Performance Review Form

ROTHAMSTED RESEARCH

WORKFLOW IN PROGRESS

Form ID :   PRF100412   PPDR - NATHALIE CASTELLS - IDE - 2023

Form Owner :   Nathalie Castells (136501)

Forward Job Plan

Personal Details

Name	136501 - Nathalie Castells-Brooke
Job title	700315
Grade	BD - BBSRC TUPE Grade D
Line Manager	259321 - Richard Ostler
Countersign Manager	137269 - Andrew Gregory
Start reporting period	01/01/2023
End reporting period	31/12/2023
HRBP	200588 - Rosemarie Davies

Performance Objectives 1

Job Family	SCC - Science Capabilities
Output Type	OBJ007 - Scientific support, projects, research groups and service users
Objective - What and How	eRAcuration back-office intranet site: Objective: Complete initial deployment of the new eRACuration site to the intranet, then develop improved reporting dataset downloads and requests, and integrate python tools for dataset publishing.Tasks:1. RO to handover database migration code from moving data from the old version to the new data model.2. Develop login function to limit access to e-RA team using Laravel framework + MS Exchange.3. Liaise with ITS to deploy Laravel application to intranet.4. Move existing dataset & request reporting from e-RA site to e-RA curation site.5. Refactor dataset & request reporting by converting lists to downloadable tables using Laravel+livewire.6. Explore Laravel tools for calling existing python modules to allow integration of existing python code for e-RA dataset packaging, DOI minting and publishing. The fallback option if this is not possible is to build CLI wrappers around the python code.7. Test with e-RA team and deploy
Objective - When	20% timeend Q1

Performance Objectives 2

Job Family	SCC - Science Capabilities
Output Type	OBJ003 - Working with Others

Objective - What and How	2: eRAdata – requirements gathering phaseObjective: the e-RA website currently provides download access to the LTE database via eRAdata, this is a legacy system which needs rebuilding to implement FAIR principles and capture a broader set of LTE data. I will work with RO, with RO developing the new data model and I will develop the frontend, and new data loading tools developed jointly. This phase will identify requirements for the new e-RAdata frontendTasks1. Review existing data query systems to identify good practices2. Meet with stakeholders to understand how they would use eRAdata3. Identify requirements for supporting FAIR dataset downloading, liaising with RIS and NWFP teams.4. Develop non-functional mock-up to demonstrate planned look and feel, and functionality
Objective - When	25% to end Q1 then 50% till Q2

Performance Objectives 3

Job Family	SCC - Science Capabilities
Output Type	OBJ007 - Scientific support, projects, research groups and service users
Objective - What and How	4: e-RA Team support1. Support Margaret and Sarah to package and publish datasets until new tools are released (see objective 1) (weekly)2. Support extracting data from End note for e-RA bibliography, and build simple tool for Margaret and Sarah3. Train & support Margaret and Sarah to use SQL and DBeaver
Objective - When	As needed10% time 2h per week

Performance Objectives 4

Job Family	SCC - Science Capabilities
Output Type	OBJ008 - KEC and Outreach
Objective - What and How	5: OUTREACH and Meetings- Q1 Give a talk on Laravel to the Data Science research group.- April: Vision for eRAdata with LTE group and other key RRES stakeholders- Identify conference to present e-RA (poster or presentation)- Attend LTE biannual Meeting- June: participation in LTE Broadbalk conference - Poster on eRA and demo on stand (21, 22)- Participate in Web Dev forum (inside information from Costi) - collaborate with other web devs in the local area
Objective - When	Ongoing

Performance Objectives 5

Job Family	SCC - Science Capabilities
Output Type	OBJ003 - Working with Others
Objective - What and How	7: Participate in ELN evaluations - - work alongside other RDS team members as part of the ELN evaluation to provide feedback on usefulness ELNs for RSE projects.
Objective - When	Q1

Performance Objectives 7

Job Family	SCC - Science Capabilities
Output Type	OBJ003 - Working with Others
Objective - What and How	6: eRAdoc- Supervise Emily and the two visiting worker for the managment of eRAdoc
Objective - When	As needed (<5% time)

Performance Objectives 10

Job Family	SCC - Science Capabilities
Output Type	OBJ007 - Scientific support, projects, research groups and service users

