**Nomination for Parthiban SivaSubramaniam for H2 2025 from AVP → VP**

I am pleased to strongly recommend Parthiban for VP promotion this year. Following his outstanding nomination in 2024, Parthiban has continued to exceed expectations and has consistently demonstrated performance at the VP level throughout 2025. His exceptional technical leadership, innovative solutions, and unwavering commitment to excellence make him an ideal candidate for this well-deserved promotion.

**Current Role Performance & Growth**

In his role as Senior Tableau Developer, Parthiban has not only maintained his high standards but has significantly expanded his expertise across multiple platforms and technologies. Building on his self-taught Tableau mastery, he has now become a multi-platform expert, demonstrating remarkable adaptability and continuous learning that exemplifies the growth mindset expected at VP level.

His domain expertise has deepened considerably, making him an indispensable SME across multiple critical programs including EBA, CCAR, UKC, and Climate initiatives. Stakeholders consistently recognize him as their "go-to" person, not just for technical delivery but for strategic solution design and stakeholder engagement.

**2025 Key Achievements & Barclays Values Demonstration**

**Empower**

**Streamlit Innovation & Enablement:**

* Established direct connectivity to Athena from Streamlit, unblocking critical UKC testing when existing APIs couldn't support cloud integration
* Implemented direct RDS and Athena connectivity for CCAR testing, enabling cloud-native data analysis capabilities
* Successfully productionized the Data Insights app across multiple programs (EBA, CCAR, UKC), empowering business users with self-service analytics
* Delivered comprehensive Streamlit demonstrations to senior stakeholders (Bipasha, Karthik, Chris, Dan), enabling informed decision-making on platform adoption

**Power BI Leadership:**

* Pioneered Power BI PoC by being among the first in the bank to establish connectivity to Athena/Redshift, empowering the organization with new analytical capabilities

**Drive**

**Large-Scale Delivery Excellence:**

* **Climate Initiatives:** Delivered 5 complex EUDA dashboards in just 3 weeks with dynamic data support and performance optimization
* **Infrastructure Migration:** Successfully migrated 60+ dashboards across multiple programs from CDH to BDH, ensuring business continuity
* **EBA Program:** Built 18 comprehensive dashboards supporting EBA recon and difference reports, transforming route1 templates into flexible reporting formats

**Adaptability Under Pressure:**

* When Tableau license model changed mid-delivery across multiple programs, coordinated with teams across time zones to ensure zero impact on delivery timelines and program success

**Challenge**

**Continuous Learning & Innovation:**

* **Hackathon Achievement:** Worked off-hours to master Azure GenAI services and built a prototype app for recon analysis between Excel/PDF/PPT formats
* Secured senior leadership support (Andy, Chris, Joannes) for productionizing the hackathon solution, demonstrating innovation that drives business value
* **Protegrity Enablement:** Led complex demo to Mike Lilburn showcasing secret data handling in AWS Redshift, including detailed architecture explanations

**Excellence in Engineering**

**Technical Leadership & Innovation:**

* Continued driving Tableau CI/CD implementation as the pioneering team, with solutions now being adopted across other business programs
* Delivered complex stakeholder demonstrations during EBA floorwalk, providing detailed explanations of OCP top-side adjustments in both recon and diff reports
* Maintained consistent delivery excellence across Streamlit, Tableau, and Power BI platforms simultaneously

**Recognition & Impact**

Parthiban's exceptional performance has been consistently recognized throughout 2025:

**Formal Recognition:**

* **Spot Award Winner** (February 2025) in the category "Simplicity and efficiency, seeking out every opportunity to automate" - demonstrating how he brings Barclays Values & Mindset to life
* **Nine individual recognitions** from colleagues and stakeholders including Pramod, Chandan, Dhaman, Vish, Bharath, Venkatesh Kaza, Rajesh, Gayathri, Raj, Jignesh, and Sapna

**Business Impact:**

* Enabled successful CCAR 2025 release and execution
* Delivered Ops Risk GMD 5301 Tableau Report enabling Mid Year ICAAP runs results visibility
* Supported EBA program production releases and successful program delivery

**VP-Level Performance Evidence**

Parthiban consistently operates at VP level through:

* **Strategic Vision:** Leading multi-platform technology adoption and driving organizational innovation
* **Stakeholder Management:** Successfully engaging with senior stakeholders across multiple programs and time zones
* **Technical Leadership:** Architecting complex solutions that become organizational standards
* **Team Development:** Serving as a role model and go-to expert for multiple teams
* **Business Value Creation:** Delivering solutions that directly enable critical business programs and regulatory compliance

**Recommendation**

Based on Parthiban's exceptional performance, continued growth, and consistent demonstration of VP-level capabilities throughout 2025, I strongly recommend his promotion to VP. His technical excellence, innovative mindset, stakeholder engagement skills, and embodiment of Barclays Values make him ready for increased leadership responsibilities. This promotion would recognize his outstanding contributions and position him to drive even greater impact for the organization.

