

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 Adefisan Elijah Adesanya	Programme Science Director	Niger	ACMAD	ACMAD

FUNCTION (a brief description of key tasks in your ToRs or vacancy notice)

The GCRF African-SWIFT consortium, led by the National Centre for Atmospheric Science (NCAS), builds upon existing partnerships between forecasting centres and universities in four African partner countries – Senegal, Ghana, Nigeria and Kenya – bringing together 5 UK partners (NCAS, University of Leeds, University of Reading, CEH, UK Met Office), 10 African Partners (ACMAD, ICPAC, ANACIM, UCAD, GMet, KNUST, NiMet, FUTA, KMet and University of Nairobi) and the UN World Meteorological Organization (WMO). Over the 4 year programme, the team of 25 UK and 45 African atmospheric scientists, social scientists and operational forecasters will undertake fundamental scientific research into the physics of tropical weather systems; evaluation and presentation of complex model and satellite data; and communication and exploitation of forecasts. The GCRF African-SWIFT team will work with forecast users across sectors from aviation to agriculture, energy, water and emergency response to understand how to tailor the provision and delivery of weather forecasts and to ensure improved response to high-impact events (e.g. onset of rains, heat-waves, dry spells, strong winds); rapid emergency response to extreme events, such as urban flooding and prolonged droughts; and increased resilience, through integration of weather prediction into strategies for response to climate change.

GCRF African-SWIFT will:

- Make fundamental research advances to significantly improve weather forecasts in Africa, and the tropics more generally, from the hourly to the seasonal timescale.
- Build the operational capability of the African forecast agencies; deliver state-of-the-art forecasting tools; and improve links and communication with forecast users.
- Assist African partners in developing capacity for sustained training of forecasters, in partnership with African academic institutions and international agencies to yield ongoing forecasting improvements in the coming decades.
- Ensure results are translatable beyond the partner countries to other nations of Africa and the developing world more widely.
- Deliver an impact felt by many millions of ordinary African people, and by large public and private-organizations across sectors from aviation to agriculture, energy, water and emergency response.

Under the direct supervision of the Director General, the incumbent will be responsible for the efficient and effective coordination and implementation of the Science for Weather Information and Forecasting Techniques (SWIFT) project and the establishment of the ACMAD Research and Development Department. She/he will liaise with the University of Leeds team in the UK and will present SWIFT at various forums on international, continental and national level and will organize and/or chair various meetings within the African SWIFT project. She/he will also ensure the proper execution of the research activities of the project, both in respect of the ACMAD component as well as the other SWIFT partners in the Project. As part of the Operational Group of the SWIFT management team, working with the Principal Investigator and Programme Manager who are based at the UK National Centre for Atmospheric Science (NCAS), the Science Director will oversee the quality and timeliness of delivery of outputs within the given financial allocations and provide clear work plans consistent with the annual objectives and milestones to dedicated staff and institutional partners.

PERIOD OF DEPLOYMENT:

FROM: October, 2018 **TO:** September, 2021

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)

Planned key assignments, deliverables and outputs (to be completed upon arrival by the staff)	Self-assessment and comments by the staff on achievements, indicating if outputs were achieved <u>with frequency, planned and actual delivery time as well as delivery statistics</u>	Evaluation and comments by the supervisor (evaluate frequency, time and quality of deliverables), use customer appreciation of deliverables)
Managing scientific coordination within the African groups; and Lead on providing sound scientific and technical guidance to the Project Team throughout the project lifecycle.	-Led generation of series of case studies of high impact weather. Each partner country selected one coordinated the monthly progress meeting. List of case studies are at https://projects.ncas.ac.uk/projects/gcrf-african-swift/wiki/Selected_Case_Studies . -Contributed to some papers published which are available at https://africanswift.org/publications/ . All achieved at the planned time except those affected by COVID-19.	The expert has supported countries in organizing case studies His contributions have been noteworthy. Papers, list of case studies and related progress reports are to be archived on ACMAD' Server for legacy and post SWIFT operations.

