

Half-Yearly Performance Review - Platform Team - H2/25

General instructions

1. *Feel free to fill this form in either English or Hebrew*
אפשר למלא את הטופס בעברית או באנגלית
2. *Sections for you to fill in are **marked in orange**. Sections that should be left blank for your manager to fill are **marked in purple**.*

Previous half-year review

Personal objectives - **Employee should fill in**

Fill in the objectives set for you in your previous performance review, and to what degree you achieved them. Leave the manager comments column empty.

Objective	Objective Completion	Manager Comments
<p>הקמה עצמאית של תשתית תומכת פיצ'ר - AWS</p>	<p>I fully achieved my goal of mastering independent cloud infrastructure. Over the past six months, I have significantly professionalized my skills by architecting solutions across a wide range of AWS services, including EC2, ECS, Lambda, and Bedrock. This hands-on experience has</p>	<p>You came to the team with great experience in aws infra and were single-handedly responsible for infra-heavy features like ai-presence and signals. Moving forward I would like to see you dive deeper into services deployment and maintenance, as well as contributing to our ongoing</p>

	<p>allowed me to move from basic usage to full autonomy in our cloud environment. I look forward to leveraging this expertise to tackle even more complex architectural challenges in the coming half-year.</p>	<p>work with scale, stability and monitoring</p>
<p>חזרה למוצר שהיה אחד הראשונים שלך - WRAPPER וניצול של הידע שצברת מאז לריפקטור ושיפור שלו. זה לא יצא לפועל "נמיר" את זה בפיצרים מרכזיים במנוע או באייגנט</p>	<p>While the "Wrapper" project was deprioritized, I successfully met the core intent of the objective by mastering Object-Oriented Programming (OOP) and advanced coding best practices. I dedicated significant effort this half-year to refining my code quality, ensuring my contributions are now more scalable, readable, and maintainable. By applying these professional standards to other high-priority features, I have demonstrated a clear "level-up" in my technical execution. I am confident that the growth in my coding maturity has delivered more value to the team than the originally planned refactor would have.</p>	
<p>התמקצעות בשרת ההאב - לפחות 2 פיצרים משמעותיים</p>	<p>While the initial goal was to deliver two features, I have far exceeded this by becoming a key contributor to the Hub's development. Beyond delivering multiple high-impact features, I have taken an active role in transferring knowledge to ensure the team maintains a high technical standard. I now dictate the code</p>	<p>From the work I see, you have an excellent understanding and practices as far as the Hub server goes. I recognize your efforts for maintaining OOP concepts, generalizing and optimizing code. Going forward I would like to see you work to improve and challenge existing methodologies and code,</p>

	quality and architectural correctness of the product, ensuring it remains robust as it scales. My leadership in the Hub has established a benchmark for excellence that goes well beyond basic feature delivery.	and work with code readability in mind, even when applying extremely-complex logics.
הובלת שינוי ושיפור בצוות בניטור שרתים. זה קצת אמורפי - אבל בגדול אני רוצה שתוביל שימוש נכון יותר	I have made significant strides in transforming server monitoring from an abstract goal into a core development standard. By deeply understanding the importance of system visibility, I now ensure that high-quality logging and monitoring are integrated into every feature I develop.	I agree, and I would like to see you in H2 lead the team and set the standards with coralogix alerts and CloudWatch alarms.

Expertise - Employee should fill in

Fill these in based on your performance in the last six months, with values between 1 (“I need to work on improving this”) and 6 (“I’m very confident in this skill”).

Your *manager will review and comment* as well based on their own impression.

