



## Tudor Vasile – Check-in Report

Date: 27 November 2017

### What: Accomplishments

- MCPNS product handover
- Security person of contact, main contributor to SOC2 compliance activities
- Monitoring re-build and improvements for MCPNS
- Interest and drive for Ethos/Azure for MCPNS
- Relationship building with engineering teams for the new product and the Security folks

### How: Behavior and Skills

- Highly skilled and innovative
- Fast and sustained growth and development
- Efficient in taking over new solutions
- Very good team player and always helpful with colleagues
- Diligent worker

### Personal Development: Demonstrated Growth

- Technical Skills : IDM Security, Salt, monitoring
- Soft Skills : Focus on what's important, maintain calm in tense situations

### Personal Development: Areas of Focus

- Technical Skills : Azure, Ethos
- Soft Skills : More visibility for his work, presentations, brown bags

## 360 Feedback

### 1. Would you recommend to a colleague like you to work with Tudor?

- Answers [scale 1-10]: 9.5

### 2. Top Strengths and Accomplishments

- Very technical, very good initiatives and ideas, problem solver Tudor was of great help for AMS team on salt. Every time we had a salt issue in AMS, Tudor was always available and very helpful. He is like a consultant for us. He even gave a few new ideas to our automation team that can improve their work and process.
- He is very passionate about his work and ensures its get completed within timeframe. A keen learner and always keeps notes about any new task that he does. Being in DevOPS this is very important as we work on various technologies and varied work, which we may forget if not documented. He understands the critical role of devops when working with Production systems, follows the process diligently.
- Tudor is reliable, putting in the extra work when required. He is self-driven and motivated. He asks other teams how are they solving particular problems in order to unblock himself or just to understand if a different approach is better or not than what he uses in Scene7.
- Tudor is a highly skilled and innovative Engineer. He has the ability to work-around difficult and unfamiliar issues. He's always willing to help whenever needed and seems to enjoy working with other people. His linux and scripting skills are exceptional. Tudor has improved and become more professional in his ways of communication both verbally and in writing.

### 3. Areas for Improvement or Development

1. In panic situations, should be calmer and more composed. Needs to better prioritize the work if handling multi tasks.

## Manager's Expectations

- **Increase visibility for the work and results you deliver:** find a project you can drive with good impact to the products you manage the site reliability for;
- Drive scalability for older infrastructures with a focus to automate existing processes.
- Continue to be an active player in the Security field, share your knowledge with other team members.
- **Continue to leverage your soft-skills:** you are a good communicator, but we need to make sure you stay focused, especially during high peak times, as well as during incidents. You have a good opportunity to become one of the most reliable SREs.

## Assessment

Overall your results and performance for this last part of the year was in line with the expectations. I appreciate the work and commitment, especially during challenging personal times and your focus on making sure the transition of a new product was done in the best possible way.

Keep up the good work, Tudor!