Parthiban has proven himself ready for VP level through sustained excellence, innovation, and leadership. This promotion is both well-deserved and strategically beneficial for our continued success.

**Nomination for Mengqing (Eileen) Shi for H2 2025 Promotion to AVP**

I am pleased to strongly recommend Mengqing for promotion to AVP. Throughout 2025, she has demonstrated exceptional technical leadership, innovation, and commitment to excellence across multiple strategic initiatives. Her outstanding contributions to the Data Analytics–Streamlit application and GenAI workstreams, combined with her dedication to team development and continuous learning, clearly demonstrate her readiness for AVP-level responsibilities.

**Performance Excellence & Strategic Impact**

Mengqing has established herself as a key technical leader and innovator within our organization. Her exceptional growth spans full-stack development, cloud integration, and data management, showcasing remarkable versatility and technical depth. She has consistently delivered enterprise-grade solutions while fostering team collaboration and knowledge sharing, positioning herself as an invaluable asset ready for increased leadership responsibilities.

Her proactive approach to innovation, combined with her user-centric development mindset, has resulted in solutions that directly address business needs while maintaining the highest standards of security and performance.

**2025 Key Achievements & Barclays Values Demonstration**

**Empower**

**Data Analytics Platform Leadership:**

* Co-developed a sophisticated data comparison module for the Data Analytics–Streamlit application, serving critical business functions across CCAR, EBA, and UKC user groups
* Enhanced the platform with customizable keys and string-column comparison capabilities based directly on user feedback, demonstrating her commitment to empowering business users with intuitive, powerful tools
* Built program-configurable file-management modules for RTB/BTB with automated ingestion pipelines, empowering teams with streamlined operations and improved efficiency

**Team Development & Knowledge Sharing:**

* Onboarded interns and new developers through structured learning sessions, quickly equipping them with skills to contribute meaningfully across initiatives
* Created an inclusive, collaborative environment that fostered innovation and problem-solving, empowering team members to reach their full potential

**Drive**

**GenAI Strategic Initiative Leadership:**

* Positioned herself as a key contributor within the strategic GenAI initiative, successfully integrating various technical components to deliver enterprise-grade solutions
* Drove the development of sophisticated Python functions to extract parameters from LLMs and created comprehensive frameworks for data retrieval from underlying sources
* Implemented RAG (Retrieval-Augmented Generation) with AWS knowledge base integration to generate highly accurate responses for unstructured data

**Cloud-Native Modernization:**

* Modernized the EUDA Excel system through containerization and cloud-native database integration, significantly improving reliability, security, and performance
* Containerized the impairments team's ECL workflows with Docker and implemented an end-to-end EUDA metadata system in AWS DynamoDB with hybrid versioning
* Designed and built a full API suite for metadata and user-action retrieval from DynamoDB, providing flexible, secure interfaces that maintained high performance

**Challenge**

**Innovation & Technical Excellence:**

* Explored multiple architectural and indexing strategies, benchmarking embedding models and retrieval mechanisms to optimize precision on structured data
* Actively participated in the SDLC Synergists innovation hackathon, contributing significantly to a proof of concept with focus on implementing Mermaid for dynamic architecture-flow generation within an agentic framework
* Transformed hackathon innovation into a full application awaiting production approval, demonstrating her ability to turn creative ideas into enterprise value

**Security & Quality Leadership:**

* Integrated GitLab CI and EKS pipeline components into the Document Generator application, adding crucial guardrail mechanisms and PII-redaction capabilities
* Enabled Sonar for code coverage and quality metrics, and enforced role-based access controls via AD-group authentication
* Ensured all solutions incorporated necessary security features while maintaining enterprise-grade quality standards

**Excellence in Engineering**

**Technical Architecture & Integration:**

* Partnered effectively with DevOps to provision AWS S3 buckets, implement knowledge-base solutions across environments, and perform reliable data migrations with consistent structure
* Seamlessly integrated numerous critical components and systems across the document-generation workstream
* Demonstrated exceptional versatility across multiple technology stacks and cloud platforms while maintaining consistency and quality

**Continuous Improvement & Standards:**

* Responded proactively to user feedback for continuous product improvement, showcasing her user-centric approach to development
* Maintained high performance standards across all deliverables while exploring innovative technical solutions
* Established robust data integration capabilities that serve as foundation for future enhancements

