<div align="center">**Deeson Job Scorecard**

Developer</div>

Mission

To implement technical solutions to meet the needs of specific client requirements. To work to our standards and deadlines to produce work that meets or exceeds the expectations of the client and your team. To value technical excellence and collaboration and approach work by the principles of the Agile manifesto. To seek assistance as required and ensure you continue to develop your skills and actively seek out new experiences and opportunities to learn.

Values

Generosity - Ambition - Curiosity

Competencies

- **Self-organising -** you take responsibility for your own schedule and workload. You know what's expected of you each week and can confidently discuss competing priorities on your time.

- **Teamwork** - you achieve your goals working with your colleagues and clients - you avoid being the hero and you're never a team of one. You understand the reasons for our baseline standards and you stick to them.

- **Integrity -** you set clear commitments and expectations and you do what it takes to meet those commitments.

- **Sensitivity to others -** you are polite and considerate to client and colleagues and understand that we're all working toward the same goal.

- **Strong opinions, lightly held -** you speak up, but you'll listen to critique with open ears.

Impact Outcomes

1. **You define the implementation details of customer requirements and size them appropriately**

    a. You ensure you fully understand the context of the projects you work on. For example by participating and collaborating in backlog refinement sessions for your active timebox based projects, asking enough questions and ensuring

work passed to you is sufficiently detailed.

    b. You define the technical details of customer requirements in sufficient details and document your approach and assumptions on tickets before beginning work

    c. You define and agree all work on support projects before implementation using the small quote template (or otherwise)

    d. You provide accurate estimates for work to be delivered and set realistic expectations of what functionality can be delivered by when

    e. You manage client expectations so they understand what they will see and when, and the feedback you need so the client is satisfied with what will be produced

2. **You deliver high quality software solutions on time and to budget**

    a. You deliver the work you have committed to for the agreed deadline so that the rest of the project is not affected

    b. You deliver work to meet or exceed client expectations of quality

    c. You deliver work that meets your teams and the chapter's expectations of quality

    d. You plan your own time appropriately to ensure you are tackling all aspects of a software delivery project in a controlled way. For example code reviews and team collaboration is done promptly.

3. **You are a committed to continuing professional development**

    a. You plan your own development and keep your PDP board up to date and ensure you are presenting progress across it with your manager.

    b. You regularly attend meetups and discuss your findings with the team.

    c. You read about latest industry best practice and developments online and share links and your thoughts around what you discover with the team.

    d. You attend the weekly brownbags and contribute your opinions and ideas to the discussion.

e. You willingly engage with assisting other members of the team when you find they need your assistance.

4. **You log 31 hours of valuable, billable work to client projects each week**

   a. You look forward in Forecast to ensure your planned work is correct and allows you to meet this goal.

   b. You alert your Chapter Lead in advance if you are unable to meet this target.

   c. You prioritise client work up to this target before engaging in other discretionary activities.

   d. You log all work done accurately in Harvest with an appropriate comment

5. **Your project teams achieve an aggregate client satisfaction score of 80+ across active projects.**

   a. You manage client expectations so we avoid any unexpected client issues.

   b. You build rapport with clients and make efforts to build strong working relationships.

   c. You challenge the client's preconceptions and assumptions so that we are adding value through our work.

   d. You hold yourself and your teams accountable to a high quality level.

   e. You deliver to agreed deadlines and budgets.