



2009 Performance and Development Plan

for all non-SES staff and advisers, O-based and A-based, at Post or Canberra
NOT for staff on the graduate program or on probation

Key dates: By 26 September 2008, PDP agreed, registered, and endorsed by your manager in Aurion, or, if you can't access Aurion, emailed to PDP@ausaid.gov.au

By 28 February 2009, mid-term review agreed, registered, and endorsed by your manager in Aurion, or emailed to PDP@ausaid.gov.au

By 31 August 2009, final review agreed, registered, and endorsed by your manager in Aurion, or emailed to PDP@ausaid.gov.au

See the [Instruction](#) for details of what to do, and the [Guideline](#) for further information and examples to help you complete your PDP.

Name: Ole Nielsen

Manager's name: Trevor Dhu

PDP period: 1 December 2009 – 29 August 2009

Prepare your Plan

must be registered and endorsed by 26 September 2008, or within two weeks of starting a new position

1. Objectives and Responsibilities

Use your Business Unit Plan and job description to help you identify the objectives you need to achieve in this financial year; see the [Guideline](#) for details and examples.

Set your objectives : (<i>you should be able to relate them to your BUP</i>)	Outline your responsibilities : <i>what you will do to achieve your objectives</i>	Indicate how you will measure your success : (<i>this is optional</i>)
1. Display APS Values and uphold the APS <u>Code of Conduct</u> (www.APSC.gov.au)	a. Be aware of, uphold, comply with and behave at all times in accordance with the APS Values and Code of Conduct and AusAID's Overseas Code of Conduct	i. Demonstrate throughout the PDP cycle a commitment to the APS Values and Code of Conduct

Set your objectives: (you should be able to relate them to your BUP)	Outline your responsibilities: what you will do to achieve your objectives	Indicate how you will measure your success: (this is optional)
2. Develop products for the R&V work stream	<ul style="list-style-type: none"> a. Develop and deploy infrastructure for Computational Science b. Develop and trial Volcanic Ash Impact Model in collaboration with Geoscience Australia, Badan Geologi and Phivolcs. c. Support earthquake hazard modelling as required by R&V. d. Support seismic processing and real-time earthquake impact products as required. 	<ul style="list-style-type: none"> i. Stakeholders able to conduct modelling and spatial analysis as needed using AIFDR's cluster and revision control system. ii. Stakeholders able to perform volcanic ash modelling. Hazard maps for four West Java volcanoes on track. iii. Earthquake hazard and impact modelling on track iv. Feedback from Stakeholders
3. Support AIFDR in its goals and strategic direction.	<ul style="list-style-type: none"> a. Develop a vision regarding Spatial Information for DRR. b. Lead the development of an on-line hazard impact modelling demonstrator. c. Support the development of the AIFDR web site. d. Provide advice and briefings to the AIFDR Australian Co-Director and Executive Board as required 	<ul style="list-style-type: none"> i. Feedback from AIFDR team and AIFDR Australian Co-Director on quality of input to planning and briefings
4. Develop and foster relationships between AIFDR and other technical and scientific institutions in Indonesia and the Region more broadly	<ul style="list-style-type: none"> a. Participate and present at relevant science conferences and workshops as required b. Actively build collaborative projects that draw on available Indonesian and regional expertise (e.g. Badan Geologi, BMKG and Phivolcs). 	<ul style="list-style-type: none"> i. Number of conferences attended and presentations given. ii. At least 80% of AIFDR's R&V projects include collaborative partners in either Indonesia or the region.

2. Capability development

Use this list to discuss with your manager the appropriate level of capabilities expected. Review your objectives and responsibilities (section 1) and identify any capabilities you want, or need to develop further. See the Guideline for details. (Note that a framework to align all AusAID positions with APS levels is being developed by HR, and will be provided later in 2008).