**Recognition & Professional Development**

**Formal Recognition:**

* **Barclays Digital Credential Skills Badge** - earned in recognition of her technical expertise and commitment to excellence
* **Hackathon Success** - proof of concept evolved into full application awaiting production approval, demonstrating practical innovation impact

**Leadership Impact:**

* Demonstrated strong mentorship capabilities through structured onboarding programs
* Fostered collaborative innovation environment that enhanced team productivity and knowledge sharing
* Established herself as go-to technical leader for complex integration challenges

**AVP-Level Performance Evidence**

Mengqing consistently operates at AVP level through:

* **Strategic Technical Leadership:** Leading complex, multi-component initiatives across GenAI and Data Analytics platforms
* **Innovation Management:** Successfully translating innovative concepts into production-ready enterprise solutions
* **Cross-Functional Collaboration:** Effectively partnering with DevOps, security teams, and business stakeholders
* **Quality & Security Focus:** Implementing enterprise-grade security, quality metrics, and governance standards
* **Team Development:** Mentoring and developing team capabilities while fostering inclusive collaboration
* **Business Value Creation:** Delivering solutions that directly enable critical business functions across multiple user groups

**Technical Expertise Breadth**

Mengqing's technical expertise spans:

* **Full-Stack Development:** Python, API development, database integration
* **Cloud Platforms:** AWS (S3, DynamoDB, EKS), containerization with Docker
* **GenAI Technologies:** RAG implementation, LLM integration, embedding models
* **Data Analytics:** Streamlit applications, data comparison modules, metadata systems
* **DevOps & Security:** CI/CD pipelines, PII redaction, role-based access controls
* **Architecture:** System design, component integration, performance optimization

**Recommendation**

Based on Mengqing's exceptional technical contributions, innovative leadership, and consistent demonstration of AVP-level capabilities throughout 2025, I strongly recommend her promotion to AVP. Her ability to deliver complex technical solutions while developing team capabilities and driving innovation makes her ready for increased leadership responsibilities.

Mengqing has proven herself through sustained technical excellence, strategic thinking, and leadership development. Her user-centric approach, combined with her commitment to security and quality standards, positions her perfectly for AVP-level impact. This promotion would recognize her outstanding contributions and enable her to drive even greater value for our strategic initiatives.

Her promotion to AVP is both well-deserved and strategically beneficial for our organization's continued success in data analytics and GenAI initiatives.

**Nomination for Suresh Narasimhaiah for H2 2025 from AVP → VP**

I am pleased to strongly recommend Suresh for promotion to VP. Throughout 2025, Suresh has demonstrated exceptional technical leadership, innovative automation solutions, and outstanding team development capabilities. His end-to-end implementation expertise, combined with his strategic approach to process automation and infrastructure modernization, clearly positions him as ready for VP-level responsibilities. His consistent delivery of complex technical solutions while mentoring team members and driving organizational efficiency makes him an invaluable leader worthy of this promotion.

**Performance Excellence & Strategic Leadership**

Suresh has established himself as a transformational technical leader who consistently delivers high-impact solutions across multiple strategic initiatives. His expertise spans full-stack development, DevOps implementation, automation design, and team leadership. He has successfully driven end-to-end implementations while establishing robust development practices that serve as organizational standards.

His strategic mindset, combined with his hands-on technical expertise and commitment to colleague experience improvement, has resulted in measurable business value and enhanced operational efficiency across multiple programs.

**2025 Key Achievements & Barclays Values Demonstration**

**Empower**

**Automation & Process Transformation:**

* Led end-to-end implementation of Pnst Automation/Robotics by driving requirements, design, development, and implementation phases, suggesting innovative approaches to DIR stakeholders
* Successfully integrated automation capabilities with OCP, dramatically improving colleague experience by eliminating manual process touchpoints during Data Load and Data Quality execution
* **Delivered quantifiable impact:** Automation initiative expected to save approximately 6 FTE work hours as confirmed by OBI team, directly empowering teams with increased efficiency

**Team Development & Mentorship:**

* Actively involved in interviews and hiring processes, strengthening team capabilities through strategic talent acquisition
* Provided comprehensive coaching to team members and new joiners, covering day-to-day tasks, machine setup, and application overviews
* Empowered team members with knowledge sharing and structured onboarding, ensuring rapid productivity and skill development

**User Experience Enhancement:**

* Worked on automation of request provision by consuming Kafka messages and simplifying access request forms, significantly reducing manual effort and work hours for end users

