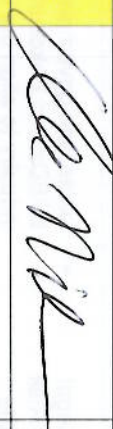





2010-11 Performance and Development Plan

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 | 27/8/2010 | 27/8/10 |

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 (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)) |
|---|---|---|
| <ol style="list-style-type: none"> 1. Enable GoI (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 GoI 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 <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> |
|--|--|---|
| 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 <i>(to fulfil your responsibilities in your current job and for your career development)</i> |
| 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 |

| | |
|---|--|
| <p>List the capabilities you need or want to develop further <i>(to fulfil your responsibilities in your current job and for your career development)</i></p> | |
| <p>Develop my Bahasa Indonesia language skills</p> | |
| | |
| | |

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 Guideline 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:

Manager's comments:

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

Date

Manager's Signature

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

Introduction

The purpose of this report is to provide a comprehensive overview of the current state of the market for [Product/Service].

The report is structured as follows:

1. Executive Summary

2. Market Overview

3. Key Findings

4. Conclusion

5. Recommendations

The following sections provide a detailed analysis of the market and its key players.

6. Appendix

7. References