



Australian Government

AusAID

2010-11 Performance and Development Plan

for all non-SES staff and advisers, O-based and A-based, at Post or in Canberra

Key dates	PDP Cycle Activity
By 27 August 2010	Register your PDP discussion by emailing your agreed PDP in word format to PDP@ausaid.gov.au , and cc your Manager into the email
By 25 February 2011	Register your mid-term review by emailing your updated PDP in word format to PDP@ausaid.gov.au , and cc your Manager into the email
By 29 July 2011	Register your final review by emailing your updated PDP in word format to PDP@ausaid.gov.au , and cc your Manager into the email
See the Instruction for details of what to do and the Guideline for further information to help you complete your PDP	

	Staff member	Manager
Name	Ole Nielsen	Trevor Dhu
Signature		
Date		

Midterm Review

23/2/2011

Prepare your Plan

must be registered by 27 August 2010, or within two weeks of starting a new position

Performance Expectations

Your Performance Expectations are not intended as a complete list of all your activities, but rather should include your *major* objectives and activities in terms that are specific and measurable. See the Guideline for how to complete this section and for examples.

Step 1: Identify your objectives <i>(you should relate them to your section plan, BUP, Manager's PDP and/or your job description)</i>	Step 2: Outline your responsibilities or deliverables <i>(the tasks, activities or projects for which you will be responsible to achieve each of your objectives)</i>	Step 3: Indicate your measures of success <i>i.e. your key performance indicators (e.g., a target figure or event for timeliness, cost, quality, quantity, stakeholder satisfaction)</i>
<ol style="list-style-type: none"> 1. Enable Gol (BNPB) to fulfil the legal requirement for the provision of Risk Assessment Guidelines as per the Disaster Management Law 24/2007 2. Enable local government in Indonesia (BPBD's) to develop and use risk information in accordance with the national Risk Assessment Guidelines. 	<ul style="list-style-type: none"> • Liaise with government stakeholders such as BNPB, BPBDs and Bakosurtanal as well as the insurance industry to align the vision. • Influence Gol to spatially enable the Risk Assessment Guidelines. • Liaise with organisations such as the OpenGEO consortium, GEM and World Bank to leverage from the state-of-the-art. • Lead the development of an on-line hazard impact modelling demonstrator. If successful in attracting funding for the longer term, I will lead the development of a working system based on continuous feedback through pilot studies. • Work with R&V team to ensure consistency among related work programs. 	<ul style="list-style-type: none"> • Recognition and engagement from stakeholders • Vision is regarded as cutting edge by specialists and beneficiaries alike • Demonstrator attracts sufficient interest for Impact Modelling tool development to become part of AIFDRs work program. • BNPB Risk Assess Guidelines developed and codified. • Some BPBD's trialled impact modelling tool according to guidelines. • All work in spatial information for DRR aligned.
<ol style="list-style-type: none"> 3. Technological capabilities available for AIFDR to meet its goals 	<ul style="list-style-type: none"> • Further develop and apply Volcanic Ash Impact Model in collaboration with Geoscience Australia, Badan Geologi and Phivolcs. • Support earthquake hazard modelling, seismic processing and real-time earthquake impact products as required. • Maintain and adapt infrastructure for Computational Science to support AIFDR priorities 	<ul style="list-style-type: none"> • Objectives of volcanic ash modelling project met. • Support from Badan Geologi, Phivolcs and Geoscience Australia. • BMKG seismology and real-time earthquake project successful • Recognition from BMKG, GA and others. • Stakeholders able to conduct modelling, software development and spatial analysis as needed using AIFDR's cluster and revision control system.

Step 1: Identify your objectives (you should relate them to your section plan, BUP, Manager's PDP and/or your job description)	Step 2: Outline your responsibilities or deliverables (the tasks, activities or projects for which you will be responsible to achieve each of your objectives)	Step 3: Indicate your measures of success i.e. your key performance indicators (e.g., a target figure or event for timeliness, cost, quality, quantity, stakeholder satisfaction)
4. Relationships developed and maintained between AIFDR and other technical and scientific institutions in Indonesia and the Region more broadly	<ul style="list-style-type: none"> Participate and present at relevant science conferences and workshops as required Actively build collaborative projects that draw on available Indonesian and regional expertise (e.g. Badan Geologi, BMKG and Phivolcs as well as the re-insurance industry and World Bank). 	<ul style="list-style-type: none"> Conferences attended and presentations given. At least 80% of AIFDR's R&V projects include collaborative partners in either Indonesia or the region.
5. Provide advice and briefings to the AIFDR Australian Co-Director and AIFDR staff as required.	<ul style="list-style-type: none"> Apply my expertise and skills when needed. 	<ul style="list-style-type: none"> Feedback from AIFDR team and AIFDR Australian Co-Director on quality of input to planning and briefings
6. Display APS Values and uphold the APS Code of Conduct (www.APSC.gov.au)	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Demonstrate throughout the PDP cycle a commitment to the APS Values and Code of Conduct

Capability Development

Step 4: Capabilities

Capabilities are what you need to achieve your objectives and fulfil your responsibilities, to develop your abilities and reach your career goals. Review the [APS Capabilities](#) for your level and your specific AusAID job requirements and identify those that require further development. See the [Guideline](#) for details.

