

Testimony 2:

Consultant Name/Level	Alexander Devlin (Business Analyst)
Client/Project Name	'Decarbonisation of Tech.' study for Asian ICE Manufacturer
Start Date/End Date	April 2020 – July 2020
Reviewer	██████████ (Manager) & ██████████ (Senior B.A.)

	Commitment: Work Discipline & Team Dynamics	Client Satisfaction: Work Product, Communications & Client Dynamics	Expertise: Consulting Structure, Process & Subject Matter Learning Curve
Describe consultant's performance strengths	<ul style="list-style-type: none"> Highly motivated, with on time delivery under challenging time pressures, including working weekends and evenings when required High quality of work with useful and appropriate ideas / insight and ownership of tasks Always looking to improve and adapts quickly to feedback, with a considered response to feedback which is often beyond the what is strictly necessary 	<ul style="list-style-type: none"> Well structured and written report sections Clear communication in meetings Presented material well to client with appropriate focus on the key points Excellent Excel spreadsheet modelling, which was comprehensive and competent Picked up numerous small tasks and took initiative on these to meet the deadline Implemented feedback in the second phase of the project 	<ul style="list-style-type: none"> Volunteers innovative ways of thinking, clearly shown through work on the CAPEX task where pulled together disparate cost info. into a consistent set Quickly increased knowledge and expertise in Total Cost of Ownership (TCO), and understanding of Life Cycle Assessment (LCA) to complement existing power system knowledge

	Not Applicable	Below Expectations	Meets Some Expectations	Meets Most Expectations	Meets Expectations	Exceeds Some Expectations	Exceeds Most Expectations	Far Exceeds Expectations	Reviewer's Comments
Overall Project Performance Rating									An excellent contribution to a complex project with tight timing. Without Alex's dedication we would not have been able to meet the client's deadline
Self Rating					X				
Reviewer Rating							X		

Testimony 3:

Consultant Name/Level	Alexander Devlin (Business Analyst)
Client/Project Name	'LCA Sensitivity' study for Global Fuel & Lubricant Company
Start Date/End Date	October 2020 – December 2020
Reviewer	██████████ (Senior Consultant)

	Commitment: Work Discipline & Team Dynamics	Client Satisfaction: Work Product, Communications & Client Dynamics	Expertise: Consulting Structure, Process & Subject Matter Learning Curve
Describe consultant's performance strengths	<ul style="list-style-type: none"> Alex was highly motivated to learn about Life Cycle Assessment (LCA), ██████████ Excel LCA tool and Power BI Alex continues to display innovative within the project team with new ideas for how to challenge the client Alex worked well with ██████████ in ██████████, ensuring timely input and support 	<ul style="list-style-type: none"> Client Voice of Customer (VoC) feedback gave "10 out of 10" for quality of work Alex successfully summarised the key LCA methodologies on a couple of slides – these have already been re-used by ██████████ Alex continues to clearly articulates information and answers in team and client meetings 	<ul style="list-style-type: none"> Alex learnt about LCA, ██████████ Excel LCA tool and Power BI for the first time (new & novel) – this learning will be useful for future Technology Strategy (TS) projects The team trusted Alex's analysis from using the ██████████ tool

	Not Applicable	Below Expectations	Meets Some Expectations	Meets Most Expectations	Meets Expectations	Exceeds Some Expectations	Exceeds Most Expectations	Far Exceeds Expectations	Reviewer's Comments
Overall Project Performance Rating									A great opportunity for Alex to learn about LCA, Power BI and ██████████ tool – let's re-use this knowledge in future projects
Self Rating					X				
Reviewer Rating						X			

Testimony 4:

Consultant Name/Level	Alexander Devlin (Senior Business Analyst)
Client/Project Name	'Future Fuels' study for Global Fuels & Lubricants Company 2
Start Date/End Date	November 2020 – March 2021
Reviewer	██████████ (Manager)

