**A person wearing a hat and sunglasses

Description automatically generated with medium confidenceKevin Allen**

**E Portfolio**

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**Personal Information**

I am 46 and originally from South London UK. I moved to Perth WA in November 2011, and received my citizenship in 2015. I proudly identify as Australian and enjoy the benefits of living in Australia.

I am a rather private and reserved person who enjoys the company of small intimate groups than large gatherings. I enjoy road trip exploration and would very much like to take up hiking and extended camping in the Australian bush/outback pack mule pioneer style, with a small group or alone. This would be great for my secondary interest of star gazing, and what better view can you get then from a total non-light polluted sky 😊

**Education**

Primarily my formal education to date is Tafe/College level with qualifications in HVAC as trade certified performed part time on campus, and Facilities Management which was a correspondence course. Other than that, all my education is through life lessons at the school of hard knocks.

**Interest In IT**

Disclaimer – Long winded story, skip ahead to the next section if you don’t like pain…

I remember the first computer I ever owned. Despite the hard times as they were back then, my mother had managed to save enough money to buy me an Amstrad PCW 8256 (disclaimer, pretty sure this was the model, its been many years). I only had one game and that was tomahawk. Boy I loved that game, and spent a lot of time on that as well as trying to work out the commands on the file structure documents. This PC never saw much more than a young kid playing with it or playing Tomahawk. No I will not share the year 😉 but it was quite some time ago

My interest in IT however started to some degree back when I was 14. I will admit that I used to skip my assigned lessons, especially PE and games, and would go to the computer studies class where I would spend additional time playing them old word adventures. ‘Hacking’ the games accesses and just playing around like kids do. I mean who has never seen the film War Games and not dreamt of being a super hacker. This was the 80’s 😉 after all!

When I was 18/19 I enrolled on a computer studies Diploma course (with programming) at Lewisham College south London, where I was learning coding on platforms such as COBOL and Basic. Due to issues in my hometown, and financial struggles at that time I had to cease studies, move out of London and work full time. Unfortunately, I never resumed my studies. This is one of the main regrets that I had with later career choices.

I wont bore the reader with all the types of employment, trials and tribulations that I have had in-between then and now, but in my most recent career in facilities management I typically use software and platforms to streamline work for the team and improve how we work. Using software like Excel (Formula mainly, but VBA/macros where possible, Smartsheet etc. Disclaimer I am no expert in either but love to learn so I research how the formula/code works in different scenarios, and develop to suit my application) which I actually enjoy when designing something that would benefit the team.

I would very much like to take the experience I have within FM, and mechanical and electrical trades and take it to the next level by incorporating IT and programming strength to work within a more software design and development role working on software and tools to improve the industry and staff/client experience. So I am hoping to get a good grounding in general IT, database management networking, Programming and even web design.

The choice to study online with RMIT is purely coincidental, and was one of the courses for IT and programming that was available for online study - 😉

Ultimately, I have two high level goals

1. Progression to a field that I will enjoy and take my experiences to create and develop useful tools
2. Reach that degree that I never reached or tried hard enough at a younger age to achieve. This is a personal challenge for me to be the first member of my immediate family to earn one.

**Ideal Job**

[Senior Software Engineer Job in Sydney - SEEK](https://www.seek.com.au/job/56139522?type=promoted#sol=5e633025fd2e0ff71dcf76b56eaf58350422a9aa)

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Software Engineer

A position that assesses needs, consults with all stakeholders for feedback at all levels, and designs and creates the software solutions to achieve the desired outcome. In a group and also working alone. This position would fit my mindset and how I conduct my current work to a greater degree. I personally enjoy finding solutions to design and how to improve usability and streamline implementation of platforms. My focus is not just on executive outcome, but also the end user AND employee experience and how to streamline their activities.

This position requires a great deal of skills which is reflective of the exact role with this employer. I will highlight the most pertinent skills only

Skills

* Engineering experience software design
* Team corroboration and contribution
* Technical reports
* Procedural experience
* Skilled in statistical performance and design

Software

* GraphQL –data query language
* Postgres SQL database –relational database management system
* Certificate based authentication X509
* Terraform/Docker scripts –language
* React/Typescript CSS – Programming language for frontend development.
* Linux – Operating system for networking equipment
* Python/C++ - Programming languages

My current skill set relates more to my experience to date with team management and corroboration on all facets of FM including technical review with contractors. As operations management, procedural drafts and changes as well as statistical reporting for operations would be a benefit to the role

From a software and technical level, I would have to start from fresh and learn through

1. Current course being performed with RMIT
2. Identify through research the prime programming languages that are used, decide and take additional training and aim to specialise in a focussed language rather than multiple ones.
3. Additional online training or campus training that would improve my understanding and skills.