List the capabilities you need or want to develop further

(to fulfil your responsibilities in your current job and for your career development)

Develop in depth understanding of trends and state-of-the-art in Graphical Information Systems and Spatial Information Management.

Develop further knowledge of AusAID, the Australian Mission and their business processes

Communication with more influence

List the capabilities you need or want to develop further
(to fulfil your responsibilities in your current job and for your career development)

Develop my Bahasa Indonesia language skills

Step 5: Outline your learning and development plan

List the internal and external training and development activities you wish to undertake to develop or strengthen your capabilities as listed in Step 5.

Refer to the Learning and Development intranet site, including the Core Learning Requirements for AusAID staff, and the Course Calendar, or your regional/local training plans at Post. For more information on this step, refer to the Guideline.

Learning and Development Activity (internal and external)	When planned (dates or indicative periods)
Bahasa Indonesia	Second half of 2010

Step 6: Discuss and agree your PDP with your Manager	Discuss all aspects of your PDP with your Manager to ensure agreement on work expectations, standards and development See the <i>Guideline</i> for more details
Step 7: Finalise and distribute your PDP	After your discussion with your Manager, finalise your PDP, adjusting it as needed, and sign and give two copies to your Manager for her/his signature Keep a copy and give one to your Manager These form the basis of your mid-term and final reviews and performance assessment
Step 8: Register your PDP discussion	You are required to register your PDP discussion by emailing your agreed PDP to PDP@ausaid.gov.au Ensure that you cc your Manager into your email and attach your agreed PDP in word format

Mid-Term Review

your mid-term review must be registered by 25 February 2011

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.

Self assessment:

My main achievements this year so far are as follows:

- The impact modelling demonstrator project Risk in a Box, which I lead, has attracted sufficient interest in Gol (especially BNPB) and more widely (in Worldbank, GEM and Geoscience Australia) to become a central part of AIFDR's work program this year. Risk in a Box will underpin BNPB's efforts to enable local government in Indonesia (BPBD's) to develop and use risk information in accordance with the Disaster Management Law 24/2007. I have worked to draw the team together towards a common vision of how Risk in a Box should work and interoperate with the TsuDAT2 tsunami hazard modelling project.
- AIFDR is engaged with Gol partner agencies (Bakosurtanal, BNPB, BPPT) in the area of spatial information management. I supported this outreach by
 - Leading the write-up and dissemination to participants of proceedings from workshop on spatial information held last year.
 - Arranging a training course in Open Source Web Mapping by OpenGeo which attracted roughly a dozen individual from BNPB, Bakosurtanal and BPPT.
 - Organising Open Risk Modelling workshop in Jakarta with participation from Worldbank, OpenGeo, GEM and AIFDR which lead to an agreement between the organisations involved to collaborate in the area of open source risk modelling tools.
- Random Hacks of Kindness #2 Jakarta was hosted at AIFDR and attracted over 30 volunteer software engineers from Indonesia and abroad to work on software aimed at reducing the impact of natural disasters and saving lives. The event generated some good proposals for DRR software and pulled together a vibrant community of developers with similar interests. It also generated significant media interest, support from BNPB and the US Embassy in the context of their Civil Society 2.0 initiative.
- Volcanic Ash Modelling project is maturing and used by PVMBG during the recent eruptions at Mount Sinabung and Mount Merapi. Validation workshop in July established sufficient confidence in the model and subsequent development provided a unified interface providing three possible modelling procedures: scenario-based modelling (single event), hazard mapping (probabilistic wind fields) and forecasting (24 hour predictive estimation).
- Support of R&V and AIFDR activities on a needs base including support of tsunami activities (incl modelling, TsuDAT and relationship with the Tsunami Warning System), seismic analysis software at BMKG and computer science issues.

