

Hossein Molavi (20970329)

2024 - Winter - COMPE - Computer Engineering, Honours, Co-operative Program / W-4 Work

Digital Systems Developer - Miltera Machining Research Corp
(Divisional Office)

EMPLOYER EVALUATION DETAILS

Overall Performance Rating: OUTSTANDING

For OUTSTANDING Rating only - Provide comments:

Hossein is a pleasure to work with. He brings a positive attitude and disposition every day. He has exceptional communication skills and has no trouble understanding problems at a deep level. Hossein was left to manage his time and activities for the majority of the term and there was never any concern with how he handled that. Similarly if he finished up the task(s) at hand it was able to show initiative in either extending the scope or finding other problems to solve. I have no doubt Hossein will continue to find success in his future co-op placements and work opportunities.

Top 3 Areas of Strength

Technological agility, Self-management, Communication

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

Hossein was able to learn a new programming language effectively enough to start relevant work early on in his term. The nature of the company and role meant he spent a lot of time on his own to manage smaller tasks in order to accomplish fairly broad/vague goals given to him. Great communication skills greatly helped him given the complexity of some of the constraints he was given.

Top 3 Areas for Development

Lifelong learning and career development

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

Hossein should continue personal development through the positive and negative experiences he has in his courses and coop work placements. Take these opportunities to try new things, learn new skills and talk to colleagues about their different experiences and opinions. This will all help in directing his career path.

Supervisor's Recommendations

For your professional development my recommendation is keep doing what you're doing. Get a variety of experience and start to hone in on what excites you. My advice for personal growth is similar - get a variety of life experiences. Try things and go places. At some point hopefully the two worlds will collide and you can spend your professional days doing something you enjoy.

4 - Strong performance; exceeded expectations in this area

3 - Good performance; met expectations in this area

2 - Developing performance; somewhat below expectations in this area

1 - Poor performance; significantly below expectations in this area

Not observed - insufficient opportunity to observe the student's performance in this area

EXPAND AND TRANSFER EXPERTISE

learn job duties and work processes

4 Strong Performance

locate, evaluate, and use information effectively

4 Strong Performance

draw reasoned conclusions from multiple sources of information

4 Strong 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

4 Strong Performance

analyze problems and evaluate alternative solutions

4 Strong Performance

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

4 Strong 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

4 Strong Performance

seek opportunities to learn

4 Strong 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

Submission Information

Supervisor's Name

Ben Rader

Supervisor's Title

Engineering Manager