<p>Leadership of the Monitoring and Evaluation Group (MELG)</p> <p>Leadership of the SWIFT activities in Operational Training and University Programme;</p> <p>Provide effective leadership, strategic direction and attainment of performance metrics for the project management delivery, resource management and quality management; and</p> <p>Contribution to the leadership of project meetings, workshops, training events and testbeds.</p> <p>Assisting the Programme Manager for the on-time, on-budget and within-scope execution of the SWIFT project;</p> <p>Assisting the Programme Manager in planning, organizing, leading and controlling the project during its full lifecycle;</p> <p>Assisting the Programme Manager in defining and clarifying the project scope, developing the project plan, developing the project schedule and developing policies and procedures to support the achievement of the SWIFT project objectives;</p> <p>Helping the Programme Manager to determine the organizational structure of the project team, identify roles and positions, identify services to be provided by third parties;</p> <p>Helping the Programme manager to provide executive visibility to project status, issues, risks, costs Key Performance Indicators (KPI) progress;</p> <p>Helping to ensure that required project reports and other deliverables are prepared and submitted in a timely and comprehensive manner to the appropriate stakeholder; and</p> <p>Liaise with the National Centre for Atmospheric Science and the University of Leeds on financial and contractual issues.</p> <p>Liaise with other international partners in order to coordinate external contribution to the SWIFT project (e.g. WMO, NWP SAF, etc.); and</p> <p>Developing partnerships and helping in coordinating the SWIFT network</p> <p>Lead on the communication with relevant national or international institutions for establishment of partnerships with ACMAD for definition, generation, delivery of meteorological products and capacity development for production, interpretation and use of meteorological information; Linkage</p>	<p>-Led the Monitoring and Evaluation Group, Data Management Group and some other cross-cutting groups. See the MELG document at https://projects.ncas.ac.uk/projects/gcrf-african-swift/wiki/Monitoring_Evaluation_and_Learning.</p> <p>-Led in all SWIFT scientific activities from WMO's SWFDP training in Togo in 2018; 2019 Users Engagements and Co-production and 2019 Summer School and Science Meeting at Kumasi, Ghana see https://projects.ncas.ac.uk/documents/70 in Ghana and https://projects.ncas.ac.uk/documents/75 respectively.</p> <p>-Led in organising several physical and online training activities. See https://projects.ncas.ac.uk/projects/gcrf-african-swift/wiki/WP-C1_Training.</p> <p>-Led in organising the Testbeds1, 2 and 3. See https://projects.ncas.ac.uk/projects/gcrf-african-swift/wiki/WP-C2_Forecast_testbeds.</p> <p>-Weekly meetings are held on Monday morning tagged "Project Office (PO) meeting" where day-to-day tasks are review and assigned for the smooth running of the project.</p> <p>-Coordinated quarterly meetings of WPs and led/co-chaired WP-R2, WP-C1, WP-C2, WP-M1, WP-M2 and led/chaired all WP leads meeting. See reports here: https://projects.ncas.ac.uk/projects/gcrf-african-swift/wiki/WP-All_WP_Leads_Meetings.</p> <p>-Contributed to two of the three "Policy briefs", only one "White Paper" and all other "Reports and Technical Notes". See https://africanswift.org/publications/.</p> <p>-Managed and developed the "Management Structure" see https://projects.ncas.ac.uk/projects/gcrf-african-swift/wiki/Management_structure.</p> <p>-Led Science Management and all WPs plans activities, see https://projects.ncas.ac.uk/projects/gcrf-african-swift/wiki/Science_management_and_WPs.</p> <p>-Contributed to application for "no-cost" extension.</p> <p>-Contributed to SWIFT-NESSTT successful proposal that led to the procurement of weather Satellite dish and equipment to the partners countries, see https://projects.ncas.ac.uk/projects/gcrf-african-swift/wiki/SWIFT_NESSTT.</p> <p>-Partook in the interview of some PO's staff.</p> <p>-Led in organising Science Meeting and performed annual analysis of "Skill Matrix" of the SWIFT members, see https://doi.org/10.5518/100/68.</p> <p>-Partnership with sister project developed and partnership documents reviewed annually, see https://projects.ncas.ac.uk/projects/gcrf-african-swift/wiki/Partners.</p> <p>-Coordinated the SAWIDRA – SWIFT Seamless and Impact Based Forecast Demonstration in 2019, https://docs.google.com/document/d/13gUeW91YUhb_e2xHqYPq5-cWDBuGVk6t7/edit</p> <p>-Led ACMAD in several international proposals such as ANTS, DECIFER, DIDA, DRAXIS, H2020 and AMMA2050.</p>	<p>A set of remarkable training programs and materials as well as testbeds products including instructions or procedure manual for their generation have been well coordinated. These are to be made available on ACMAD server archive for legacy. Meetings minutes, reports and briefs are to be collected and archived.</p> <p>The expert is encouraged to strengthen transfer of swift improved methods, tools, procedures, products, training materials, templates to ACMAD through future forecast demonstrations, outlook fora and other mechanisms.</p>
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with the Satellite and Weather Information for Disaster Resilience in Africa (SAWIDRA); and Execute any other duties as may be assigned in the framework of ACMAD activities.

