INDIVIDUAL APPRAISAL REPORT

PERSONAL DETAILS

Staff Number:	NLC20210526	**Staff Name:**	Seline Adhiambo Ouma
ID Number:	23544400	**Employee E-mail:**	seline.ouma@landcommission.go.ke
Appraisal Type:	ANNUAL FINANCIAL YEAR	**Appraisal Period:**	2023-2024
Terms of Service:	Permanent and Pensionable	**Gender:**	Female
Work Station	47-Nairobi City County	**Job Grade:**	NLC5
Dept/Directorate	NRS	**Appraisal Status**	Approved/Closed/HR
Immediate Supervisor:	Benard Opaa Onyango	**Immediate Supervisor Designation:**	Deputy Director Natural Resource
Second Supervisor:	Benard Opaa Onyango	**Supervisor Designation:**	Deputy Director Natural Resource

DEPARTMENTAL OBJECTIVES

AGREED PERFORMANCE TARGETS

Agreed Performance Target	Performance Indicator	Results Achieved	Agreed Actual Results Achieved	Appraisee's Rating	Agreed Rating
To Provide technical guidance in the development and updating of 4 land based natural resources inventory (database)	3 land based inventory (database) developed and updated.	5 land based inventory (database) developed and updated	databases were established	150	100
To Co-ordinate meaningful stakeholders engagement and participate in 8 NRM stakeholders' forums	8 stakeholder fora convened and participated in.	8 stakeholder fora participated	Attended stakeholders meetings	100	100
To Develop at least two (2) Governance frameworks for management of NR	4 inter-agency technical sessions/consultative meetings convened; and 2 Governance Frameworks developed.	5 inter-agency technical sessions and governance frameworks developed	inter-agency meetings convened	120	100
To Co-ordinate the identification and mapping of the Ecological Sensitive Areas(ESA) in four (4) Counties	ESA mapping undertaken in 4 Counties 4 mapping reports advisories developed and shared; 4 theme maps produced; 8 consultative meetings convened	ESA Mapping carried out in 2 Counties (Homabay and Kwale) with reports and advisories developed, together with the theme maps	2 counties had their ESAs mapped	90	90

To Co-ordinate the development of at least two (2) technical advisories to streamline natural resources governance, including coordinating compilation of Responses to Parliamentary questions Relating to Natural Resources.	2 Advisories developed and shared with relevant lead agencies.	3 Advisories done (Concerning the EIA processes and sustainable management of development projects, LR No West Mugirango, Amboseli National Park) and shared with relevant lead agencies	advisories developed and shared	150	100
To Supervise at least three (3) field-based natural resources monitoring and surveillance for ESAs	3 Field monitoring and surveillance generated reports	3 Field reports generated for ESAs	ESA reports were developed	100	100
To Co-ordinate in climate change mainstreaming in land management and administration	2 Land Admin instruments generated with Climate-Smart Conditions, participate in 4 Climate-Smart group caucuses influencing actions and policies Develop 3 Climate-Smart Land Advisories	Land Admin instrument generated with climate smart conditions	climate smart conditions developed and infused	100	100
To participate in at least in two (2) capacity building trainings on NRM	2 capacity building trainings attended; 2 reports generated 2 certificates of participation awarded	4 capacity building sessions attended (1.Energy systems, security and net zero emissions 2. EIK conference 3. Social safeguards and human rights in EIA processes 4. Social and Gender consideration in Energy transition)	attended trainings for enhanced capacity	200	100

To co-ordinate mapping, planning and gazettement of Wildlife Corridors and dispersal areas.	4 Wildlife Corridors Mapped, Planned and gazetted	Stakeholders meetings held to strategise on the same	Initiated sessions	90	90
To Provide Technical backstopping in the formulation of 12 technical reports including scientific papers for influencing NRM policy and decision-making	12 technical reports generated and submitted; 4 scientific journals published.	12 technical reports generated	reports developed	100	100
To Lead in the economic valuation and full-potential analysis of Kenya's natural capital for purposes of informing policy and sustainable development	2 Economic Valuation reports of Ecosystems prepared	Concept developed	initiated project	90	90
To Develop 2 strategic models and tools for data Collection, collation and synthesize for planning and sustainable management of Kenya's natural resources	2 strategic models and tools developed, 4 meetings held to disseminate information	2 strategic models developed	initiated model formulation	100	90
2 strategic models and tools developed, 4 meetings held to disseminate information	2 Officers supervised and mentored.	2 Officers supervised and mentored.	officers supervised	100	100
To Co-ordinate timely and accurate preparation of 16 NRM reports	16 NRM reports prepared and disseminated.	16 reports prepared	reports developed	100	100
Total Appraisee Score on Performance Targets				**1590.00**	**1360.00**
Mean Appraisal Scores				**113.57%**	**97.14 %**

APPRAISEE'S COMMENTS ON TARGET SETTING	IMMEDIATE SUPERVISOR'S ON TARGET SETTING
The Targets are in line with the Annual workplan and Budget for FY 23/24 and SP	Targets are well set and achievable/on track

APPRAISEE'S COMMENTS ON PERFORMANCE AT THE END OF THE YEAR INCLUDING ANY FACTORS THAT HINDERED PERFORMANCE	IMMEDIATE SUPERVISOR'S COMMENTS ON APPRAISEE'S PERFORMANCE AT THE END OF THE YEAR INCLUDING ANY FACTORS THAT HINDERED PERFORMANCE
Most of the activities achieved save for a few that were affected due to budget cuts.	