Objective - What and How	3: eRAdata – development phaseObjective: following from the requirements phase, aim to do develop an MVP version of eRADet using the new data model and with a Laravel frontend.Tasks, in priority order1.　　　　Build login system2.　　　Build simple query frontend allowing users to query the database3.　　Build Laravel code to query the new data model and basic preview data4. Implement FAIR data downloads of queried datasets5.　　Build more sophisticated query tools (Stretch – more likely for next version in 2024)6. Build data preview and visualisation tools (Stretch)
Objective - When	Q3-Q4 60%

Personal Development

Personal Development	I would like to stick with SQL, LARAVEL and front end developmemt, with some more complexe queries, continue learning the TALL stack to a level where I am fairly confident. I also have basic developemnt skill in Python. There is a neat development path for LARAVEL that I could follow, with or without help from online tutor. I suggest that 10% if my time is devoted to PD and read literature, so about 2 hours a week.Not interested in server managment.

Career Aspirations

Career Aspirations	If there are more hours available as LTE developer, I will consider later in the year, after month of MAY. . I find 18 hours just about manageable. I can see that when the decluttering of the house has happened, and the divorce is finished, I will have more headspace to consider increase my work schedule. Doing it within the RDS team seems ideal, if the rest of the hours are either more of what I am doing, or something that I have the skills for already. So I would consider increasing my hours to 20 or 24 after MAY. #If no time is available in LTE, and if I need more income, I wonder if I could find a few hours in the Photography department as I have experience and that is something I really enjoy - I have experience taking pictures, nature, and groups, and also editing.

Training and Skills 1

Skills/Knowledge Required	PHP / LARAVEL: continue
How to achieve	1: follow curriculum from laravel daily2: possible subscription to the actual courses (129 / per year) - includes livewire tools3: connect with other PHP developers on site and exchange ideas - start a forum?10% of my time: 2 hours a week
Reviewer Comment/Priority	This is high priority and Nathalie continues to learn on the job building her expertise. Happy to pay for any online courses as I know she finds these useful.

Training and Skills 2

Skills/Knowledge Required	Data managment and database language
How to achieve	Please forward papers you find interesting, or nice queries you have built so that I get an idea of what I need to aim for, thanks

Your Well Being

Comments	Physical welbeing: I still find it difficult to sit for long period of times and I have a standing desk at home. I use a timer to remind me to take breaks. Emotional wellbeing: Stressful emails from divorce proceedings take me a lot more time to process and are still exhausting. I need a talk about managing that.Findding support for LARAVEL development within Rothamsted would be really helpful in alleviating work stress

Activity Register

Confirmed	☑

Health & Safety Training

Confirmed	☑

Job Description

Confirmed	☑

Mid-Year Review

Objectives Mid Review 1

Output Type	OBJ007 - Scientific support, projects, research groups and service users
Objective - What & How	1: eRAcuration: Interface for the metadata document and other tools needed for the curation of eRA: I use this project as learning platform for LARAVELModules still needed (the WHAT) - ? LOGIN form to the tool: this should use the normal Rothamsted login- Move to REAL DATA- USERS: Read logs from user registrations (frictionless users) - delete the duff ones- DOWNLOADS: Read and search user downloads - an attempt at some graphic representation? - REQUESTS: manage user's requests: a simple to add person who is dealing with it or more? HOW measured? the tools are working and Margaret and Sarah can use them
Objective - When	Q1

Objectives Mid Review 2

Output Type	OBJ007 - Scientific support, projects, research groups and service users
Objective - What & How	2: eRAdata: new interface for extracting data from eRA

Objectives Mid Review 3

Output Type	OBJ007 - Scientific support, projects, research groups and service users
Objective - What & How	4: SUPPORT - Weekly updates of the metadata, datasets, webpages, images - Package datasets - Mint DOIs, - Monthly update of the bibliography with exceptions if needed - adhoc sql queries for reports as needed - occasional google analytics >>> I would like to drop that activity- improve interfaces of existing apps when needed: eRAwebsite and eRAdoc * BIBLIO for eRA : move from eRAdoc to JSON files: need a python tool and change to the web interface : * display or download the transcripts from the eRAdoc web site. - We use TEAMS PLANNER to manage the tasks. Please avoid emails.
Objective - When	As needed

Objectives Mid Review 4

Output Type	OBJ007 - Scientific support, projects, research groups and service users
Objective - What & How	5: OUTREACH: - January - Give a talk on Laravel to the Data Science research group.- June - participation in LTE Broadbalk conference?
Objective - When	Q1