Skill	Rank (1-6)	Self comments	rank	Manager comments
Node JS & Nest	6	Maintaining high quality best practice organized code, readable and correct.		Your expertise here is priceless for the team! I would like you to perfect your work on code flows, prioritize using pure

Skill	Rank (1-6)	Self comments	rank	Manager comments
				functions when reasonable, and writing testable, readable and easy-to-pinpoint code
Angular	5	Have taken proactive steps in refactoring current code to best practices. Although there is always place to learn i do my best to be professional ath this		
SQL - simple and advanced queries	4	I advise a lot with web and llms on querying. I do however full control the language but i think i should adjust better the practice of consulting with the data team.		We have plenty of SQL in our team's scope. One of the most crucial corners in our Display infra is how optimized our queries are. I encourage you to investigate and implement best practices for querying SQL working with an ORM like Prisma, and use Snowflake to investigate events or errors
Java and Scala	1	Not much relevant any major practice		You have taken the very important role of the Hub expert here in the team, which naturally prevents you from engaging much in Java/Scala apps. My aim is that in H2 you will get at least a taste from this world as well.
AWS and infrastructure - monitoring, pipelines, scaling,GIT, etc.	6	I have great control and knowledge with these technology, i perform best practice and guide other team mates.		I think improving on monitoring is a team goal for us for the next six months! Our infra world is almost endless and there are many things to explore and experience with there, and I am glad to have someone on the team who is comfortable there.
Testing - unit testing and	4	I should make a greater effort in testing		I agree - this is also a team-wide goal, and

Skill	Rank (1-6)	Self comments	rank	Manager comments
E2E		and evolving testing in the features i deliver		super important.
Design documents	6	Had great comments on my design documents. Doing my best for them to be as descriptive and yet illustrative of the process.		Agreed! Your designs are great and contribute to the work and synchronization between all parties
Self-exploration and learning	6	Great effort in learning and improving constantly		Definitely! You constantly look for ways to expand your knowledge and learn very quickly
PR	5	Great relations with team mates. Maybe some effort needed with people from other departments.		I would like to see you delivering feedback to other teammates in a way that creates a collaborative environment. It's great to disagree on something as long as it leads to a healthy, two-sided discussion. I would like to see you open up issues or thoughts you might have in your work process, dissecting complex logic or architecture with a teammate goes a long way!
Code quality, readability and compatibility	6	Putting a lot of effort in writing quality code and using best practices, maximizing efficiency yet keeping code readability.		Your efforts are noticed and admired! You have the skill and knowledge needed for setting the bar for code quality on the team. As next level improvements, I'd love to see more optimization on resources, code structure and segregation, and balancing complexity and readability.



Browsi Company Values - Employee should fill in

For every core company value, rate how strongly it reflects you based on examples from your day-to-day work in the past six months. Use values between 1 (this value is not reflected in my work) and 6 (I embody this value in everything I do at work). Leave the manager comments column empty.

For examples of how these values may be expressed, [jump to value summaries](#).

Value	Self-assessment (1-6)	Manager comments
Passion	6 - love what I'm doing	It shows! Your dedication and investment is beyond impressive
Data-driven	6 - Dissension are always done professionally based on data	I'd like you to see get comfortable with coralogix and snowflake queries where relevant
Customer focus	4 - sometime driven more by correctness more then delivering what client needs and expects	Remember that our "clients" also include teams from inside the company. One of the aspects of the job is translating our technical limitations and finding the places we can be flexible for the customer's wishes, which usually lack consideration of technical drawbacks. I think you can easily reach 6 here if you close that gap, and create a "facade" when you interact

		with other teams - meaning you try more to deliver your thoughts by finding a common language, as sometimes customers are not as technical or understand or need to know internal processes.
Transparency	6 - honestly raising any thought and difficulty	I agree, however I think we all could do better with progress updates, honest time and work estimations, and knowing when to "pull the plug" on something.
Teamwork	4 - Although I put alot of thought into improving teamwork I still need to find the right ways to do so.	I look forward to see you co-developing features with other team members and engaging in pair-programming
Willingness to learn and grow	7- As I said love what I'm doing!	Couldn't agree more :)

Summary - Employee should fill in

Here's the place for you to reflect on your work during the previous half-year.

What were your 2-3 major achievements, what obstacles did you face, what helped you get past them and what did you learn in the process, or anything you'd like to discuss related to the last six months.