	Commitment: Work Discipline & Team Dynamics	Client Satisfaction: Work Product, Communications & Client Dynamics	Expertise: Consulting Structure, Process & Subject Matter Learning Curve
Describe consultant's performance strengths	<ul style="list-style-type: none"> Excellent drive and commitment Worked with limited project leader contact for parts of the project, being a trusted deliverer of quality and appropriate content Good collaborative working with the team 	<ul style="list-style-type: none"> Excellent presentations to client on multiple occasions combining the right about of detail and keeping to time, well prepared pulling out the important points, including answering some client questions Superb slides 	<ul style="list-style-type: none"> Very quickly got up to speed on the ██████████ market with the client clearly placing Alex's commentary (both written and verbal) on the subject in very high regard Excellent development of Total Cost of Ownership (TCO) and Life Cycle Assessment (LCA) models

	Not Applicable	Below Expectations	Meets Some Expectations	Meets Most Expectations	Meets Expectations	Exceeds Some Expectations	Exceeds Most Expectations	Far Exceeds Expectations	Reviewer's Comments
Overall Project Performance Rating									
Self Rating					X				Alex showcased his talent, dedication and drive throughout this project, delivering high quality material and gaining respect from ██████████.
Reviewer Rating								X	

Testimony 5:

Consultant Name/Level	Alexander Devlin (Senior Business Analyst)
Client/Project Name	'Marine Decarbonisation' study for Global Shipping Association
Start Date/End Date	March 2021 – August 2021
Reviewer	██████████ (Manager)

	Commitment: Work Discipline & Team Dynamics	Client Satisfaction: Work Product, Communications & Client Dynamics	Expertise: Consulting Structure, Process & Subject Matter Learning Curve
Describe consultant's performance strengths	<ul style="list-style-type: none"> Excellent quality of work, and delivered on time with no last minute or deadline stress Alex self managed extremely competently with only very minor oversight 	<ul style="list-style-type: none"> Excellent presentations to client Well respected by the clients Innovative approach to a challenging task, to display a complex set of data, discovering and using a new set of tools in Power BI and its add-ins 	<ul style="list-style-type: none"> Continues to fast gain further knowledge and expertise on the topic of marine decarbonisation

	Not Applicable	Below Expectations	Meets Some Expectations	Meets Most Expectations	Meets Expectations	Exceeds Some Expectations	Exceeds Most Expectations	Far Exceeds Expectations	Reviewer's Comments
Overall Project Performance Rating									
Self Rating						X			Yet another superb project delivered by Alex. ██████████ and their members were impressed. The hard to please stakeholder (██████████) said "This Ricardo study is priceless"
Reviewer Rating							X		

Testimony 6:

Consultant Name/Level	Alexander Devlin (Consultant)
Client/Project Name	'Decarbonisation study' for Global Auto. Plastics Producer
Start Date/End Date	June 2021 – September 2021
Reviewer	██████████ (Manager) ██████████ (Senior Manager)

	Commitment: Work Discipline & Team Dynamics				Client Satisfaction: Work Product, Communications & Client Dynamics				Expertise: Consulting Structure, Process & Subject Matter Learning Curve		
Describe consultant's performance strengths	<ul style="list-style-type: none">• Good planning and delivery of activities even when leadership team was OOO• Showed strong enthusiasm and energy managing two projects co-currently• Extremely willing to help others, invaluable resource for project delivery				<ul style="list-style-type: none">• Developed clear report sections independently and presented them confidently to the client• Promptly answered client's questions with clear answers				<ul style="list-style-type: none">• Undertook and synthesised complex analyses (scenarios and market forecasts)• Often provided good ideas and comments in team meetings• Quickly learned the subject matter and demonstrated expertise to the client		
	Not Applicable	Below Expectations	Meets Some Expectations	Meets Most Expectations	Meets Expectations	Exceeds Some Expectations	Exceeds Most Expectations	Far Exceeds Expectations	Reviewer's Comments		
	Overall Project Performance Rating									Alex has been invaluable in this project undertaking complex analyses, supporting the team and always providing good ideas	
Self Rating					X						
Reviewer Rating						X					