MID YEAR REVIEW

Agreed Performance Target	Performance Indicator	Target changed or Added	Remarks
To Provide technical guidance in the development and updating of 4 land based natural resources inventory (database)	3 land based inventory (database) developed and updated.	Not Changed	Updating of the Land database is ongoing

To Co-ordinate meaningful stakeholders engagement and participate in 8 NRM stakeholders' forums	8 stakeholder fora convened and participated in.	Not Changed	2 stakeholder fora participated in
To Develop at least two (2) Governance frameworks for management of NR	4 inter-agency technical sessions/consultative meetings convened; and 2 Governance Frameworks developed.	Not Changed	1 inter-agency technical sessions participated in.
To Co-ordinate the identification and mapping of the Ecological Sensitive Areas(ESA) in four (4) Counties	ESA mapping undertaken in 4 Counties 4 mapping reports advisories developed and shared; 4 theme maps produced; 8 consultative meetings convened	Not changed	None Achieved so far
To Co-ordinate the development of at least two (2) technical advisories to streamline natural resources governance, including coordinating compilation of Responses to Parliamentary questions Relating to Natural Resources.	2 Advisories developed and shared with relevant lead agencies.	Not changed	2 Advisories developed and shared
To Supervise at least three (3) field-based natural resources monitoring and surveillance for ESAs	3 Field monitoring and surveillance generated reports	Not changed	Not done
To Co-ordinate in climate change mainstreaming in land management and administration	2 Land Admin instruments generated with Climate-Smart Conditions, participate in 4 Climate-Smart group caucuses influencing actions and policies Develop 3 Climate-Smart Land Advisories	Not changed	1 Land Admin instrument generated with Climate smart conditions.
To participate in at least in two (2) capacity building trainings on NRM	2 capacity building trainings attended; 2 reports generated 2 certificates of participation awarded	Not changed	Attended a conference organized by the Environmental Institute of Kenya
To co-ordinate mapping, planning and gazettement of Wildlife Corridors and dispersal areas.	4 Wildlife Corridors Mapped, Planned and gazetted	not Changed	Not done

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To Provide Technical backstopping in the formulation of 12 technical reports including scientific papers for influencing NRM policy and decision-making	12 technical reports generated and submitted; 4 scientific journals published.	Not changed	3 technical reports generated and submitted.
To Lead in the economic valuation and full-potential analysis of Kenya's natural capital for purposes of informing policy and sustainable development	2 Economic Valuation reports of Ecosystems prepared	Not changed	Not done
To Develop 2 strategic models and tools for data Collection, collation and synthesize for planning and sustainable management of Kenya's natural resources	2 strategic models and tools developed, 4 meetings held to disseminate information	Not changed	Not done
2 strategic models and tools developed, 4 meetings held to disseminate information	2 Officers supervised and mentored.	Not changed	2Officers Supervised and mentored.
To Co-ordinate timely and accurate preparation of 16 NRM reports	16 NRM reports prepared and disseminated.	Not changed	5 NRM reports prepared.

MID YEAR APPRAISEES'S COMMENTS	MID YEAR IMMEDIATE SUPERVISORS COMMENTS
The implementation of the activities is on course.	very clear targets

VALUES AND STAFF COMPETENCIES APPRAISAL

Criteria Cluster	Appraisee's Values and Competencies	Immediate Supervisor Comments

APPRAISEE'S COMMENTS ON VALUES AND COMPETENCIES	IMMEDIATE SUPERVISOR COMMENTS ON APPRAISEE'S ATTRIBUTES/ATTITUDE
Excellent performance	Kindly include the values based performance attributes in the appraisal

STAFF TRAINING AND DEVELOPMENT NEEDS

Training & Development Needs	Duration	Type of Training
Public Policy formulation, Implementation	2 weeks	Policy development
Negotiation Skills Course	1 week	Negotiation Skills Course
Strategic Planning and Implementation	2 weeks	Strategic Planning and Implementation

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APPRAISEE'S COMMENTS ON TRAINING & DEVELOPMENT NEEDS	IMMEDIATE SUPERVISOR COMMENTS ON TRAINING & DEVELOPMENT NEEDS
The training will enhance perfomance	The courses are relevant and required

SECOND SUPERVISOR COMMENTS AND RECOMMENDATIONS	
Second Supervisor Comments	**Second Supervisor Recommendations**