

ACMAD STAFF PERFORMANCE EVALUATION FORM

PART 1 - Basic Information (To be completed by the supervisor)				
NAME (LAST, FIRST)	TITLE OF POST	DUTY STATION (Country)	UN HOST AGENCY	Regional Host AGENCY
Dr Romeo Sosthène Nkurunziza	Climate Change Impacts Assessment Expert	Niger	FAO	ACMAD

<p>FUNCTION (a brief description of key tasks) Generating the 'annual state of climate of Africa'; Automating selected climate products generation at ACMAD; Contributing to other operational product generation, including dekadal bulletins, drought bulletins, Briefs for policy and decision makers; Contributing to SWIFT-Africa project activities at ACMAD and participation in appropriate national, regional and international programs (meetings, workshops, conferences, etc, including NORCAP related programs)</p>	<p>PERIOD OF DEPLOYMENT: FROM: January TO: December 2021</p>
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PART 2 - Key Assignments and Outputs of the Deployment (As stated in the terms of reference. To be completed by the supervisor and the staff. The supervisor may request the technical focal point of the staff to provide input)
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Planned key assignments and outputs (to be completed upon arrival by the staff)	Self-assessment and comments by the staff on achievements, indicating if outputs were achieved	Evaluation and comments by the supervisor
<ul style="list-style-type: none"> - Update of the provisional technical note on the preliminary state of climate of Africa in 2020. -Production of the 'statement on the annual state of climate in Africa in 2020 -Production of the provisional 'technical note on the preliminary state of climate in Africa in 2021' - Provisional state of climate report for Africa for 2021 	<p>Technical note on the 2020 state of climate updated and the deliverable is stored at: http://154.66.220.45:8080/thredds/catalog/ACMAD/CDD/archives/R_S_Nkurunziza/2021_Achievements/1-States_of_Climate_in_Africa/catalog.html</p> <p>The statement on the annual state of climate in Africa in 2020 produced and the deliverable is stored at: http://154.66.220.45:8080/thredds/catalog/ACMAD/CDD/archives/R_S_Nkurunziza/2021_Achievements/1-States_of_Climate_in_Africa/catalog.html</p> <p>Provisional technical note produced including new products and the deliverable is stored at: http://154.66.220.45:8080/thredds/catalog/ACMAD/CDD/archives/R_S_Nkurunziza/2021_Achievements/1-States_of_Climate_in_Africa/catalog.html</p> <p>The technical note on the preliminary state of climate of Africa in 2021 produced and deliverables is stored at: http://154.66.220.45:8080/thredds/catalog/ACMAD/CDD/archives/R_S_Nkurunziza/2021_Achievements/1-States_of_Climate_in_Africa/catalog.html</p>	<p>The general contribution by the deployee is very relevant to the expected outputs. He has confirmed the ability to understand methods and develop tools for generation of products. His contribution to upgrades is praiseworthy.</p>
<ul style="list-style-type: none"> - Share the State of Climate in Africa 2020, update and coordinate review, support publication 	<p>Contributed and coordinated the State of Climate in Africa 2020 reporting and publication and the deliverables is stored at: http://154.66.220.45:8080/thredds/catalog/ACMAD/CDD/archives/R_S_Nkurunziza/2021_Achievements/1-States_of_Climate_in_Africa/catalog.html</p>	<p>These outputs are relevant and important for future implementation of capacity building for NMHSs and to provide African negotiators at the UNFCCC COPs as well as policy and decision makers with adequate information on the extent of climate variability and climate change for appropriate actions and increased resilience to climate change in Africa</p>

<p>(2) Monthly contribution to the generation of drought bulletin;</p>	<p>12 monthly Technical notes on the drought bulletins and the deliverables are stored at http://154.66.220.45:8080/thredds/catalog/ACMAD/CDD/archives/R_S_Nkurunziza/2021_Achievements/7-Drought_Bulletin/catalog.html</p>	<p>The deployee's motivation has been instrumental</p>
<p>(3) -Preparation of training material/procedure for generation of the annual state of climate for use at ACMAD and NMHSs.</p> <p>-Provision of training to on-the-job training staff from NMHSs.</p> <p>-Sustaining automated generation of selected climate products at ACMAD</p>	<p>The procedure for generating the 'annual state of climate' for use at ACMAD and NMHSs updated and deliverables are stored at http://154.66.220.45:8080/thredds/catalog/ACMAD/CDD/archives/R_S_Nkurunziza/2021_Achievements/10-Procedures_and_training_manual/catalog.html</p> <p>http://154.66.220.45:8080/thredds/catalog/ACMAD/CDD/archives/R_S_Nkurunziza/2021_Achievements/3-Copernicus_User_Learning_Service/catalog.html</p> <p>-Generation of selected climate products, including precipitation in percent of average, Standardized precipitation index, Soil moisture anomaly and Drought monitoring automated using scripts.</p> <p>- Training provided to NMHSs staff attached to ACMAD for on-the-job training The deliverables are stored at http://154.66.220.45:8080/thredds/catalog/ACMAD/CDD/archives/R_S_Nkurunziza/2021_Achievements/10-Procedures_and_training_manual/catalog.html</p>	<p>Good contribution to practical manuals for NMHSs</p>
<p>(4) Contributing to the PRESAC-14.</p>	<p>Contributed to the general organisation of PRESAC-14</p> <p>Prepared training materials and trained participant to the PRESAC-14 on Integrated Water Resources Management and the deliverables are stored at http://154.66.220.45:8080/thredds/catalog/ACMAD/CDD/archives/R_S_Nkurunziza/2021_Achievements/9-PRESAC-14/catalog.html</p>	<p>The contribution of the deployee to the training of hydrologist generation of operational were appreciated</p>
<p>Resource mobilisation</p>	<p>Contributed to in an EU-funded project called Support for Building of Research Infrastructure for African Climate Services project proposal.</p> <p>ACMAD is the lead beneficiary of Work Package 5 (demonstrator) and have been designed to lead (WP5) and coordinate 15 organizations involved in this WP and the documents are stored at http://154.66.220.45:8080/thredds/catalog/ACMAD/CDD/archives/R_S_Nkurunziza/2021_Achievements/2-AFRICLIM/catalog.html</p>	<p>The deployee contributed to proposals formulation as additional competency to continue strengthening</p>
<p>Mukau Project (Dormant for unknown reason)</p>	<p>Agreed in with JRC to finance an implementation of drought Monitoring and the deliverables (Progress) are stored here: http://154.66.220.45:8080/thredds/catalog/ACMAD/CDD/archives/R_S_Nkurunziza/2021_Achievements/8-MUKAU_Project/catalog.html</p>	<p>The deployee contributed to proposals formulation as additional competency to continue strengthening</p>

