



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					
Applicant's details					
Full name (as it appears in passport)	Herviana				
Email	<i>evhy.kamaluddin@gmail.com</i>				
Area of research interest	Computer Science and Engineering (<i>Software Development</i>)				
Referee's details					
Family name	Sadjad				
Given names	Rhiza				
Mobile no.	+62 816 431 2162	Work phone no.	+62 411 585 680		
Email	<i>rhiza@unhas.ac.id</i>				
Employing organisation	Name	Hasanuddin University			
	Town/City, Country	Makassar, INDONESIA			
Position title	(Senior) Lecturer			Starting date 01 / M a r c h / 1982	
Length of time you have known applicant	<input type="checkbox"/> Less than 3 months	<input type="checkbox"/> 3–12 months	<input type="checkbox"/> 1–2 years	<input type="checkbox"/> 2–5 years	<input checked="" type="checkbox"/> More than 5 years
Relationship to applicant (e.g. direct supervisor, lecturer, peer, etc)	The applicant is my former student and teaching assistant				
Authorised official stamp of the organisation.	Department of Electrical Engineering, Faculty of Engineering, Hasanuddin University, Makassar, INDONESIA				

2. Evaluation of applicant's capabilities and behaviours				
Please evaluate the applicant against the following 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)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Communicates and negotiates effectively (meaning that they: communicate clearly; listen, understand and adapts to audience; and negotiates persuasively)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

* 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?

The applicant has a very strong academic achievement during her tenure in our department, and I strongly believe she has a very bright future academic potential. Her integrity and leadership are other strengths that she has, as well as her sense of responsibility and her independence. The applicant's wide social activities have shown her strong communication and interpersonal skills.

She was one of my best students. Ms. Herviana took all of my classes, mostly in Electronics, Automatic Control and Linear Systems area. As I remember it, she always received excellent grades for her test-results, examination and class-papers. She graduated with a cumulative GPA of 3.70 out of 4.00, which is almost perfect. Her final undergraduate project was a sensor system application for the supermarket stock management. Before and after her graduation, Ms. Herviana has been helping me as my assistant to grade almost all my students' examination-papers and class-papers. She has done a perfect job; I have almost never received any complaint from students whose papers were graded by Ms. Herviana. This indicates that she is very accurate in doing her job. I also admire her ability to work hard, her strong motivation to learn and her competence in her field. I observed that she has no difficulty what so ever to work together with her colleagues, where in most cases she was – in fact – taking a role as their leader. During her tenure as a student, she was involved in many student organizations and activities, both in and off campus.

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?

Your professional knowledge of the applicant is: ☐ Very detailed ☐ Very good ☐ Good ☐ Incomplete

Score the following criteria 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. A score of 9 indicates that the applicant is in the top 5% of all candidates. A score of 8 - top 10%; score of 7 - top 20%; score of 6 - top 30%; score of 5 - top 40%; score of 4 - upper 50%; score of 3 - upper 60%; score of 2 - upper 70%; score of 1 - bottom 30%)

Score

(a) **Research potential:** intrinsic research potential (as distinct from examination results).

(b) **Creative Ability:** ability to develop original ideas/hypotheses, to write original compositions or to assemble conventional work in some original way

(c) **Initiative:** ability to embark on new ideas or approaches without prompting

(d) Perseverance: ability to work steadily even in difficult circumstances or where motivation or external direction is minimal.	
(e) Critical thinking: ability to differentiate between sound and irrationally based thinking	
(f) Team work: ability to work in a research group	
(g) Ability to Communicate: both written and spoken	
<p>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).</p>	

5. Referee's declaration and signature	
I declare that the information in this report is true and correct.	
Signature	Date 5 / May / 2017
Thank you for assisting the Australian Government in identifying an outstanding candidate for an Australia Awards Scholarship.	