|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1. **Employee Information** | | | | |
| **Employee’s Name:** | Gustavo Campos | | **Employee ID #:** | 21935 |
| **Review Period:** | FY24 | | **Organization #:** | 5400 |
| 1. **Annual Evaluation Results:** Document performance including both results and behaviors. | | | | |
| *Current fiscal year major objectives agreed upon with line manager* | | *Current fiscal year accomplishments* | | |
| * EVI-EDGES tool development: specially integrating it with Kestrel HPC and allowing a large number of runs. | | Tool Development   * Developed several extensions for the EVI-EDGES tool (decoupled-building, improved MPC, stochastic MPC, heuristic dispatch). * Co-developed the tool EVI-Rental for the Athena ZEV project. * Developed a fleet operation and charging simulator for small electric training aircraft for the CAE project. * Developed the ReHeat model/tool for low-temperature industrial heat decarbonization, integrating Linear Programming optimization, and detailed models from SAM. | | |
| * Explore new research directions (for publications), for instance, TES optimization, TES and BES co-optimization, integration of heat pumps with buildings and EVs, data-based optimization for system design. | | * Not much was done in this goal. Regular project tasks and goals took all time. | | |
| * Publish finished manuscripts: MTA electric bus journal paper and EV fleet managed charging conference paper. | | * MTA publication was finished but blocked by the funding agency.   Other publications submitted and accepted   * Power Energy Systems - General Meeting (PES-GM) 2024 conference paper. Managed charging model. * Foundations of Computer Aided Design (FOCAPD) 2024 conference paper. Paper selected for Special Issue in the *Computers & Chemical Engineering* Journal. * Transportation Research Board TRB 2025 conference paper: development of EVI-Rental model for electrified rental facilities. * Energy Storage EESAT 2025 conference paper: behind the meter resources for electrified rental car facilities. * American Control Conference (ACC) 2025: paper on stochastic optimal control of energy systems. | | |
|  | |  | | |
| *Other major accomplishments:*  Tools and Models   * Gained experience with SAM models: battery storage, PV generation, Solar Collectors, etc. * Performed Community Assistance using REopt   Employed EVI-EDGES for several industrial partners  Leadership and Mentoring activities:   * Interaction with industry (CAE Aviation, DFW Airport) and community partners (Shelter Island). * PI activities in the ReHeat project: establishment of weekly goals, task assignment, and project management. * Helped to mentor intern Justine Tapert. | | | | |
| 1. **Line Manager’s Feedback** | | | | |
| Manager Feedback:   * Gustavo has a very sound technical skillset and I believe he is a much bigger contributor to NREL research than he portrays. * For FY25, I would like to see Gustavo improve in a couple areas:   + Effectively communicate the impact of his research (e.g. why it matters, what change is it driving, how it’s benefitting clients)   + Provide a clear vision of how he wants to direct his research career, which areas does he wish to become a SME, or what he wishes to improve upon.   + Attend conferences or seminars where he can share his research either as a speaker or a poster session. * If Gustavo wishes to gain more experience in leadership and mentoring, I suggest to find some ways to leverage his recent experience to propose new work through developing proposals. Also, I am happy to provide Gustavo a junior researcher or postdoc to mentor on a project.   Peer Review Feedback and suggestions for improvement:   * Some of the Gustavo's most impressive and impactful qualities include his methodical approach to new problems, his dedication to the work and his ability to work well within a team * Very strong at modeling and developing software. He is the key coder in the REHeat project. He has been also very good at understanding the complexities of hybrid modeling * Gustavo is a fantastic collaborator! He’s not only a brilliant researcher with exceptional technical skills, but he also brings a genuine eagerness to contribute. He’s generous in fostering inclusive discussions, creating a space where everyone feels encouraged to engage. * Gustavo could consider giving more incremental updates on his work to the whole team, so that he could get feedback and that the collaboration might be more efficient. * It would be good for Gustavo to have further exposure to a range of tools ADDs and others are developing e.g., REopt (which he does), dGen and SAM. I would want him to present the REHeat tool internally as part of a industrial process heat workshop. | | | | |
| 1. **Major Performance Objectives for Next Fiscal Year:** State major objectives for next year. | | | | |
| * Improve performance of EVI-EDGES tool. | | | | |
| * Tackle new problems that haven’t been solved by other tools at NREL. For instance, integrated capacity expansion, design, and control of distributed resources; managed charging for large vehicle fleets (decomposition-based); deep-reinforcement learning-based control of distributed energy and vehicle charging. | | | | |
| * Write at least one LDRD proposal. | | | | |
| * Start interacting with Academia. Look in other areas where opportunities could present themselves. | | | | |
| * Publish at least 2 journal/conference papers. | | | | |
| 1. **Areas for Growth, Development and Challenge:** List skills, knowledge, or attributes that need to be developed or strengthened. | | | | |
| Leadership, mentoring. | | | | |
| 1. **Overall Performance Rating:** | | | | |
| |  |  | | --- | --- | | |  | | --- | | **Successfully meets or exceeds expectations** |   **Enter the overall performance rating:** |  |  |  | | --- | --- | |  | Type “Yes” in the box to the left if a corrective action plan is required. | | | | | |
| **Performance Rating Definitions:** | | | | |
| **Needs improvement** – Employee does not meet the performance and/or behavior expectations, and/or demonstrates only a minimum level of proficiency in the competencies required in their job on a consistent basis. This rating also applied to an employee who may exhibit workplace behaviors which negatively impact the ability to be effective in their role, although goals may be achieved. Additional skill development, commitment, and/or change in behaviors are necessary. This rating describes the employee who may meet only the very minimum position requirements and/or behaviors and change is necessary. The evaluation should detail the changes necessary for improvement to ensure clear expectations are defined.  **Successfully meets or exceeds expectations** – Employee is currently successful in their role and consistently meets and may frequently exceed the high NREL performance expectations commensurate with their position within the laboratory. The expected behaviors include proficiency regarding judgment, interpersonal and communication skills, and other competencies required in their job. This rating describes the employee whose overall performance is successful and above. Any minor areas where performance gaps exist were counterbalanced by overall successful performance and behavior that consistently met or exceeded expectations. The rating can also apply to employees new in their jobs who may be learning or lack experience but, overall, are successful in their role with no significant gaps in performance or behavior.  **Exceptional** – Employee consistently exceeds the majority of performance expectations and goals, and demonstrates judgment and behaviors commensurate with their position within the laboratory. The expected behaviors include a high level of proficiency regarding judgment, interpersonal and communication skills, and other competencies required in their job. | | | | |