Contributing to ClimSA technical meetings	Participate in the Bilateral meeting Climate Station ClimSA JRC-ACMAD. Deliverables are stored at http://154.66.220.45:8080/thredds/catalog/ACMAD/CDD/archives/R_S_Nkurunziza/2021_Achievements/5-ClimSA_Technical_meeting_Report/catalog.html	The deployee supported implementation of existing project. He helped maintaining operational partnerships
Participated in COP26	Contributed to the ACMAD side events at COP26 Delivered presentation at COP26 Networked and found potential regional Climate Modelling provider and the deliverables are stored at http://154.66.220.45:8080/thredds/catalog/ACMAD/CDD/archives/R_S_Nkurunziza/2021_Achievements/6-Cop26/catalog.html	The deployee contributed with presentations to COP 26. This activity is expected to continue in 2022 with the presentation of state of Africa Climate to stakeholders.

PART 3 – Impact and Sustainability of the Deployment

(To be completed by the supervisor)

1. IMPACT on Organisation: How (if at all) has this deployment strengthened your organisation or operation? (E.g., through transfer of skills, new initiatives, innovation, set-up of new systems, etc.)	New products designed were operationalized by the deployee. Efforts are expected to further operationalization of all products in notes, reports and statements
SUSTAINABILITY for Organisation: How will your organisation ensure that the staff's contribution is sustained? (E.g. institutionalisation of new practices, handover, replacement) Collection, archiving of data, training materials, algorithms and codes developed and organization of more training events. 6 months before the end of assignment focus will be on preparing legacy.	
2.	
3. EFFECT on the situation on the ground/persons of concern, if relevant: How has this deployment provided relief or assistance to affected populations?	


PART 4 – Professional Competencies Evaluation

(To be completed by the supervisor, with input from technical focal point as applicable)

RATINGS	Unsatisfactory	Only Adequate	Satisfactory	Very Good	Exceptional	Comment
Technical competencies (Job competence, technical know-how and understanding) <i>To be completed by technical focal point if different from supervisor</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Work relations/interpersonal skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

(Relations with other staff, Government and/or Implementing Agencies)						
Communication skills (Expression of ideas and thoughts, both in oral and in writing)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Commitment/ Attitude (Dedication, initiative, enthusiasm, interest)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

<p>RECOMMENDATION: The staff should be considered for: (tick one and justify below)</p> <p><input type="checkbox"/> Deployments with the same type of tasks as this one</p> <p><input checked="" type="checkbox"/> More complex and difficult tasks</p> <p><input type="checkbox"/> Less demanding tasks only</p> <p><input type="checkbox"/> Tasks in a different technical area</p> <p>Explanation:</p>	<p>GENERAL COMMENTS on the staff's overall performance:</p> <p>The overall performance is good and the deployee can be a key player in developing innovative tools and products. His support for proposals formulation is well appreciated</p>
<p>Recommended competence development/training needs, if any:</p> <p>Plans development and Resource mobilization</p>	
<p>Supervisor's name: Dr. Andre Kamga F. Title: Director General Signature: _____ Date: November 27, 2021</p>	
<p>Frequency of contact with the staff: <input type="checkbox"/> Daily <input checked="" type="checkbox"/> Weekly <input type="checkbox"/> Monthly <input type="checkbox"/> Less frequently</p>	
<p>Technical focal point's name: _____ Title: _____ Signature: _____ Date: _____ (if relevant)</p>	

PART 5 – The staff Review of Ratings/Assessment by the supervisor	
<input checked="" type="checkbox"/> Agree with the above evaluation	<input type="checkbox"/> Do not agree with the above evaluation
<p>GENERAL COMMENTS by the staff: Comment on your overall performance and on any skills or qualities that you have enhanced/gained during this mission:</p> <p>The deployment at ACMAD has granted me an opportunity to meet and interact with experts with varying backgrounds and expertise. I managed to work very closely with all the experts, especially in generating various climate products and the development of all the associated product generation procedures and climate services bulletins at ACMAD. The deployment has also given me an opportunity to enhance my technical skills, as well as my ability to work in a multi-cultural environment.</p>	
<p>COMPETENCE DEVELOPMENT AND TRAINING NEED: Please indicate your desire (if any) for further job-related training:</p> <p>Given that technology in the field of meteorology/climate science is always evolving, there is need to once in a while have selected trainings so as to match the rapidly changing technology. Training opportunities organized by NRC/NORCAP, ACMAD and UN agencies are particularly essential on software tools needed for climate modelling, monitoring and forecasting.</p>	
<p>Staff's signature: Romeo S NKURUNZISA Date: 17/11/2021</p> <p></p>	