

Focal Feedback

FY15 for Cuong Dong-Si

Written by Kesavan Narayan, 08/20/2015

Focal FY15

Cuong, your rating is **STRONG** for FY15. You joined us at the early stages of ramping up a new Domain, SBG DATA and were the first Quality Engineer on the SBG Data mart initiative. That took a lot of hard work to ramp up as well as understand how to apply yourself to a new domain – I think you did a tremendous job in working through ambiguity as well as reaching out to your team and manager to ensure your roadblocks were highlighted. Thank you for your perseverance through a difficult start with the team still forming and no development manager on staff for SBG Datamart inception. Your focus on quality first mindset was excellent and I'd like you to keep your passion about getting developers energized about unit testing in the new domain – your partnership with Anand on the test framework in JAVA to help the developers conduct some level of early validation of their schema changes was a great start. The next step of setting up a scalable process in working on the GIT FLOW process was another key contribution to the team as you look to expand you influence with the not only the team but innovate in the fairly new Data Analytics quality space.

Key Accomplishments

(Cuong's self-evaluation)

- Worked with Vikas to write the test plan, and expand it to account for daily incremental loading of data. Implemented the automated tests based on test plan for data validation.
 - <https://wiki.intuit.com/display/iea/Test+Plan+for+Incremental+Data+Loading>
- Worked with Carol (analyst) to determine data mart's functional requirements and verified that those requirements are met in data mart implementation.
 - E.g.: <https://jira.payments.intuit.com/jira/browse/SDM-348>
- Advocated best Agile practices as well as CI workflow to the team. Strive to improve developers' traceability and transparency through developer's (unit) test contribution, better workflow, as well as best Git & JIRA practices.
 - <https://wiki.intuit.com/display/iea/Git+Usage>
 - <https://wiki.intuit.com/display/iea/Jenkins+integration> (temporarily disabled, in favor of more mature SBM's Jenkins instance)
- Advised developers on how to do unit testing and validate external tools (e.g., Janus) as part of their implementation.
- Innovation: Wrote a simple SQL test runner that enables simple unit testing from developers. This same test runner is also used in QE's functional tests for **readability** and efficiency.
 - <https://wiki.intuit.com/display/iea/SBG+Datamart+-+Unit+tests>

- <https://wiki.intuit.com/display/iea/Lessons+in+Data+Testing>
- Discovered, investigated, and filed multiple bugs during the process. Helped in debugging process.
 - Found a bug in the current, in-production Netezza process, which is supposedly the golden, functional standard for current data mart implementation.
 - <https://jira.payments.intuit.com/jira/browse/SDM-437?jql=reporter%20%3D%20cdongsi%20%26%20issuetype%20%3D%20Bug>

LSP notes

Think Strategically

You did a great job in thinking strategically when you placed the focus on “unit testing” when the landscape for DATA is vague and did a great job in partnering with development (Anand) when trying to influence the development team (contractors and FTEs) to change their mindset to test their code.

Drive for Results

Developing a framework to enable developers to contribute to the testing of the SBG Datamart was a great example of driving for results! I look forward to more innovative ways to help the Datamart teams identify issues early in the SDLC.

Build High Performing teams

You are a great team player as your feedback states as well as my observations on how you work. People enjoy working you only due to your collaborative nature but also your strong focus on quality and attention to detail.

Innovate for Impact

I think your ideas are great and your ability to lead on the GIT flow process is a great way to continue to push the envelope in a new domain to help ensure quality is a focus. As you get more oriented with the newly emerging data domain with one year of experience in the space under your belt in SBG Datmart team, your ability to learn fast will be a great advantage as you continue to contribute and push innovation in this space.

Distinguishing Strengths

- JAVA skills
- Big Data Testing Acumen/Skills to support Big Data Stack – Hadoop, Vertica, Netezza
- Automation Skills – TestNG, DB Tools & Utilities
- Sound Quality Orientation with focus on framework development

Development Opportunities

I look forward to you continuing to influence your dev counterparts on the importance of early issue identification by focusing on test frameworks and pre-production environments that help the scrum team deliver and improve upon what the UAT phase identifies as critical issues. Focus on your verbal communication as your written communication is excellent and I have gotten great feedback as to how well you communicate to the team via Email. You have great ideas and thoughts so feel free to speak up and express them to the team as you

- We have a need to get better at looking at Data testing technologies across our platform so a good opportunity is to contribute to that aspect to benefit our QBO Ecosystem as well as look at opportunities to contribute in this domain across Intuit via ITAG joint initiatives in DATA.
- Look at opportunities to work with our partners like IDEA team to influence their quality as we can when we jointly deliver content.
- Build consistency across xSBG Datamart initiatives with an overall high level documented test strategy that can be applied to all Data Initiatives when we consider new areas such as SBG Metrics for example.

Peer Feedback

What does Cuong do well?

FY15 FOCAL Feedback:

- **Denise McInerney**
 - Cuong is very focused and detail-oriented. He is a good team member, and integrated himself into the scrum team. His meticulous testing has been a real asset to the project.
- **Katy**
 - Cuong is detail oriented. He is very keen in identifying the issue at hand, as well as reasons behind it and issues surrounding it. He is also very thorough. It is great to know and be able to count on a QA who has high quality standard. Top that - he is a quick learner for things that he is unfamiliar with.
- **Anand Elluru**
 - Cuong has been instrumental in validating every feature we developed so far part of sbg data mart team. He learns things quickly and executes them even more quickly. Great team player (precise and fast) , one can always count on him as a QA resource.
- **Vikas Kodwani**
 - Cuong was able to quickly learn the data mart validation and work independently after initial help and input. Being independent and work with scrum team is most significant.

Opportunities to improve:

FY15 Focal Feedback:

- **Denise McInerney**
 - Cuong is starting to think about the bigger picture of the project, which is good. I'd like to see him continue doing that. I'd like to see Cuong work on his communication skills & confidence when speaking, and offering leadership to the team on quality.
 - Cuong is nice to work with and have on the team. His attention to detail makes him a good QE. If he can develop his leadership skills more he can grow to have more responsibilities and lead QE efforts.
- **Katy**
 - While Cuong is clear and informative when communicating, I think if he could improve his communication to the next level if he could provide some context to this discussion rather of jump right into the technical detail would make his communication more effective.
- **Anand Elluru**
 - Cuong is new to data projects. He is doing great but i believe he can go beyond this with some more guidance on implementing automated solutions for data mart projects.
 - any guidance/support you (Kesavan) can offer him on the above mentioned point will help cuong to be more productive and contribute more to the data projects.
- **Vikas Kodwani**
 - Along with continue sharpening his technical skills which he is doing good , he should be looking at communication skills.