|  |  |  |
| --- | --- | --- |
| **Employee and line manager review the following items together and initial upon review.** | | |
| **Initial each item** |  |
| **GC** | **I have reviewed the** [**Commitment to Safety and Environmental Stewardship**](http://thesource.nrel.gov/esh/commitment.html) **and reviewed my ESH training requirements with my line manager.** |
| **GC** | **I have reviewed my required training plan with my line manager and have submitted necessary changes to** [**institutionaltraining@nrel.gov**](mailto:institutionaltraining@nrel.gov)**.** |
| **GC** | **I have discussed** [**NREL’s Ethics Handbook**](https://highpoint.nrel.gov/sites/iop/Documents/gen/fy21/77850.pdf) **with my line manager and understand my responsibilities in these areas.** |
| **GC** | **I have discussed cybersecurity requirements, including personally identifiable information, and physical security requirements, such as visitor access and control issues, with my line manager and understand my responsibilities in these areas.** |

|  |
| --- |
| 1. **Employee Comments (Optional)** |
| N/A |

|  |
| --- |
| 1. **Signatures** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Employee:** | **Gustavo Campos** |  | **Date:** | **11/27/24** |
|  |  |  |  |  |
| **Employee’s Line Manager:** | **Mark Chung** |  | **Date:** | **11/19/24** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Reviewing Manager:** |  |  | **Date:** | **12/16/2024** |