

| Reference Letter for FEC membership | |
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| Surname of Candidate | Gari |
| First name of Candidate | Sirak Robele |
| Name of Referee | Alice Newton |
| Address of Referee: | CIMA Campus de Gambelas, Universidade do Algarve , 8005-139 Faro, Portugal |
| Telephone: | +351 91 911 00 26 |
| e-mail: | anewton@ualg.pt |
| Post/Occupation of referee | Professor |
| How long have you known the candidate? | 13 years |
| Capacity in which I have known the candidate | |
| I was his MSc and PhD Theses Supervisor | |
| Sirak carried out research on Eutrophication management and the development of frameworks for adaptive management of catchment-coast social-ecological systems. | |
| Master: The candidate wrote an MSc Thesis related to the use of the Driver-Pressure-State-Impact-Response (DPSIR) framework and the Systems Approach Framework (SAF) for the management of eutrophication in the Ria Formosa, Portugal. The results from this research have been presented at the MACOMA workshop and part of it has been published in the journal of <i>Marine Policy</i> . | |
| Doctorate: Further, the candidate wrote a PhD Thesis on reviewing, analysis, improving and development of frameworks for the adaptive management of catchment-coast social ecological systems. The results from this research have been published in the <i>Journal of Ocean and Coastal management</i> . Other articles have been published in <i>Sustainability</i> and <i>Water Science Journals</i> . | |

General skills:
Sirak has an excellent command of English, both oral and written. He is well organized and responsible. The candidate's **social skills and competences** are immaculate as he can live and work with others in multicultural environments, in positions where communication is important and in situations where teamwork is essential. **Sirak** is a highly motivated candidate, who has the capacity to execute a demanding job in a foreign country successfully.

Research skills and potential: He demonstrated that he is capable of carrying independent research effectively. He has an excellent work ethic and a very positive attitude towards work.

Research: Sirak is actively involved in research projects and has completed two research projects as a coordinator and a team member since 2017. These are Water and COoperation within the Nile River Basin (WACONI):2018-2019 funded by the European Union and Hydro-Economic Analysis for Ethiopia (HEA-II):2020 funded by the World Bank. He is currently a research coordinator of the Ethiopian Institute of Water Resources (EiWR), Addis Ababa University.

Research outputs and Publication:

Sirak has published more than 25 scientific articles in the last 5 years. He is well cited in scientific journals having an **h-index of 9 and i10 index of 9.**

His review paper on the DPSIR framework has 338 citations (03/10/2022)

I have kept up with Siraks research outputs by checking his academic and professional network profiles via the following links:

https://scholar.google.com/citations?view_op=list_works&hl=ca&user=DhivyeEAAAAJ

Web of Science ResearcherID: AFT-3888-2022

<https://www.researchgate.net/profile/Sirak-Gari>

www.linkedin.com/in/sirak-robele

<https://loop.frontiersin.org/people/572307/bio>

Ocean Expert profile: <https://oceanexpert.org/expert/sirak>

ORCID ID: 0000-0003-0495-4488

Academic experience:

After his PhD, Sirak returned to Ethiopia where he took up a position as an assistant professor at the Ethiopian Institute of Water Resources (EiWR), Addis Ababa University. Since then, he has gained valuable experience as academic. He has been promoted to an associate professorship since 2021 as his active participation in the University's affairs and community engagement as well as his publication history was recognized by the Senate.

Lecturing: Sirak has a fundamental understanding of key concepts of pedagogy. He has experience in lecturing postgraduates at Master and PhD levels at his home institution, and lecturing to Undergraduates as a guest lecturer. The Postgraduate courses are Seminar course I and Seminar course II at a PhD level, Water Quality Management, Water and Public Health and Environmental Pollutants at MSc level, and Aquatic Ecology at a BSc level.

Quality Assurance: Sirak has served as external examiner at local Higher Educational Institutions. Some examples are College of Development Studies, African Center of Excellence for Water Management and Arbaminch University.

Supervision: Sirak has also gained experience as a mentor and supervisor of postgraduates promoting so far five PhD and three MSc students. At present he supervises 15 PhD candidates and one MSc student, which I consider to be a very large load.

| Relative rating of the candidate compared with peers | | | | | | |
|---|-----------------------|---|-----------------------------------|---------|------------------|---|
| Capacity | Outstanding Top 2% | Much better than average Top 10% | Better than average Top 25% | Average | Below average | Comments |
| Academic ability | X | | | | | He has a solid understanding of the subject matter |
| Work load capacity | X | | | | | Have demonstrated a high capacity for analysis tools development, and can perform several tasks at the same time |
| Leadership potential | | X | | | | Reveals leadership skills, while being interested in the opinions of others |
| Initiative | X | | | | | Is always highly motivated for the requested tasks |
| Organizing ability | X | | | | | is very methodical and organized, which have facilitated the fulfillment of all tasks and deadlines during the Research |
| Attitude to independent study | X | | | | | Can independently, start's or continue other of research topics |
| Moral qualities - honesty, integrity | X | | | | | Has always shown honesty and straightforwardness in the resolutions of simple cases |
| Respect for authority | | X | | | | |
| Consideration for others | X | | | | | |
| Sociability: ability to mix with others in community living | | X | | | | Is a good team player and has an open and positive personality |
| Self-discipline | X | | | | | |
| Common sense and judgement | X | | | | | |
| Maturity | X | | | | | |
| Emotional stability and capacity to cope with stress | X | | | | | Has a high sense of justice and respect for those around |

Final Recommendation:

I strongly recommend **Sirak Robele Gari** as a candidate for Future Earth Coasts membership

For further information or to verify any statement, please contact Alice Newton anewton@ualg.pt.

07/12/2022