



United Nations Performance Document

Performance Cycle: 2017 - 2018
Performance Period: 01/04/2017 - 31/03/2018
Status: Completed

DRYANSKY, ANDRE

Functional Title: Functional titles are temporarily unavailable
Org Unit: UNAKRT CMS IU
Index Number: 300137
Gender: Male
Category: P-3

Section 1 - Goals

Goal 1

Description and Related Actions:

Providing quality simultaneous, sight and consecutive (if needed) interpretation services from French into English for UNAKRT/ECCC proceedings and related events.Related actions: - Understanding the current case in its substance and workings; - Furthering my familiarity with legal concepts, courtroom vocabulary and phraseology; - Reading key and other relevant judicial documents; - Acting as a team leader of interpreters when required; - Deepening my understanding of the Khmer Rouge period and of how it effects Cambodian society today as well as the ECCC proceedings; - Working into French for more "minor" events, if required; - Improving my interpretation cadence, working on developing effective "lag" and monitoring/correcting possible idiomatic slippages

Success Criteria:

- Accuracy and competeness in the interpretation; - Quality of delivery, in particular pace; - Clarity and accuracy of legal terminology used; - Familiarity with procedural developments; - Quality of support and cooperation with booth mates; - Keeping a clear mind in stressful situations; - Rhetorical quality; - Improved proficiency if or when interpreting into French

Goal 2

Description and Related Actions:

Providing consistent quality translation services from French into English of ECCC/UNAKRT documents, especially in view of increase in volumeRelated actions: - Providing faithful and timely translation of documents; - Working closely

with reviser in order to understand the rationale behind the proposed revisions; - Working closely with coordinator in order to manage production targets as volume is going to increase significantly; - Cross-revision of colleagues translations, including proofreading

Success Criteria:

- Accuracy of concepts rendered; - Accuracy in rendering nuances of language; - Meeting production targets; - Ability to work effectively with reviser; - Clarity and legibility of style; - Use of acquired knowledge and skills

Goal 3

Description and Related Actions:

Activities related to interpretationRelated actions: - Correction of transcripts; - Self-review of performance in transcripts; - Providing referencing assistance when necessary; - Compiling materials of potential interest to the team; - Acting as a team leader of interpreters when required

Success Criteria:

- Accuracy of transcript corrections; - Quality of transcript corrections; - Accuracy and faithfulness of performance self-assessment; - Usefulness and relevance of personal contributions

Goal 4

Description and Related Actions:

Advising junior Khmer to English interpretersRelated actions: - Providing detailed feedback on performance in the booth, relying also on my relative proficiency in Khmer; - Providing linguistic guidance: idioms, grammar, vocabulary; - Working on pronunciation - Devising exercises for improvement

Success Criteria:

- Measurable improvement in fluidity and quality of English of Khmer booth mates; - Measurable improvement in quality of delivery of Khmer booth mates

End of Cycle Goal Summary

S/M Comments:

In terms of quantity, there was little interpretation work during this cycle. Yet, the importance of the little there was proved to be crucial, as the ongoing case climaxed with the closing statements from all of the parties, conveying the full gamut of their arguments in all of their complexity and legal impact. It was a kind of big finish for the interpretation team, and, hence, the exercise was just as momentous as it was challenging. So, a bit like with a final exam, or better said, a final performance, this was an opportunity for me to demonstrate my mastery of all of the precious lessons learnt from my more senior colleagues throughout the years. During the closing statements so much was said, at such

speed and with so much juridical impact, that distilling and clearly reformulating meaning, instead of simply translating, whilst taking the necessary time –'lag'- to do so in the appropriate register was indeed the only option possible. In a way, I may say, the time had come for me to prove my mettle as an interpreter. I believe the transcripts as well as the colleague feedback show that I did so in a respectable way. Translation, on the other hand, took up a great portion of this cycle's work. Although translation is not my core skill, I endeavored to meet the output standards, in terms of quantity as well as quality, of our professional staff translators. I translated documents of the same legal importance, and of the same level of difficulty, such as the Closing Brief of one of the defense teams and complex decisions by the French courts. I dare say that those revising my work found it consistent enough to be used, without any issue, by the parties, who, in turn also expressed their satisfaction with it. Family emergencies, unfortunately, made it impossible for me to fully meet the production target I was aiming at, yet I did achieve it by 80%. Reviewing transcripts was also an essential part of my activities and, just as in the last cycle, my supervisors, together with the members of the Transcription Unit, continued expressing their satisfaction with my timeliness in meeting the exacting deadlines and with the thoroughness of my work, from French into English, but also the other way around. And, as in the last cycle, I often resorted to my lower intermediate command of the Khmer language, to clear up, based on the Khmer original, confusing inconsistencies in the English and French transcripts. And, as a staffer very mindful of staff solidarity and team spirit, I consistently provided my feedback to our more junior Khmer to English colleagues, taking the time to answer all of their relevant questions, to drill them with grammar exercises, to introduce them to useful reading materials and to keep up their enthusiasm by simply chit-chatting in Khmer. Yet, there are naturally aspects of my performance this year that could have been smoother. Again, at times, I still have a tendency, under stress, to fall into a somewhat colloquial register which may seem a bit untoward in a courtroom setting. I also can be slightly absentminded and scattered. This is due, in part, to personal circumstances that have made of this year an unusually difficult one for me. In addition, I have taken very little leave. It would have indeed perhaps been wiser for me to take