In the past half-year, I have evolved into a leading developer by delivering high-impact results across our most critical technical domains. I successfully moved beyond task execution to full architectural autonomy in AWS to build scalable, independent infrastructure. I became a central player for the Hub product, where I am now part of setting the standards for code quality and



correctness.

Given my expanded role and the high level of delivery I consistently supply, I believe I have proven myself as a key asset to the company's technical growth. I look forward to discussing how my compensation can be updated to reflect this increased responsibility and my ongoing commitment to the team's success.

Manager to present - overall performance

Your manager will write their comments, and then mark how satisfied with your work based on your performance during the past six months.

Pe'er - you arrived to the team after nearly a year in what was the CORE team, and introduced the world of InsightHub to our team. In your couple of months being in the team you handled several big, complex end-to-end features, and proved your dedication to the code and the product, your attention to detail and your passion for development. I am glad to have you on the team! I think you have made great progress over the past year here in Browsi, and I would like to see you progress even more into the "next level" as a junior developer - building even better code, investing time and thought into implementing code that not just works - but also is clear and integrates seamlessly, communicating issues and inquiries effectively with fellow developers and non-developers, and simplifying big features into small, deliverable and well-scoped code pieces. I truly believe that once you master these skills, you'll unlock a new level of proficiency in code! I would be glad to help you and guide you along the way. I look forward to learning and growing with you, and have full confidence that your contributions to the team and hard work will continue to grow and improve!



*** If the overall rating for an employee is “Below Expectations” or “Unsatisfactory”, their manager will also present a performance improvement plan for them ***

Outstanding - Performance consistently exceeds job requirements

Above Expectations - Performance consistently meets and often exceeds job requirements

Meets Expectations - Performance fully meets job requirements

Below Expectations - Performance meets some, but not all, job requirements

Unsatisfactory - Performance is below job requirements

Next half-year plan

Personal objectives - **Manager presents**

Your manager will fill this in based on the team's OKRs

Objective	Manager Comments
Code quality	Simplifying complex implementations, clean and “pure” functions, readability and easy debugging
Validation and testing	Improving validation techniques before going to production
Time estimations and work volume assessments	Striving to split large work items to bits of deliverable code, recognizing and raising red flags and complications in real-time, improving delivery process of heavy features
Effective problem solving and technical	Features will only grow more complex - working



communication	on describing the problem effectively, discussing issues with intent to solve quickly and cleanly. Explaining and expressing concerns with the “translation” mindset
Contributing to the Display product	Engage in some bugfixes/features in the Display world, try some work in Java for exposure and self-development

Employee comments - **Employee should fill in** (OPTIONAL)

*Here's the place for you to reflect on your goals for the upcoming half-year. **This section is optional.***

Where do you see yourself professionally in the future, and what would help you in the coming months to get there?



I aim to transition into the Platform team to take on a more active role in backend development. I am eager to master new programming languages and further advance my technical leadership within the company.

My goal is to serve as a cross-team resource, sharing the architectural and cloud knowledge I have gained to help elevate our overall engineering standards.



Browsi Company Values

[Back to values section in form](#)

1. Expertise

- a. Apply your knowledge to produce high-quality, reliable work others can count on.
- b. Stay up to date in your field and actively raise the bar for yourself and your team.

2. Passion

- a. Bring energy and dedication to your work, even during routine or challenging tasks.
- b. Show pride in your work and look for ways to continuously improve.

3. Data-driven

- a. Use facts and analysis to guide decisions, not just opinions or instincts.
- b. Track the impact of your work using relevant metrics or KPIs.

4. Customer focus

- a. Understand who your internal or external customers are and what they need to succeed.
- b. Prioritize work that creates real value or solves pain points for customers.

5. Transparency

- a. Share information, updates, and challenges early and openly.
- b. Own your mistakes and learn from them without fear of blame.

6. Teamwork

- a. Contribute to a respectful, collaborative environment where everyone feels supported.
- b. Share knowledge and help teammates when needed.

7. Willingness to learn and grow

- a. Stay curious, seek feedback and be open to receiving it, and treat challenges as opportunities to improve.
- b. Invest in developing new skills, even outside your comfort zone.