**Personal Profile**

NB Personality test taken from 16 personalities Survey returned the below results based upon my answers. I have analysed and compared in red KA – Consider only highlighting specifics to reduce waffle

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Source – 16 personality online survey

**Mediator (INFP) Strengths**

***Empathetic*** – Mediators don’t just care about other people in an abstract sense. These personalities can actually feel another person’s emotions, from joy and elation to sorrow and regret. Because of this sensitivity, Mediators tend to be thoughtful and kindhearted, and they hate the idea of hurting anyone, even unintentionally. From a personal and professional level I see this in myself.

***Generous*** – Mediators rarely enjoy succeeding at other people’s expense. They feel called to share the good things in their lives, give credit where it’s due, and uplift the people around them. These personalities want to contribute to a world where every voice is heard and no one’s needs go unmet. I dislike praise and prefer to bolster a colleague or report for recognition. My personal thoughts that I succeed when my team do good work I don’t need a pedestal for this.

***Open-Minded*** – Tolerant and accepting, Mediators try not to judge anyone else’s beliefs, lifestyles, or decisions. This is a personality type that prefers compassion to fault-finding, and many Mediators feel empathy even for those who have done wrong. Because they’re so accepting, Mediators often become confidants for their friends and loved ones – and occasionally for total strangers. Conflicted on this one. I do not judge people on anything and accept all people from all backgrounds unless they bring it to the workplace or force on me personally. The workplace is a place of business and not a political or religious platform. I always support reports, colleagues and senior managers even if they are at fault. We all make mistakes and we can only succeed if all succeed. As long as it is not immoral, illegal or inethical.

***Creative*** – Mediators love to see things from unconventional perspectives. Few things give them more pleasure than allowing their minds to wander through all sorts of ideas and possibilities and daydreams. It’s no wonder, then, that many Mediators are drawn to creative pursuits – or that this personality type is well represented among writers and artists. Creative. Yes I can be. Not artistic or a writer, but in more practical ways

***Passionate*** – When an idea or movement captures their imagination, Mediators want to give their whole heart to it. People with this personality type may not always be outspoken, but that doesn’t diminish their strong feelings for a cause that speaks to their beliefs and convictions. Hmm

***Idealistic*** – Mediators strive to follow their conscience, even when doing the right thing isn’t easy or convenient. They rarely lose sight of their desire to live a meaningful, purpose-filled life – one that helps others and leaves the world a better place. Hmm

## **Mediator (INFP) Weaknesses**

***Unrealistic*** – Nothing in this world is perfect – and that can be a difficult truth for Mediators to accept. People with this personality type can be hopeless romantics, with rose-colored visions of what their lives should be like. This can set Mediators up for disappointment when reality inevitably falls short of their dreams. Yep, I am rarely happy with the outcomes of my endeavors work or personal related. Could be better etc.

***Self-Isolating*** – Mediators long to connect with others, but they don’t always know how. Especially in new environments, Mediators may be reluctant to put themselves out there in ways that would help them make new friends or become involved in a new community. As a result, people with this personality type may sometimes feel lonely or isolated. Spot on

***Unfocused*** – Mediators’ imaginative, introspective nature doesn’t always lend itself to productivity. Many Mediators get frustrated by how difficult they find it to buckle down and get things done. The problem isn’t that they are incapable – rather, it’s that they run into problems when they become so caught up in different ideas and ideals that they fail to commit to a course of action. Preference to focus on a singular issue rather than the myth of multi tasking multiple issues.

***Emotionally Vulnerable*** – The emotional attunement of these personalities is among their greatest strengths. But unless Mediators establish boundaries, they can be at risk of absorbing other people’s negative moods or attitudes.

Desperate to Please – Conflict tends to be stressful for Mediators, who yearn for harmony and acceptance. When someone dislikes or disapproves of them, these personalities may become fixated on trying to clear the air and change that person’s mind. Unfortunately, Mediators’ desire to please others can drain their energy, eclipsing their inner wisdom and their awareness of their own needs.

