Jesse Xia (20888375)

2022 - Fall - MECTR - Mechatronics Engineering, Honours, Co-operative Program / W-3 Work

Network Automation Development Student - 4 Month Fall Term - BlackBerry (Head Office)

EMPLOYER EVALUATION DETAILS

Guidelines for Completion

STUDENT GUIDELINES FOR COMPLETION

Provide your comments in the 'STUDENT COMMENTS' field.

Rating Details

EXPAND AND TRANSFER EXPERTISE

learn job duties and work processes

4 Strong Performance

locate, evaluate, and use information effectively

3 Good Performance

draw reasoned conclusions from multiple sources of information

3 Good Performance

learn and employ technical skills necessary for the role

4 Strong Performance

apply skills and prior knowledge from academic program and/or previous work experience

4 Strong Performance

DESIGN AND DELIVER SOLUTIONS

deliver quality work

4 Strong Performance

meet deadlines and cope with workplace pressures

3 Good Performance

analyze problems and evaluate alternative solutions

3 Good Performance

engage in work with curiosity; ask questions to understand more than the work assigned

3 Good Performance

identify opportunities for improvement within the team and/or organization

3 Good Performance

DEVELOP SELF

adapt to changing priorities and circumstances

4 Strong Performance

recognize limits of knowledge, skills and abilities

4 Strong Performance

respond well to direction and incorporate feedback on performance

4 Strong Performance

seek new tasks and responsibilities

3 Good Performance

seek opportunities to learn

3 Good Performance

BUILD RELATIONSHIPS

write clearly and effectively

4 Strong Performance

orally convey ideas and information clearly and effectively

4 Strong Performance

collaborate well with others; both co-workers and supervisor/senior leaders

4 Strong Performance

demonstrate ethical conduct in the workplace

4 Strong Performance

show understanding and sensitivity to the needs and differences of others in the workplace (eg. ethnicity, religion, language, etc.)

4 Strong Performance

TOP 3 AREAS OF STRENGTH

Self-management
Self-assessment
Critical thinking

Please provide any additional comments on your student's top 3 areas of strength.

See the supervisor comments below where I talk more about Jesse's strengths and overall performance.

TOP 3 AREAS FOR DEVELOPMENT

Discipline and context specific skills
Innovation mindset
Implementation

Please provide any additional comments on your student's top 3 areas for development.

See the supervisor recommendations below where I talk more about how Jesse can improve moving forward.

Thinking about your student's role during their work term, please select the main SDGs that you believe the student impacted:

OVERALL PERFORMANCE RATING

OUTSTANDING

for OUTSTANDING Rating only - Provide Comments

Jesse has been one of the strongest students that I've had the pleasure of working with. The quality of his work matches or exceeds the level of a full time employee. He has been a valued asset to the team and will be missed once he leaves at the end of his term.

SUPERVISOR'S COMMENTS

Jesse is a solid software developer and has been a valuable contributor to the network automation team. He ramped up in a short period of time and was quickly contributing to the team's tasks. He tackles projects in a logical and methodical way, asking questions when unclear on requirements, and working independently. He takes feedback provided in conversation and through code reviews and integrates that into his work.

He is inquisitive and asks smart questions about the tasks he is assigned and the reasoning for the decisions behind them. He is able to identify gaps in his knowledge and fill those gaps. With his skill set, Jesse has a bright future ahead of him. It has been a pleasure having him as part of the team.

SUPERVISOR'S RECOMMENDATIONS

Jesse is solid developer who is able to learn the skills needed to complete the task at hand. I would encourage Jesse to learn more about Linux and Unix-like operating systems, web APIs and the technology behind them. With the ubiquity of web technologies in today's world, this would be an asset to Jesse. Also, specific to this role, a greater understanding of networking equipment would be an asset. I also thought that Jesse could

equipment would be an asset. I also thought that Jesse could have been more curious and inquisitive about the work that we are doing and how it fits into the bigger picture. Such an understanding would help Jesse contribute more to the higher level direction taken within the team.

Did you review the completed evaluation form with the student Yes

STUDENT COMMENTS

Future Employment Potential

Do you wish to have the student return for the next work term Yes

If you wish to have the student return for the next work term, have you offered to re-employ the student To be Determined

Submission Information

Supervisor's Name Jeff Muhlbock

Supervisor's Title Senior Network Automation Developer

Management/Human Resources Name

Management/Human Resources Title