**Drive**

**Infrastructure & Development Excellence:**

* Pioneered GitLab setup for OCP application utilizing Windows runners, establishing proper guidelines where none existed previously
* Collaborated with GFED team to tweak, test, and productionize runners based on specific requirements, driving organizational DevOps capabilities forward
* Established separate repository and pipeline for database with Liquibase configuration for direct cherry-pick and deployment from GitLab - a unique implementation within the organization

**Technical Modernization Leadership:**

* Drove Angular migration initiative, modernizing application architecture and improving maintainability
* Led .NET version upgrade for entitlement project, ensuring platform currency and security
* Implemented CMOD version upgrade, maintaining system reliability and performance
* Successfully migrated database infrastructure from BVP to RAC, ensuring operational continuity

**Challenge**

**Innovation & Problem-Solving:**

* Challenged conventional approaches by avoiding maven build dependency, directly building applications and deploying JS files for improved efficiency
* Developed sophisticated performance improvements using multithreading and source data reduction in user-uploaded templates
* Created numerous complex validations including scenario-specific validation and hierarchical tree handling in copy and lock screens
* Implemented comprehensive EiE statistics coverage, addressing complex reporting requirements

**Technical Architecture Leadership:**

* Established robust source control practices including prerequisites, post-implementation testing plans, deployment instructions, merging strategies, and branching models
* Enabled peer review processes and managed JIRA boards for entire team, ensuring quality and collaboration standards

**Excellence in Engineering**

**Multi-Program Delivery Excellence:**

* Successfully delivered complex initiatives across multiple programs including EBA, CaLM, OCP User screen, BCST, US IHC, and automation workstreams
* Maintained high-quality standards while managing OCP as a common codebase, ensuring consistency and reliability across all implementations
* Demonstrated exceptional project management skills by coordinating requirements, design, development, and implementation phases simultaneously

**Performance & User Experience Focus:**

* Implemented significant performance improvements that enhanced user experience across applications
* Developed comprehensive validation frameworks that improved data quality and user workflow efficiency
* Established testing and deployment practices that ensure reliable delivery and minimize production issues

**Organizational Impact & Leadership**

**Process Innovation:**

* Automation initiatives have transformed manual processes, creating sustainable efficiency gains
* Database pipeline implementation represents organizational first, establishing new standards for database deployment
* GitLab implementation provides foundation for improved development practices across teams

**Team Leadership:**

* Successfully managed hiring and onboarding processes, building team capability and capacity
* Established mentoring practices that accelerate new joiner productivity
* Created collaborative environment through peer review processes and structured project management

**Technical Excellence:**

* Delivered multiple complex technical upgrades and migrations without business disruption
* Established robust development practices that serve as organizational standards
* Maintained high performance and quality standards across diverse technology stacks

**VP-Level Performance Evidence**

Suresh consistently operates at VP level through:

* **Strategic Initiative Leadership:** End-to-end ownership of complex automation and infrastructure implementations
* **Organizational Impact:** Delivering measurable efficiency gains (6 FTE hours saved) and process improvements
* **Team Development:** Leading hiring, mentoring, and capability building across the organization
* **Technical Innovation:** Establishing organizational firsts in database pipeline implementation and GitLab setup
* **Cross-Program Delivery:** Successfully managing multiple concurrent deliverables across EBA, CaLM, OCP, and other programs
* **Process Excellence:** Implementing robust development practices, testing frameworks, and quality standards

**Citizenship & Values Demonstration**

Suresh demonstrates strong organizational citizenship through:

* Volunteering for blood donation drives, showing commitment to community service
* Participating in Digital Eagles program, contributing to organizational learning and development initiatives
* These activities reflect his commitment to Barclays values beyond his immediate technical responsibilities

**Recommendation**

Based on Suresh's exceptional technical leadership, innovative automation solutions, and consistent demonstration of VP-level capabilities throughout 2025, I strongly recommend his promotion to VP. His ability to drive end-to-end implementations while building team capabilities and establishing organizational standards makes him ready for increased leadership responsibilities.

Suresh has proven himself through sustained technical excellence, strategic thinking, measurable business impact, and team development. His automation innovations have delivered quantifiable value (6 FTE hours saved), while his infrastructure improvements have established new organizational capabilities. His mentorship and hiring involvement demonstrate readiness for broader leadership responsibilities.

This promotion would recognize his outstanding contributions and position him to drive even greater strategic impact for our organization. Suresh's promotion to VP is both well-deserved and strategically beneficial for our continued technical evolution and team development success.