Self-Critical – Mediators believe in their unique potential, and they desperately want to live up to it. But this can cause them to have unrealistic expectations for themselves. When Mediators fail to live up to these visions, they may accuse themselves of being useless or selfish or woefully inadequate. Taken too far, this self-criticism can discourage Mediators, leading them to give up on even their dearest dreams.

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My summary

Overall I am surprised by the feedback from all three surveys. They have highlighted some very accurate strengths and weaknesses that I have especially around the emphatic and unrealistic weakness. I do second guess myself and rarely see my work as completed fully successfully. Another weakness that I will identify is holding others accountable for their responsibilities and trusting them to do the job. Often time when assigning works to staff, I will often show them and then up completing the task rather than have to revisit and redo later. This approach does not allow them to grow and learn for themselves and actually does me and them a disservice.

**Project Idea**

To be clear, this is not a unique and new idea, but rather an interpretation of existing platforms that do exist such as

* Pinnacle
* Emaint
* Maximo

To name a very few CMMS (Computerised, maintenance, management system) that are in the market. There are plenty more on all kinds of platforms from desktop based, to web/network, through to smartphone applications to choose from.

Some CMMS are designed bespoke for the client company to meet their needs. As an example my current employer CBRE utilises Service Insight 7 for our client account asset management. Knightfrank, another Real Estate and Facilities service provider also uses a bespoke CMMS platform called Facilities Response Centre (FRC) to support their clients.

Operations FM is a constantly changing market, especially with the advent of the Covid 19 Pandemic and the way clients are looking at real estate and its usage. Our client account has seen moves towards constricting the office workspace SQM with the new norm of working from home, and staff only attending site offices for corroboration activities. This the client is planning on managing by a dedicated booking system for seating in advance.

Examples of CMMS application

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Assets Management** | **Emergency and call centre** | **Financial Management** | **Statutory Compliance** | **Maintenance** | **NEW – Booking system** |
| Asset Register | Helpdesk | Budgetary upload | Annual Fire Safety Certification | PPM Schedule | Workstation booking |
| Warranty | Contractor management | Expenditure to date reports | Lift Registration | Work orders | Meeting Room Bookings |
| Asset Depreciation | Rostered staff | PO generation | Risk Assessments |  | Availability interface |
| Reports |  | Invoice receipting |  |  | Utilisation data management |
|  |  | Financial Reports |  |  | Security Access control – programable cards |

My planned project is to design a type of booking system for workstations and meeting rooms that could potentially be incorporated into a Bespoke CMMS at a later date.

* Workstation Bookings
  + Number allocate desks to a visual floorplan of the office. To show free workstations based on user date input.
    - Set variation on how many days can be booked consecutively.
    - Decision to be made on minimum hours ie can we allow a minimum booking of 2-4 hours to allow other users use.
    - Set variation on how many days can be booked consecutively.
  + Email confirmation to user on successful booking
  + Email notification to security team controlling access control to office. Security activate and program staff allocated security card for the duration of access. This is a bespoke option due to my client security controlling access.
* Meeting room bookings
  + Name/number allocate meeting rooms to a visual floorplan of the office.
    - User entered date, time and duration will show free meeting rooms and basic block visual of other bookings for that day
    - Minimum booking 1 hour
    - Set variation on how many days can be booked consecutively.
  + Email confirmation to user on successful booking
  + Email notification to security team controlling access control to office. Security activate and program staff allocated security card for the duration of access. This is a bespoke option due to my client security controlling access.

Utilisation data will be collected based on access control and booking system above. This data will be in a reportable format for client review and recommendations.

The tools and technology to be able to create the above idea. Business Operating System for Space (BOSS) [Business Operating System for Space](https://www.getbossbuilding.com/?gclid=EAIaIQobChMIudGc5c3M9gIVUTErCh1iyQe4EAAYBCAAEgJMwPD_BwE) is a existing functional booking application that can be rolled out immediately. However from internal programming tools required I lack the experience just yet in programming to be able to determine the language and frontend that would be purposed for this. So this part will be a work in progress as my experience improves.

Skills required

* Back end Programming language
* Front end programming
* Graphical design
* Database
* Security – Data privacy and ensuring data is secured

This project is probably more advanced at this stage than what I am, so will be part of a ongoing development plan.