FRO Comments:

some time to rest and to collect my thoughts than to push on in a somewhat workaholic fashion. Nonetheless, all and for all, I am leaving UNAKRT at the end of this calendar year, hence this December ePas, with my head up high for having done, in my humble opinion, an honorable professional job.

Over the past cycle Andre has successfully met his goals. His versatility has been highly valued : occasionnally interpreting both from English into French and French into English, reviewing court transcripts, routinely translating documents within tight deadlines (especially a 250-page Defence closing brief), and actively taking part in the Unit's continuous learning activities.

Section 2 - Core Values**CORE VAL-Integrity**

Demonstrates the values of the United Nations in daily activities and behaviours. Acts without consideration of personal gain. Resists undue political pressure in decision-making. Does not abuse power or authority. Stands by decisions that are in the Organization's interest, even if they are unpopular. Takes prompt action in cases of unprofessional or unethical behaviour.

Rating: A - Outstanding

CORE VAL-Professionalism

Shows pride in work and in achievements. Demonstrates professional competence and mastery of subject matter. Is conscientious and efficient in meeting commitments, observing deadlines and achieving results. Is motivated by professional rather than personal concerns. Shows persistence when faced with difficult problems or challenges. Remains calm in stressful situations.

Rating: B - Fully Competent

CORE VAL-Respect for Diversity

Works effectively with people from all backgrounds. Treats all people with dignity and respect. Treats men and women equally. Shows respect for and understanding of diverse points of view and demonstrates this understanding in daily work and decision-making. Examines own biases and behaviours to avoid stereotypical responses. Does not discriminate against any individual or group.

Rating:	A - Outstanding
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End of cycle Core Values Summary

S/M Comments:	Integrity, accountability, moral rigor, solidarity, respect for others and a true love for diversity are some of my fundamental guiding principles. As such, the core values of the United Nations shape a great part of my personal convictions and I endeavor not only to stand by them but also to enact them in my professional as well as personal life. I stand by my word and never shy away from my work-related obligations. For example, even when on leave, I make it a point to check my work email at least 3 times a day in order to stay current with the developments in my unit and to be available, if necessary. I also cannot recall having ever shown up late to the interpretation booth and, naturally, I have never neglected an assignment. Despite the perfectible aspects of my performance, in particular in terms of style and form, I am confident that my supervisors would agree that I am a very conscientious and hard-working staffer, who is dedicated to others. I indeed show sincere consideration for all the people around me, regardless of their opinions, origin or social background. I treat my colleagues with warmth and genuine friendliness and I entertain friendly relations with the judges just as with the security guards. I loathe segregatory differentiation. This is why, in great part, I joined the United Nations. Furthermore, I dare say that my ongoing efforts to master the Khmer language are a clear sign of my openness and respect for the culture and people of my host country.
FRO Comments:	Through his actions, André has consistently shown his utmost commitment to the core values of the United Nations.

Section 3 - Core Competencies

Communication

Speaks and writes clearly and effectively. Listens to others, correctly interprets messages from others and responds appropriately. Asks questions to clarify, and exhibits interest in having two-way communication. Tailors language, tone, style and format to match the audience. Demonstrates openness in sharing information and keeping people informed.

Rating: B - Fully Competent

Teamwork

Works collaboratively with colleagues to achieve organizational goals. Solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others. Places team agenda before personal agenda. Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position. Shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

Rating: A - Outstanding

Accountability

Takes ownership of all responsibilities and honours commitments. Delivers outputs for which one has responsibility within prescribed time, cost and quality standards. Operates in compliance with organizational regulations and rules. Supports subordinates, provides oversight and takes responsibility for delegated assignments. Takes personal responsibility for his/her own shortcomings and those of the work unit, where applicable.

Rating: B - Fully Competent

Creativity

Actively seeks to improve programmes or services. Offers new and different options to solve problems or meet client needs. Promotes and persuades others to consider new ideas. Takes calculated risks on new and unusual ideas; thinks "outside the box." Takes an interest in new ideas and new ways of doing things. Is not bound by current thinking or traditional approaches.

Rating: A - Outstanding

Continuous Learning

Keeps abreast of new developments in own occupation/profession. Actively seeks to develop oneself professionally and personally. Contributes to the learning of colleagues and subordinates. Shows willingness to learn from others. Seeks feedback to learn and improve.

