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| **Name of Applicant** | **Mr. Paul Baraka Mwangi** |
| **Name of Referee** | Peter Muraya |
| **Designation** | Data Management Specialist |
| **Telephone no.** | 0733 90 32 89 |
| **Email address** | peterkmuraya@gmail.com |
| **Date** | December 2011 |
| **Please comment on the following**  |
| **Mr. Paul Baraka Mwangi’smain duties/responsibilities in hiscurrent job** | I used to lead the data management area of the ILRI/ICRAF research methods group, and Paul used to work under my supervision. When I left ICRAF, Paul took on some of that responsibility |
| **Efficiency and general standard of work** | Excellent |
| **Key working strengths** | Solving data management problems through computer programming techniques |
| **Limitations / Areas for development** | Needs to pick signs (that he has been stuck on the same problem) earlier than he does. (See related comment under Integrity)  |

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| **Please rate the following capabilities on a scale of 1 (weak) – 10 (strong) and include the supporting explanation/justification against each capability:** |
| **Attribute** | **Rating** | **Justification** |
| **Experience in data analysis**  | **6** | **This rating reflects the fact that Paul did not support researchers directly with data analysis. There were data analysts in our group who did this. Paul worked to support data analysts themselves, and learnt some data analysis techniques in the process.** |
| **Experience in providing logistical and administrative support to a busy unit**  | **8** | **Paul provided technical and administrative support that was needed to effectively link the RMG services with those of the ICT department.**  |
| **Ability to deal with grantees ensuring follow-up and proper documentation** | **9** | **I relied on Paul to document all the new concepts/ideas that were generated during group meetings.** |
| **Attribute** | **Rating** | **Justification** |
| **Experience in organising conferences / meetings/ workshops**  | **-** | **When I left ICRAF, Paul did not have much chances of organizing meetings, so not able to comment on this.**  |
| **Accuracy and attention to detail** | **10** | **This is the area I found Paul to be particularly helpful**  |
| **Organisational and multi-tasking skills**  | **8** | **The clear explanations that Paul gave to any area to which he was taken to task was the strongest indicator that Paul is very organized in his thoughts.** |
| **Interpersonal skills** | **8** | **Paul got on very well with members of the Research Methods group in particular, and other ICRAF staff in general.**  |
| **Communication skills (verbal and written)** | **9** | **His particular strength was in the conceptualization and presentation of relational data models for new data management problems.** |
| **Integrity** | **8** | **Paul was very honest and transparent in all the assignments he undertook. And when he seemed not to be working on an assignment, it was because he got stuck and kept hoping he is going to crack the problem sooner than later.**  |