Comments against specific measurements of success as defined in PDP

- Recognition and engagement from stakeholders: *The vision for Risk-in-a-Box was recognised and supported by BNPB.*
- Vision is regarded as cutting edge by specialists and beneficiaries alike: *Risk-in-a-Box attracted in-kind support from World Bank*
- Demonstrator attracts sufficient interest for Impact Modelling tool development to become part of AIFDRs work program: *Yes*
- BNPB Risk Assess Guidelines developed and codified: *We are working towards this goal*
- Some BPBD's trialled impact modelling tool according to guidelines: *We are working towards this goal*
- All work in spatial information for DRR aligned: *OGC compliant standards and GeoServer has been adopted by AIFDR as the platform of choice for dissemination of spatial information. An example is the TsuDAT2.0 tool which is now moving to this framework. It is also envisioned that crowd sourced information will be using similar platforms.*
- Objectives of volcanic ash modelling project met: *Model is working smoothly, was validated adequately in July and everything is on track for the April workshop.*

- Support from Badan Geologi, Phivolcs and Geoscience Australia: *Badan Geologi are fully engaged with the volcanic ash modelling project and used the model during the Sinabung and Merapi eruptions.*
- BMKG seismology and real-time earthquake project successful: *The tools developed are used daily at BMKG and are aligned with the broader real-time project.*
- Recognition from BMKG, GA and others: *Yes*
- Stakeholders able to conduct modelling, software development and spatial analysis as needed using AIFDR's cluster and revision control system: *The cluster is used regularly by Geoscience Australia, Badan Geologi and BMKG for tsunami modelling, ash modelling and seismic analysis. The Probabilistic Tsunami Hazard Assessment project is planned to start on the cluster in late April. The revision control system hosts about 6 software projects including a version of EQRM that was established in response to requirements at Random Hacks of Kindness in December.*
- Conferences attended and presentations given: *Presented Risk-in-a-box demo on several occasions, hosted Random Hacks of Kindness, participated in Tsunami Warning System evaluation in Bali.*
- At least 80% of AIFDR's R&V projects include collaborative partners in either Indonesia or the region: *I have reached out to BPPT to invite them to join Risk-in-a-Box.*
- Feedback from AIFDR team and AIFDR Australian Co-Director on quality of input to planning and briefings: *Nothing explicit available*
- Demonstrate throughout the PDP cycle a commitment to the APS Values and Code of Conduct: *I believe so*

I continue to enjoy the challenges of our work and look forward to move Risk in a Box and other activities forward over the next months.

Manager's comments:

Overall Ole's performance this year has been Very Good. He continues to do a superb job in leading almost all of the technical development areas within R&V and provides us with a technical capacity and credibility that is critical to our ability to offer something different in the risk assessment space. In particular, the Risk in a Box initiative, which he both conceived and leads, is gaining us significant traction and reputation with a wide range of partners internationally (eg. WB, OpenGeo and GEM) and this will be a valuable, innovative and tangible way for the broader AIFDR to engage regionally.

Ole continues to provide us with a huge amount of drive, energy and effort to make sure that we get the job done – whatever that may be. One example is the massive effort Ole put in to connect with Indonesia's technical community through the RHoK initiative. This event allowed us to start to establish a broader network and begin to gauge the availability of technical expertise within the country. It also provided AIFDR with a valuable Public Diplomacy opportunity. Similarly, Ole pulled out all the stops to make sure that our volcanic ash modelling capacity was able to be used during the Merapi eruption. I particularly value Ole's understanding of the changing goal posts that we face during these sorts of disasters and his ability to invest so much energy in the knowledge that the final product may or may not be picked up by our stakeholders as their priorities or circumstances change.

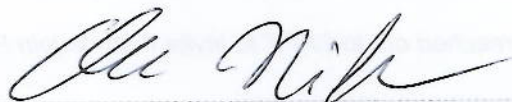
In terms of areas for focus going forward there is no question that the successful development of RIAB remains our number one priority and there will be continuing work in the volcanic ash field. In addition to this, there are opportunities for Ole to stretch himself further by looking at taking the initiative to establish a strong relationship with BPPT. I would see myself as a tool available for Ole to use to influence as required but would see Ole taking a strong lead in going from where we are to being partners in the development and implementation of Risk in a Box as well as potentially decision support tools for BNPB. Smaller opportunities for consideration also include

- capitalising on the efforts around RHoK and to firmly establish that community here; and
- potentially scoping and establishing a flood modelling Project.

Overall, Ole continues to be the technical engine of AIFDR and a core part of our team.

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

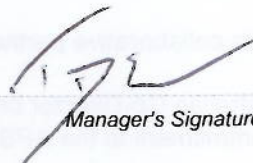
Enter what you need to put in place to achieve your desired final rating:



Staff member's signature

23/2/11

Date



Manager's Signature

23/2/11

Date

Final Review

must be registered by 29 July 2011

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:

Manager's comments:

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

Agreed assessment rating for the year:

☐ Excellent

☐ Very good

☐ Fully effective

☐ Requires development

☐ Inadequate

Comment:

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

Staff member's signature

Date

Manager's Signature

Date

