibly</i></li> <li><i>Consider security as part of all developments</i></li> <li><i>Report any suspected security incidents</i></li> </ul>	YE

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