I wanted to share my observations on Pranav's performance this year, and honestly, he's been one of our standout contributors who consistently demonstrates our Barclays Values while delivering exceptional technical results.

**Performance Excellence & Strategic Impact**

What really stands out about Pranav is how he approaches complex problems with both innovation and reliability. Rather than just implementing the latest AI techniques, he builds robust, production-ready systems that our business partners can actually depend on. His technical depth combined with his collaborative approach makes him someone I'd definitely want on our most complex, high-stakes projects.

**Barclays Values & Mindset Demonstration**

**Empower**

**Platform Development & User Enablement:** Pranav architected a universal document generation assistant that truly empowers our business teams. The fact that he reduced time-to-market for new use cases to around 8 hours through a standardized onboarding process has been transformational. We've successfully onboarded BOE, EU-reg, CCAR, and RAR use cases, and each implementation has gone smoother because of the self-service capabilities he built in.

His FastAPI implementation with multi-port configuration and BAM authentication doesn't just work - it empowers teams across different environments to access AI capabilities securely and efficiently. The real-time data processing capability he enabled has opened up use cases that weren't feasible before.

**Knowledge Sharing & Team Development:** Pranav has been proactive about empowering the broader team through his technical leadership. He provides AWS troubleshooting support and delivers architecture presentations at brownbag sessions. This knowledge sharing approach has elevated everyone's capabilities, not just his own projects.

**Drive**

**Business-Focused Delivery:** His collaboration with the CCAR business team during UAT demonstrates how he drives results through stakeholder engagement. When he worked with the MRM IVU team on model documentation and MCO for model registration, he effectively bridged technical and compliance requirements to drive successful outcomes.

Pranav deep-dived into CCAR file structures and document derivation processes, showing his commitment to understanding business context rather than just building technology in isolation. This business-first mindset drives real value creation.

**Automation & Efficiency:** The automated data ingestion pipelines he built using Lambda functions have been running reliably, driving operational efficiency across multiple use cases. His implementation of automatic metadata creation and knowledge base synchronization ensures our AI applications have real-time data availability without manual intervention.

**Challenge**

**Innovation & Technical Excellence:** Instead of accepting standard approaches, Pranav challenged conventional methods by building a comprehensive RAG evaluation framework with multiple methodologies. He implemented LLM as Judge, RAGAS framework, and ML-based similarity measures rather than settling for a single evaluation approach. This comprehensive strategy gives us much better confidence in our model outputs.

His first-place win in the GenAI Hackathon in Azure Pune Region with Team SimplifAI shows how he embraces challenges and turns them into competitive advantages for our organization.

**Continuous Learning:** Pranav completed Azure Foundation credentials and continuously updates his skills in cloud AI services, challenging himself to stay ahead of rapidly evolving technology landscapes. His proactive professional development demonstrates the growth mindset we value.

**Excellence in Engineering**

**Quality Standards & Best Practices:** What sets Pranav apart is his unwavering commitment to engineering excellence. Maintaining 90% test coverage across GenAI components while moving fast on new features requires discipline and technical skill. His CI/CD practices have also helped the broader team adopt better development workflows.

**Performance Optimization:** His work on the Document Generation Assistant showcases true engineering excellence. Rather than building something that just works, he methodically optimized model performance through fine-tuning parameters like chunk sizes, temperature, and topP settings. This iterative testing approach resulted in production-ready accuracy that enterprise clients trust.

**Scalable Architecture:** The DynamoDB architecture he designed for chat response storage with comprehensive logging demonstrates his understanding of enterprise-scale requirements. His implementation tracks context, answers, and user-ID for performance monitoring and analytics, showing forward-thinking design principles.

**Recognition & Quantifiable Impact**

Pranav's achievements speak for themselves: 4 major use cases successfully onboarded, 8-hour implementation cycles, 90% test coverage maintained, and end-to-end automation that actually works in production. His first-place hackathon win brought valuable recognition to our group and demonstrated innovative thinking under pressure.

**Overall Assessment & Recommendation**

What I appreciate most about working with Pranav is that he embodies our Values while delivering measurable business impact. He balances innovation with reliability, empowers teams through knowledge sharing, drives business-focused solutions, challenges conventional approaches, and maintains excellence in engineering practices.

The quantifiable results demonstrate his effectiveness, but beyond the numbers, Pranav brings a thoughtful, methodical approach that elevates the quality of everything he touches. His ability to understand business requirements deeply while implementing cutting-edge technical solutions makes him invaluable for our strategic initiatives.

I'd strongly recommend considering him for more senior technical responsibilities, particularly in areas where we need someone who can architect scalable solutions while maintaining the highest quality standards and fostering team development.