

Daniel Ginovker (0954042)

2020 - Summer - Computer Science / W-3 Work

Software Engineer (0391619) - Manulife Financial Corporation (Corporate Head Office)

EMPLOYER EVALUATION DETAILS

Confirmation of Evaluation Provider

Name (full name, ie. John Smith)	Nicholas Blurton-Jones
Title	Senior Technical Program Manager
Organization	CDT - CET - Eng Transformation
Contact Information (phone or email)	nick_blurton-jones@manulife.ca

Next Work Term

Have you offered to re-employ the student for their next scheduled work term?	Not Applicable
If yes, was your offer accepted or declined?	
If the student has accepted, please confirm the work term dates (ie. May 6/19 - Aug 30/19)	

Work Performance Evaluation Questions

1. Quality of work: accuracy, attention to detail, thoroughness, timeliness, neatness, etc.	Daniel produces excellent code and products to which he pays a lot of attention and manages the details of the requirements well.
Question 1 Rating	Outstanding
2. Productivity: quantity of work in relation to expectations	Daniel is a hard worker who has produced several big things this past term for our entire division. He has done more than asked or expected and we have been very happy with all he's done.
Question 2 Rating	Outstanding
3. Organization and Planning Skills	Daniel does a pretty good job with this and is great at planning an event or piece of software. However when a lot is going on, he can sometimes get a little scattered between everything and all the work stuff on his mind at once. I'd recommend an organizational system that works for him, whether a physical notepad or a software solution. Really helps avoid forgetting things or losing track.
Question 3 Rating	Very Good
4. Decision Making and Judgement Skills	Daniel usually makes solid decisions and judgements, but sometimes jumps too far ahead due to excitement and enthusiasm. Taking a little extra time to scan for potential issues that might come up later will help avoid surprises. Not that this happens often though, and the excitement and enthusiasm are fantastic.
Question 4 Rating	Very Good
5. Oral and Written Communication Skills	Daniel is a great communicator, we always know what's going on, if he needs anything, he talks to everyone and brings both

Question 5 Rating

6. Ability to Work with Others

our team and larger groups like his cohorts together.

Outstanding

Daniel works great with everyone, I haven't seen any instances of friction or struggle in that regard. People speak really positively about Daniel, particularly his talent, energy, friendliness, and enthusiasm.

Outstanding

Question 6 Rating

7. Ability to Learn

Daniel learns really quickly and ramped up from near zero to 100 on several things this term, such as creating Slackbots. He tackles new things to learn with enthusiasm and picks them up in short time.

Outstanding

Question 7 Rating

8. Demonstrated Initiative

Daniel has lots of initiative, this is a big part of his time and energy at work. He pitches ideas, thinks of new things, rallies people to work on things, and is always ready to take initiative on almost any front. Sometimes business realities can interfere with doing all the initiatives and that can be frustrating, but Daniel always understands once these things are gone over with one of us in management (eg budgets, etc).

Outstanding

Question 8 Rating

9. Reliability and Dependability

Daniel is very reliable and dependable, both in attendance and work ethic. He always communicates any needed absences in good time and makes sure to keep us informed.

Outstanding

Question 9 Rating

10. Student's progress toward attaining their work semester learning goals (created early in the work term by the student as per Co-operative Education requirements).

I believe Daniel has really met and exceeded his goals for this semester.

Outstanding

Question 10 Rating

11. Please make suggestions for the student's personal and professional development. Consider academic preparedness, career suitability, etc.

Business realities like budgets, high level decisions and priorities, etc can be a tough to handle, but this is something Daniel is adjusting to as he spends more time in the business world. I think Daniel will make an excellent developer and we would love to have him join us in that role after he has completed his remaining academic terms.

Outstanding

12. Please give your overall assessment of the student's job performance. Note: Please do not select "In Process".

Student Evaluation Comments: