

Miles Wells

Reviewers: 67% Staff, 33% Researchers

Executive Summary

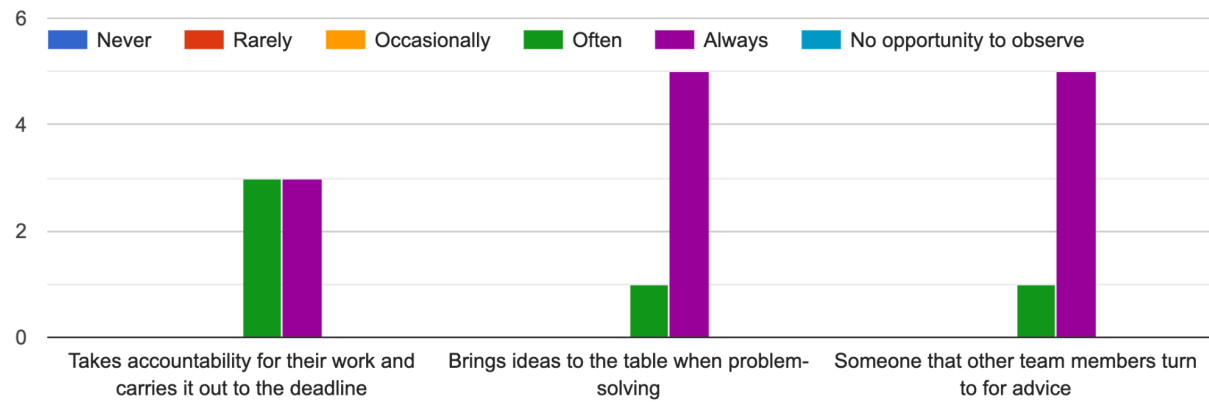
Miles is a key member of the software engineering team and a respected colleague. Miles is always calm, collected and professional. He can take on a huge workload and never look overworked or stressed. He often takes on tasks that no one enjoys, in a happy fashion, and he never complains! Miles demonstrates strong follow through - if he takes on a task, he will complete it without backing down. It's no wonder that reviewers report that they like working with Miles.

Miles is also strong on the technical front. He is extremely knowledgeable about several core areas of IBL data infrastructure. Miles is a great resource for best practices, and always has useful suggestions for the best way to implement things. His work is always high quality, and everything is thoroughly completed and tested - he never backs down from a task that he takes on. Miles showed great technical leadership particularly when implementing the widefield pipeline.

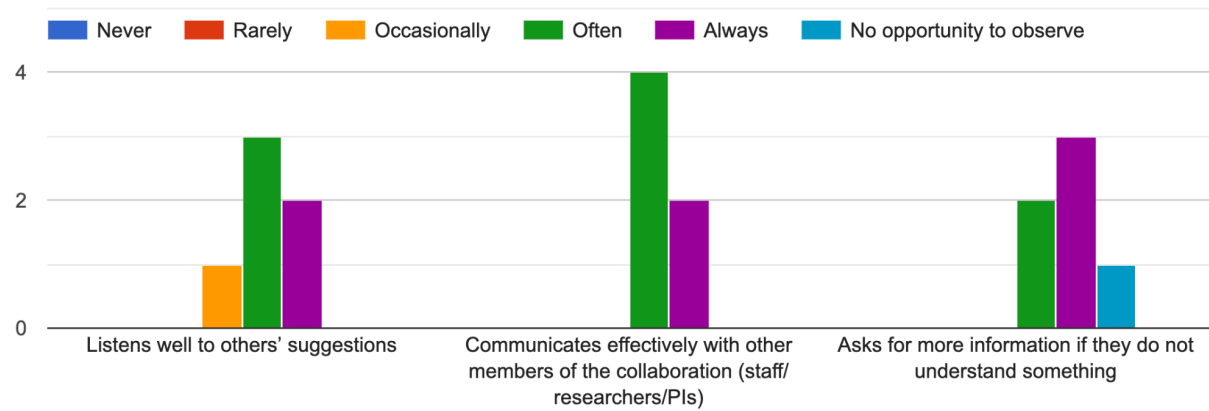
Miles will often enjoy considering all the possible catastrophic scenarios and ways to prevent them all. His thorough and detailed approach to problem solving can be helpful in that it protects against risk, but sometimes it would be useful to consider the balance between a perfectly polished item and completing something functional on a shorter time scale. Miles is generally keen to discuss different solutions and listen to other opinions, but he can sometimes have difficulty being open to suggestions from his colleagues, particularly if he's already decided on a specific approach to solving a problem. Reviewers report that with the move to the sprint system, he is communicating his approaches more clearly to the team, but he could still work on conveying more of the context surrounding the work he is doing or planning. This might also enable him to get more useful input from the team.

Miles seems like he enjoys working independently - he is certainly helpful in giving suggestions to his colleagues, but perhaps doesn't enjoy working on projects led by others. He has great expertise, but what does he hope for in the future?

Leadership Skills



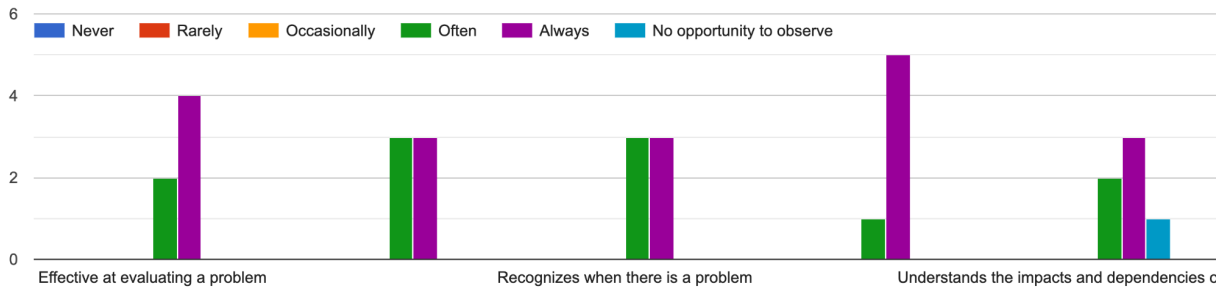
Communication Skills



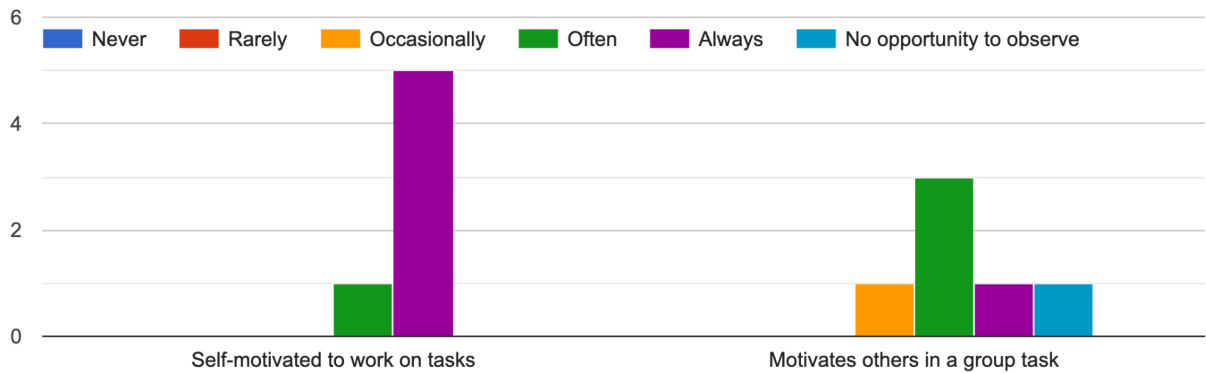
Interpersonal Skills



Problem Solving



Motivation



Efficiency