-Established Research team at ACMAD.
-Coordinated the participation of ACMAD in Testbed 3 by providing the pan-African weather systems forecasts.

Contributed to nine (9) journal papers on SWIFT page at <https://africanswift.org/publications/>

- (1) Olaniyan, E., **Adefisan, E.A.**, Oni, F., Afiesimama, E., Balogun, A.A. and Lawal, K.A., 2018. Evaluation of the ECMWF Sub-seasonal to seasonal precipitation forecasts during the peak of West Africa Monsoon in Nigeria. *Frontiers in Environmental Science*, 6, p.4. <https://doi.org/10.3389/fenvs.2018.00004>
- (2) Olaniyan, E., **Adefisan, E.A.**, Balogun, A.A. and Lawal, K.A., 2019. [The influence of global climate drivers on monsoon onset variability in Nigeria using S2S models](https://doi.org/10.3389/fenvs.2019.00004). *Modeling Earth Systems and Environment*, 5(4), pp.1405-1428.
- (3) Balogun, R. A., **Adefisan, E. A.**, Adeyewa, Z. D., & Okogbue, E. C. 2020. Thermodynamic environment during the 2009 Burkina Faso and 2012 Nigeria flood disasters: Case study. In: Leal Filho W., Ogugu N., Adelake L., Ayal D., da Silva I., (eds) African Handbook of Climate Change Adaptation. Springer, Cham. https://doi.org/10.1007/978-3-030-42091-8_143-1
- (4) Achugbu, I. C., Dudhia, J., Olufayo, A. A., Balogun, I. A., **Adefisan, E. A.**, & Gbode, I. E. 2020. Assessment of WRF land surface model performance over West Africa. 2020. *Advances in Meteorology*. <https://doi.org/10.1155/2020/6205308>
- (5) Olaniyan, E., **Adefisan, E. A.**, Balogun, A. A., Oyedepo, J. A. & Lawal, K. A. (2020). Application of sub-seasonal to seasonal (S2S) weather forecasts in predicting recent malaria occurrence in Nigeria using a regional scale dynamic malaria model. *International Journal of Health, Safety and Environment (IJHSE)*, 6(05), pp. 560 – 578. http://academiascholarlyjournal.org/ijhse/publications/jun20/Olaniyan_et_al.pdf
- (6) Nkiaka, E., Taylor, A., Dougill, A. J., Antwi-Agyei, P., **Adefisan, E. A.**, Ahiataku, M. A., Baffour-Ata, F., Fournier, N., Indasi, V. S., Konte, O., Lawal, K. A., & Toure, A. 2020. Exploring the need for developing impact-based forecasting in West Africa. *Frontiers in Climate*. <https://doi.org/10.3389/fclim.2020.565500>
- (7) Balogun, R. A., **Adefisan, E. A.**, Adeyewa, Z. D., & Okogbue, E.C. 2020. A concise comparison of two rainfall onset definitions using convective properties derived from TRMM precipitation radar data. *Meteorology and Atmospheric Physics*. <https://doi.org/10.1007/s00703-020-00759-w>
- (8) Hirons, L.C., Thompson, E, Dione, C., Indasi, V.S., Kilavi, M., Nkiaka, E, Talib, J., Visman, E., **Adefisan, E.A.**, de Andrade, F.M., Ashong, J., Mwesigwa, J.B., Boulton, V.L., Diédhiou, T., Konte, O., Gudoshava, M., Kiptum, C., Amoah, R.K., ... Woolnough, S. (2021). Using co-production to improve the appropriate use of sub-seasonal forecasts in Africa. *Climate Services Volume 23, August 2021, 100246* <https://doi.org/10.1016/j.cliser.2021.100246>
- (9) Balogun, R.A., **Adefisan, E.A.**, Adeyewa, Z.D., Okogbue, E.C. and Akinbobola, A. (2022) Diurnal Cycle of Rainfall and Convective Properties over West and Central Africa. *Atmospheric and Climate Sciences*, 12, 74-85. <https://doi.org/10.4236/acs.2022.121006>.

