**Prepared by Vitali Kviatkouski**

Final Task 1

Select one of your team members to perform this task. If you do not have a team at this moment, do this task yourself.

You can refer to the practical tasks, offered in the modules “Performance Management” and “Employee Education and Development”. You can use these materials when preparing your final task.

# 1) performance evaluation form

**Create a performance evaluation form for one of the positions in your team.**

Name of the position: \_\_\_\_\_\_\_Software Engineer (D2)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| Zone of responsibility/ goal or task in it | Criterion/indicator | Method of evaluation | Unit of measurement | Plan/Target | Weight | Limit |
| Development / Efficient code design | Number of comments during code review | Statistics (Crucible/Code review tool), Surveys | Avg severe design flaws comments count per task | 4 | 15% | 6 |
| Development / Code Quality | Number of reopened issues | Statistics (jira) | Jira issue count | 0 | 40% | 2 |
| Development / Code Quality | Automated test coverage | Automated report | Line/branch coverage % | 75% | 15% | 65% |
| Self-Efficiency / Self-management, Responsibility | Number of tasks with failed deadlines | Agile tool (V1) Statistics | Task count | 2 (deadline violation within 1-2 days) | 30% | 3 (deadline violation within 2 days) |

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| Competency required | Description of the competency, manifestation |
| Responsibility / Ownership | Takes responsibility over the declared scope of work, delivers it in time (within deadlines) and with established quality level. Becomes responsible for ambiguous work part clarification, risk management on task level. |
| Java Software Design | Efficiently designs tasks in Java language, according to project code standards. Makes extensive use of core and 3rd party libraries and existing project code reuse. Practice TDD or ensures all critical paths are covered with automated testing |
| Decision Making | Analyze story from implementation standpoint and underline potential risks / exceptional behavior. For each risk uncovered develops action plan or several. In case of several action plans, provides pros/cons of each, underlining the preferred one from his standpoint with description of choice |
| Architecture Knowledge | Knows basic enterprise architecture building approached. Applies SOLID, GoF and Enterprise patterns in everyday development. Writes technical documentation, actively uses UML diagrams for documenting. Designs algorithms and architectural approaches for the stories implementation with little control from team lead side. |

# 2) DEveloping a PDP

Assuming the PDP kick off happened on 1 Jul

PDP: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| 1.Competency | Java 8 Features Development | |
| Development Objective / Expected Result | Gained Java 8 knowledge to be up-to-date with modern technologies and applied it on practice in project for following features:   * Lambdas * Default methods * Streams * java.util.Optional | |
| activities  (actions for the development of the workplace, special projects, training courses, workshops, seminars, self-study) | **resources**  (help from a mentor, learning from others' experiences, feedback, other) | **deadlines**  (When do you plan to complete the action?) |
| Self-Education on the topic: reading books | Book “Java 8 in Action”, corporate library | 25 Jul 2016 |
| Working project development   * apply each feature at least 3 times, provide links to commits | Working project with Java 8 support, consulting on possible refactorings | 10 Aug 2016 |
| Build a short refcard (1 page A4) for each topic for use in everyday work | Java 8 in Action, Oracle java documentation | 29 Jul 2016 |
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| 2. Competency | Core Java: IO subsystem | |
| Development Objective / Expected Result | Has advanced knowledge of IO java subsystem, including   * advanced level of Java IO * intermediate level of Java NIO.2 * intermediate level of Java NIO   Applies gained knowledge on practice in working project | |
| activities  (actions for the development of the workplace, special projects, training courses, workshops, seminars, self-study) | **resources**  (help from a mentor, learning from others' experiences, feedback, other) | **deadlines**  (When do you plan to complete the action?) |
| Self-Education on topic: reading books | Book “Java I\_O, NIO and NIO.2 (APress, 2015)”, corporate library | 10 Sep 2016 |
| Refactor core project loading procedure (from IO to NIO with buffering) | Team Lead approval and help (coordination, code review, expert knowledge hints) | 20 Oct 2016 |
| Refactor core WMS loading procedure: present result to team | Team Lead meeting schedule and organization for a team | 20 Oct 2016 |
| Prepare presentation for a team on core principles | RM and team lead coordination and consulting. Team lead: meeting schedule and organization for a team | 20 Sep 2016 |
| 3. Competency | Spring Core | |
| Development Objective / Expected Result | Has intermediate knowledge of spring 4.2.x core framework knowledge for following subtopics/framework features:  - IoC,  - Spring AOP,  - Conversion subsystem  Applies gained knowledge in everyday work, analyzes project for places to leverage standard spring support | |
| activities  (actions for the development of the workplace, special projects, training courses, workshops, seminars, self-study) | **resources**  (help from a mentor, learning from others' experiences, feedback, other) | **deadlines**  (When do you plan to complete the action?) |
| Pass EPAM MOOC course | University.epam.com, course “0004 Spring” | 10 Oct 2016 |
| Self-education on topic: reading documentation | Official Spring 4.2 documentation (Part I only) | 10 Nov 2016 |
| Prepare presentation for a team “Whats new in Spring 4.x” | 1) Official Spring 4.2 documentation (Part I only).  2) Team lead: meeting schedule and organization for a team  3) RM or RM’s team expert consulting | 10 Nov 2016 |
| 4. Competency | Software Architecture | |
| Development Objective / Expected Result | Has intermediate understanding of main software architecture principles. Identifies common patterns (GoF, Enterprise and Enterprise Integration patterns) used on project. Designs functionality according to architecture streamlined on project | |
| activities  (actions for the development of the workplace, special projects, training courses, workshops, seminars, self-study) | **resources**  (help from a mentor, learning from others' experiences, feedback, other) | **deadlines**  (When do you plan to complete the action?) |
| Self-education on topic: reading books | Fawler – Patterns of Enterprise Applications | 1 Dec 2016 |
| Identify Enterprise patterns on project   * identify major patterns used on project (not less than 5 patterns) | Key Developer/Team consulting and results review | 12 Dec 2016 |
| Enhance project documentation: Build diagrams explaining application of particular pattern   * 3 diagrams on 3 different areas | Team Lead: access to documentation tool.  Team Lead/Key Developer: documentation review and coordinating documentation work | 1 Jan 2017 |
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## Evaluation criteria

The PDP should reflect:

1. The employee’s goals for six months.

2. The competencies required to achieve these goals.

3. Evaluation criteria for the targeted competency development.

4. Actions for the competencies development.

5. Deadlines for each event.