



Referee Report

The applicant has named you as a referee in support of an application for an Australia Awards Scholarship supported by the Department of Foreign Affairs and Trade (DFAT) for study in Australia. To assist in the selection process, we would like to receive your views on the applicant's suitability for a Scholarship, in particular on their capabilities and personal qualities, academic competence (including, where applicable, their research ability) and potential outcomes.

1. Personal Details

Personal details	Applicant response
Applicant's details	Applicant Answers
Full name (as it appears in passport)	Cahyana
Email	cahyana@tass.telkomuniversity.ac.id
Area of research interest	Artificial Intelligence
Referee's details	Referee Answers
Family name	Sadjad
Given names	Rhiza
Mobile no.	+62 816 431 2162
Work no.	+62 251 832 5219
Email	rhiza@unhas.ac.id
Employing organisation	Information about the employing organisation
Name	Hasanuddin University
Town/City, Country	Makassar, INDONESIA
Position title	Senior Lecturer (retired)
Starting date	01/ 10/ 2022
Length of time you have known applicant	☐ Less than 3 months ☐ 3–12 months ☐ 1–2 years ☐ 2–5 years



Personal details	Applicant response
	☒ More than 5 years
Relationship to applicant (e.g. direct supervisor, lecturer, peer, etc)	Former Undergraduate Supervisor
Authorised official stamp of the organisation.	Note: since I am retired, I am not any longer eligible to use the organisation's stamp.

2. Evaluation of applicant's capabilities and behaviours

Please evaluate the applicant against the following criteria*

Criteria	Very good	Satisfactory	Needs coaching	Not observed
Shapes strategic thinking (meaning that they: inspire a sense of purpose and direction; focus strategically; harness information and opportunities; and show judgement, intelligence and commonsense)	☒	☐	☐	☐
Achieves results (meaning that they: build organisation capability and responsiveness; marshal professional expertise; steer and implement change and deal with uncertainty; ensure closure and deliver on intended results)	☒	☐	☐	☐
Cultivates productive working relationships (meaning that they: nurture internal and external relationships; facilitate cooperation and partnerships; value individual differences and diversity; and guide, mentor and develop people)	☒	☐	☐	☐
Displays personal drive and integrity (meaning that they: demonstrate professionalism and probity; commit to action; display resilience; promote and adopt a positive and balanced approach to work; and demonstrate self-awareness and a commitment to personal development)	☒	☐	☐	☐
Communicates and negotiates effectively (meaning that they: communicate clearly; listen, understand and adapts to audience; and negotiates persuasively)	☒	☐	☐	☐

* Extract from the Australian Public Service Commission's 'The integrated leadership system – support tools – Leadership pathway: Individual profiles'



3. General Comments

Why should the applicant be considered for a Scholarship?

In 2002, Ms. Cahyana completed her first degree in the Department of Electrical Engineering, Hasanuddin University, Makassar, INDONESIA, where I myself have been with since 1983 until retired in 2022. Ms. Cahyana was one of my best students. She took all of my classes, mostly in Automatic Control and Linear Systems area, and as I remember it, she was almost always among the top 10% students in my classes. As a laboratory assistant in our Basic Electrical Engineering Laboratory, Ms. Cahyana was among a very few students who were trusted to supervise her fellow students to do experiments to strengthen their fundamental knowledge and skills in Electrical Engineering. With this experience, she apparently had chosen teaching as a career. She might have chosen a job in industry, so this clearly showed the quality Ms. Cahyana has in her personality as well as her strong motivation to seek knowledge. This also shows how much she values education.

Ms. Cahyana had her study program in our Department very well planned, and had her undergraduate final project well in mind. I supervised her undergraduate final project, which was a unique project related to the development of the state-owned electrical power company's on-line billing system. This was a very sophisticated programming work, and Ms. Cahyana has demonstrated that she has all the skills needed to complete the project successfully in a relatively very short time, with a good collaboration with her partner. She came to see me regularly to show the progress of her work, and in all these encounters she showed her openness to suggestions and an eagerness to engage in professional discussions that could enhance her understanding of the subject she is interested in. I see in her the many qualities of both an excellent engineer and an enthusiastic researcher.

Five years after her graduation, Ms. Cahyana told me that she had received a Master's Degree in Computer Science from the University of Indonesia, the most prominent university in our country, with a GPA of **3.52** out of **4.00**. I was not surprised at all, for all qualities she had in her and her very strong motivation, she really deserved it. Until recently, Ms. Cahyana has continuously developed her career in education - especially the vocational education - as a lecturer in several prominent higher institutions in our country. I have been so thoroughly impressed by Ms. Cahyana's technical competence in her field, and that she showed a strong motivation to continue her study, I wholeheartedly recommend her for any opportunity to pursue a higher degree program in her field or other related areas.

4. Academic Referee comments – applicable to PhD candidates only

In the past five years, how many research higher degree (PhD, Masters) candidates have you worked with?

None

Your professional knowledge of the applicant is:
(please select which box is most relevant)

☒ Very detailed

☐ Very good

☐ Good

☐ Incomplete

Score the following out of 10

A score of 10 means that you regard the applicant as being in the top 2% of all candidates in each assessment category.



- 9 - top 5%
- 8 - top 10%
- 7 - top 20%
- 6 - top 30%
- 5 - top 40%
- 4 - upper 50%
- 3 - upper 60%
- 2 - upper 70%
- 1 - bottom 30%

Criteria	Score
(a) Research potential: intrinsic research potential (as distinct from examination results).	8
(b) Creative Ability: ability to develop original ideas/hypotheses, to write original compositions or to assemble conventional work in some original way	9
(c) Initiative: ability to embark on new ideas or approaches without prompting	9
(d) Perseverance: ability to work steadily even in difficult circumstances or where motivation or external direction is minimal.	10
(e) Critical thinking: ability to differentiate between sound and irrationally based thinking	8
(f) Team work: ability to work in a research group	9
(g) Ability to Communicate: both written and spoken	9

5. Academic Referee comments – applicable to PhD candidates only

Please comment on **evidence** of the applicant’s research potential and achievement (such as the outcomes of their research experience and training, including university studies, publications, papers, and other relevant work) and any other comments relevant to the applicant’s admission to a PhD (maximum 300 words).

No comment

6. Referees Declaration and Signature

I declare that the information in this report is true and correct.

Signature:



Date 01/ 04/ 2026

Thank you for assisting the Australian Government in identifying an outstanding candidate for an Australia Awards Scholarship.