APS level 1-6 Capabilities		EL1 to EL2 Capabilities
Supports strategic direction:		Shapes strategic thinking:
<input type="checkbox"/> Supports shared purpose and direction		<input checked="" type="checkbox"/> Inspires a sense of purpose and direction
<input type="checkbox"/> Thinks strategically		<input type="checkbox"/> Focuses strategically
<input type="checkbox"/> Harnesses information and opportunities		<input type="checkbox"/> Harnesses information and opportunities
<input type="checkbox"/> Shows judgement, intelligence and commonsense		<input type="checkbox"/> Shows judgement, intelligence and commonsense
Achieves results:		Achieves results:
<input type="checkbox"/> Identifies and uses resources wisely		<input checked="" type="checkbox"/> Builds organisational capability and responsiveness
<input type="checkbox"/> Applies and builds professional expertise		<input type="checkbox"/> Marshals professional expertise
<input type="checkbox"/> Responds positively to change		<input type="checkbox"/> Steers & implements change & deals with uncertainty
<input type="checkbox"/> Takes responsibility for managing work projects to achieve results		<input type="checkbox"/> Ensures closure and delivers on intended results
Supports productive working relationships:		Cultivates productive working relationships:
<input type="checkbox"/> Nurtures internal and external relationships		<input checked="" type="checkbox"/> Nurtures internal and external relationships
<input type="checkbox"/> Listens to, understands & recognises the needs of others		<input type="checkbox"/> Facilitates cooperation and partnerships
<input type="checkbox"/> Values individual differences and diversity		<input type="checkbox"/> Values individual differences and diversity
<input type="checkbox"/> Shares learning and supports others		<input type="checkbox"/> Guides, mentors and develops people
Displays personal drive and integrity:		Exemplifies personal drive and integrity:
<input type="checkbox"/> Demonstrates public service professionalism and probity		<input checked="" type="checkbox"/> Demonstrates public service professionalism and probity
<input type="checkbox"/> Engages with risk and shows personal courage		<input type="checkbox"/> Engages with risk and shows personal courage
<input type="checkbox"/> Commits to action		<input type="checkbox"/> Commits to action
<input type="checkbox"/> Promotes & adopts a positive & balanced approach to work		<input type="checkbox"/> Displays resilience
<input type="checkbox"/> Demonstrates self awareness and a commitment to personal development		<input type="checkbox"/> Demonstrates self awareness and a commitment to personal development
Communicates with influence:		Communicates with influence:
<input type="checkbox"/> Communicates clearly		<input checked="" type="checkbox"/> Communicates clearly
<input type="checkbox"/> Listens, understands and adapts to audience		<input type="checkbox"/> Listens, understands and adapts to audience
<input type="checkbox"/> Negotiates confidently		<input type="checkbox"/> Negotiates persuasively

3. Learning and development plan

List the internal and external training and development activities you and your manager have agreed will help you achieve your objectives (refer to section 1), develop or strengthen your capabilities (refer to section 2), and/or develop skills you need for your career path. Refer to information on the Learning and Development intranet site (under Corporate Services), including the Core Learning Requirements for AusAID staff, and the Course Calendar, or your regional/local training plans at Post. It is anticipated that staff will complete a minimum of five days of training and development each year. For more information on completing this section, refer to the Guideline.

To help with course and training planning: at Post, provide a copy of this page to the person coordinating your training; in Canberra, provide a copy to the Director, Learning and Development Section, or copy and email the details to Learn@ausaid.gov.au. Note that completing and submitting this form does not formally nominate you to attend any courses, you still need to follow the nomination process on the Learning and Development intranet site or through the person coordinating learning and development at your Post.

Agreed development activities:

Activity (internal and external)	When planned (dates or indicative periods)
<ul style="list-style-type: none">Develop my Bahasa Indonesia language skills	Q2 2010

Mid-Term Review

a formal mid-term review must be endorsed by 28 February 2009

Draft your self-assessment then discuss your progress, achievements and development (eg, development of capabilities, learning and development outcomes, etc) with your manager to finalise and agree. See the Guideline Review a Performance and Development Plan for details.

Manager's comments:

Summary of 180° / 360° feedback (optional):

Agreed outcomes of your discussion (including assessment of performance and any changes for the next six months):

Enter what you need to put in place to achieve your desired final rating:

Date of review:

Final Review

must be endorsed by 31 August 2009

Draft your self-assessment then discuss your achievements and development (eg, development of capabilities, learning and development outcomes, etc) with your manager to finalise and agree. See the Guideline Review a Performance and Development Plan for details.