ALL the deliverables were achieved on the planned delivery time except those shifted due to lockdown from COVID-19 and hence the “no-cost” extension.

PART 3 – Impact and Sustainability of the Deployment

(To be completed by the supervisor)

<p>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.)</p>	<p style="text-align: center;">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 including video training materials.</p>
<p>SUSTAINABILITY for Organisation: How will your organisation ensure that the staff's contribution is sustained? (e.g. institutionalisation of new practices, handover, replacement)</p> <p style="text-align: center;">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 including video training materials.</p>	
<p>2. EFFECT on the situation on the ground/persons of concern, if relevant: How has this deployment provided relief or assistance to affected populations?</p>	

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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Strong research capacity and coordination of team effort
Work relations/interpersonal skills (Relations with other staff, Government and/or Implementing Agencies)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

<p>RECOMMENDATION: The staff should be considered for: (tick one and justify below)</p> <p><input checked="" type="checkbox"/> <u>Deployments with the same type of tasks as this one</u></p> <p><input 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 quite satisfactory the expert can be a key player in other projects opportunities in consolidating coordination skills with; methods and tools on which he has been exposed. His support for proposals formulation is well appreciated</p>		
<p>Recommended competence development/training needs, if any:</p> <p>Programme management</p>			
Supervisor's name: Dr Foamouhou Andre Kamga	Title: The Director General	Signature:	Date: September 30, 2021
Frequency of contact with the staff:	<input type="checkbox"/> Daily	<input type="checkbox"/> Weekly	<input checked="" type="checkbox"/> Monthly <input type="checkbox"/> Less frequently

Technical focal point's name: (if relevant)	Title:	Signature:	Date:
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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
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GENERAL COMMENTS by the staff:
Comment on your overall performance and on any skills or qualities that you have enhanced/gained during this mission:
The assignment 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 operational and research experts.

COMPETENCE DEVELOPMENT AND TRAINING NEED:
Please indicate your desire (if any) for further job-related training:
Further training in developing highly-competitive grant-winning proposals and management of big projects most especially on project monitoring, evaluation and learning, development of logical framework and theory of change will also very helpful for future purposes.

Staff's signature: Dr. Elijah Adesanya ADEFISAN	Signature: 	Date: 30/09/2021
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