Objectives Mid Review 5

Output Type	OBJ003 - Working with Others
Objective - What & How	3: TEST ELN
Objective - When	Q1

Objectives Mid Review 6

Output Type	OBJ007 - Scientific support, projects, research groups and service users
Objective - What & How	6: PYTHON TOOLS- either make GUIs for the python tools and distribute to anyone who need them or run PYTHON TOOLS from the eRAcuration serverThese are the db2json, minting tools. excluding the datapackager

Objectives Mid Review 7

Output Type	OBJ003 - Working with Others
Objective - What & How	7: eRAdocWHAT: Supervise Emily and the two visiting worker for the managment of eRAdoWe need to agree with Andy Gregory how much time Emily can spend on eRAdoc.HOW: Emily
Objective - When	As Needed

Objectives Mid Review 8

Output Type	OBJ007 - Scientific support, projects, research groups and service users
Objective - What & How	THINGS TO NOTE: DELETE BEFORE SUBMITTING - occasional google analytics >>> I would like to drop that activity >> SARAH to do it- need a chat with Andy Gregory regarding of Emily GREENE with eradoc

Objectives Mid Review 9

Output Type	OBJ003 - Working with Others
Objective - What & How	8: eRAdata Beta testingengage with the LTE teams to encourage feed back ideas and comments during development and Beta Test
Objective - When	Q3-Q4

End of Year Review

Objectives Full Yr Review 1

Output Type	OBJ007 - Scientific support, projects, research groups and service users
Objective - What & How	1: eRAcuration: Interface for the metadata document and other tools needed for the curation of eRA: I use this project as learning platform for LARAVELModules still needed (the WHAT) - ? LOGIN form to the tool: this should use the normal Rothamsted login- Move to REAL DATA- USERS: Read logs from user registrations (frictionless users) - delete the duff ones- DOWNLOADS: Read and search user downloads - an attempt at some graphic representation? - REQUESTS: manage user's requests: a simple to add person who is dealing with it or more? HOW measured? the tools are working and Margaret and Sarah can use them
Objective - When	Q1

Objectives Full Yr Review 2

Output Type	OBJ007 - Scientific support, projects, research groups and service users
Objective - What & How	2: eRAdata: new interface for extracting data from eRA

Objectives Full Yr Review 3

Output Type	OBJ007 - Scientific support, projects, research groups and service users
Objective - What & How	4: SUPPORT - Weekly updates of the metadata, datasets, webpages, images - Package datasets - Mint DOIs, - Monthly update of the bibliography with exceptions if needed - adhoc sql queries for reports as needed - occasional google analytics >>> I would like to drop that activity- improve interfaces of existing apps when needed: eRAwebsite and eRAdoc * BIBLIO for eRA : move from eRAdoc to JSON files: need a python tool and change to the web interface : * display or download the transcripts from the eRAdoc web site. - We use TEAMS PLANNER to manage the tasks. Please avoid emails.
Objective - When	As needed

Objectives Full Yr Review 4

Output Type	OBJ007 - Scientific support, projects, research groups and service users
Objective - What & How	5: OUTREACH: - January - Give a talk on Laravel to the Data Science research group.- June - participation in LTE Broadbalk conference?
Objective - When	Q1

Objectives Full Yr Review 5

Output Type	OBJ003 - Working with Others
Objective - What & How	3: TEST ELN
Objective - When	Q1

Objectives Full Yr Review 6

Output Type	OBJ007 - Scientific support, projects, research groups and service users
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Objective - When	As Needed

Objectives Full Yr Review 8

Output Type	OBJ007 - Scientific support, projects, research groups and service users
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Objectives Full Yr Review 9

Output Type	OBJ003 - Working with Others
Objective - What & How	8: eRAdata Beta testingengage with the LTE teams to encourage feed back ideas and comments during development and Beta Test
Objective - When	Q3-Q4

Approval Log

Approval Step	Approver	Job Title	WF Action	Approval Date
LM Start of Year objective approval	Richard Ostler (259321)	Senior Research Scientist - Head of Ecoinformatics	Approve	11/01/2023 12:40
Resource amends and re-submits form	Nathalie Castells (136501)	Scientific Specialist - Ecoinformatics Software Engineer	Resubmit	10/01/2023 17:33
LM Start of Year objective approval	Richard Ostler (259321)	Senior Research Scientist - Head of Ecoinformatics	Reject	10/01/2023 16:14