Self assessment:

- Infrastructure for computational science is supporting AIFDR projects successfully. Except for intermittent issues with the Network Attached Storage, the cluster is performing well. Revision control system and TRAC pages work smoothly.
- Web server is running smoothly: Took the initiative to build the server from scratch, was instrumental in selecting and pioneering the Joomla framework to develop a working site. Also identified the need to find a plugin for bilingual support ahead of time and directed Rangga to investigate.
- Lead the development of software for BMKG rationalising the largely manual process of creating regular earthquake reports. This elevated AIFDR's standing with BMKG. Also drafted letter from BMKG requesting the assistance of AIFDR and ensured that it was eventually issued.
- Volcanic ash model (based on both Fall3d v5 and v6) is used by Badan Geologi, Geoscience Australia and Phivolcs through the AIM Python Wrapper which consists of a few thousand lines of code. Validation of 6 Indonesian and Philippine scenarios have been successful.
- A vision regarding spatial information for DRR is taking shape. Identified opportunity to hire contractor to support the development of demonstrator. Took the lead in getting the spatial workshop proceedings and recommendations approved by BNPB for distribution to participants. Participated in the World Bank 'Understanding Risk' conference and was invited to speak on the panel on Open Source and Web mapping. Developed project for Random Hacks of Kindness in support of impact modelling demonstrator.
- Have established myself and family in the new surroundings.

Manager's comments:

Ole's role within the AIFDR was originally based around his technical expertise and there is no question that Ole is providing the AIFDR with an outstanding high-end computational and modelling capability. He has played a leading role not only in the establishment of our high performance computing facilities but also with ensuring that these facilities were being used to support our development goals. In particular his work in streamlining the Volcanic Ash Modelling work has gotten us much praise from our partners in Badan Geologi and PHIVOLCS and has made these complicated modelling tools easily accessible to our partners. Similarly, Ole provides the AIFDR with a technical credibility and capability that is allowing us to forge strong relationships with key partners, for example he has used his skills to help BMKG streamline their processing systems for strong ground motion. This effort was used to demonstrate the value of AIFDR to BMKG and was one of the foundations of our current relationship with this key science partner. He's also willing to turn his technical skills to any issue that the greater AIFDR faces – e.g. he effectively built the AIFDR website in a night; a job that contractors had not been able to do to our standards in months.

Ole has also played an increasing leadership role in what is perhaps our hardest area of engagement, spatial data. He was the driving force behind our spatial data workshop and was the main reason that the final report for this was completed and distributed to our partners. The challenge for R&V is to now build upon this work and develop a demonstration of how government spatial data can be better used to answer disaster risk reduction questions. As part of this, Ole has identified the opportunity to use a range of open-source web mapping technologies as a potential solution to a fundamental issue in Indonesia – how to get risk assessments into

the hands of provinces as required by the DM law. While this is still in the feasibility study stage, there is a huge potential for this idea to provide AIFDR with one of the centrepieces of its risk assessment programs.

Ole is also seen very much as a source of both creativity and leadership within the R&V team and the greater AIFDR. I already rely upon him as a sounding board for ideas and strategies and this will only increase over the coming year as we focus on consolidating our programs and developing and implementing strategies to get our science advances into the hands of disaster managers. Ole has also handled the opportunistic nature of the AIFDR's establishment years very well providing me with a capacity to quickly demonstrate new concepts or ideas while at the same time providing R&V with a sanity check on some of the commitments that we are thinking of making. On a smaller but still significant note Ole's language skills are progressing very rapidly and he is an impressive example to us all in this space.

In terms of the next 12 months/areas for development I am really looking to Ole to lead on the development of tools and demonstrators for acquiring, integrating and using spatial data (in particular exposure and hazard information) to understand and manage risks. This is a significant challenge that will require both the development of technical products as well as developing and utilising relationships with a range of partners such as the World Bank and Gol agencies such as MONE.

Summary of 180° / 360° feedback (optional):

Agreed outcomes of your discussion (including achievement of objectives, development of capabilities, learning and development outcomes):

Agreed assessment for the year:

- | | |
|---|--|
| <input checked="" type="checkbox"/> Excellent | <input type="checkbox"/> Requires attention |
| <input type="checkbox"/> Very good | <input type="checkbox"/> Inadequate: |
| <input type="checkbox"/> Fully effective | <input type="checkbox"/> extenuating circumstances <input type="checkbox"/> development needed |
- Comment:

Agreed rating to use for salary increment, bonus or performance payments (if applicable):

Date of review: 27/7/10