Rating: B - Fully Competent

End of cycle Competencies Summary

S/M Comments: I have ceded my place as chair of the UNFSU UNAKRT chapter to a Khmer colleague in an effort to share development opportunities with others. However, as vice-chair, I have remained very active which has forced me to

keep on sharpening my communication skills, to boost my teamwork engagement and to develop my creativity. I venture to say that there has been significant improvement in my communication, which may have been a little "rough" in the past. Indeed, I have continued interacting during this cycle with senior management, locally as well as within the organization at large, requiring me to conciliate differences of opinion with tact, openness, patience, clarity, assertiveness and hence effective diplomatic communication. I have also produced a monthly UNAKRT staff newsletter for which I have done most of the writing. This has led me to put together entertaining and engaging articles. Feedback has been very positive, earning me the recommendations of some key players in the organization as well. This also required creativity. Additionally, "thinking out of the box" has been necessary to meet the multiple challenges UNAKRT, as a downsizing entity, is facing us with and this was evident in the novel solutions I have been recommending to my colleagues in order to assist them in navigating through their difficulties, such as finding creative ways to unite in the defense of their rights. And, as always, I remain a fervent advocate of staff solidarity, consistently seeking to promote the pooling of knowledge and talents, offering, namely through the newsletter, a platform to share expertise from all the departments at the Court: translation and interpretation, security, defense, investigation, etc. My investment in continuous learning has been evidenced throughout the years by my attendance, at my own cost, financially as well as in terms of leave, of an English interpretation seminar at the University of Bath in the UK in December 2011, an advanced Spanish language seminar in Madrid in January 2013 and a Spanish to English interpretation training course in Salamanca, Spain, in August 2014. This cycle I have also involved myself in learning about non-profit organization management and social media, in particular through the French HelloAsso group, in view of considering public affairs opportunities at the UN as well, which very much appeal to me.

FRO Comments:

Over the past cycle, André has consistently shown that he possesses the selected core competencies. In particular, he took countless initiatives to improve the overall performance of the interpretation team.

Section 4 - Managerial Competencies

End of Cycle Managerial Summary

S/M Comments: Not applicable

FRO Comments: N/A

Section 5 - Development Plan

Broadening my range as an interpreter

As it is very likely that I will be leaving the UNAKRT at the end of the cycle or even calendar year, I will need to broaden my range as an interpreter in order to match the variety of demands within the UN system, that is to say preparing myself to work beyond a courtroom setting. This will require familiarizing myself with the whole gamut of priority subjects at the UN, such as development, poverty reduction, peacekeeping, the environment, human right, etc. So I intend to practice with UN audiovisual material and literature covering this great diversity of issues and to rely on more senior colleagues to assess my progress in that regard.. I also hope to add Spanish as one of my working source languages and to be able to work into French consistently and comfortably.

End of Cycle Development Plan Summary

S/M Comments: I am currently an English A and French B interpreter at the AIIC. Making of my language combination a double A is my main professional objective. I also hope to have Spanish as a C language but I am well aware of the great amount of work that this will entail. Since I am returning to Europe, training opportunities in that respect will be much more accessible and so I plan on attending a Spanish interpretation course this coming June in Madrid and hopefully I will travel to visit family in Argentina and Uruguay in the course of the year. And, as indicated earlier, my activities with the FSU have developed in me a sharp interest in public affairs, so I will most certainly continue learning about that line of work, by attending an intensive training course in social media and public communication.

FRO Comments: I encourage André to work hard on his Spanish so as to be able to add it as a passive working language in a not too distant future.

Section 6 - Mid-Point Comments

Mid-Point Comments Summary

S/M Comments:

FRO Comments: Goals remain unchanged.

Section 7 - End-of-Cycle Comments

Overall End-of-Cycle Rating and Comments

FRO Rating:	Successfully meets expectation
S/M:	<p>I have been fortunate enough to be supervised by two top of the line professionals. My FRO not only demonstrates excellence in his remarkable mastery of his craft but also in his talent to make the most creative and intelligent use of his sharp skills to stay on top of the most surprising and difficult situations in the booth. Without exaggeration, he is, in my view, a role model in the trade. I have worked less closely with my SRO, as he is essentially an English to French reviser, but my dealings with him have clearly allowed me to see that he is a passionate language expert, with unusual ability, and a very compassionate section chief. Both my supervisors have always been there for us, attentive to our concerns and mindful of our performance, acting as "friends", yet with necessary professional distance. They have certainly contributed to making of our unit possibly the most inspiring one at the ECCC But, yet again, picture-perfect is only a picture, hence not reality. Just as in the previous cycle, as my supervisors were so engaged in keeping up a good team spirit, they have at times been overwhelmed by instances of negligence in our team leading them on occasion to lose their patience. However this certainly does not tarnish the excellent memories I will keep of them and I do hope to stay in touch in the future in order to continue seeking advice and guidance.</p>
FRO:	<p>I fully adhere to André's comments in the end-of-cycle self-evaluation. Over the past cycle André has shown the utmost dedication to the tasks at hand. I wish to highlight in particular his commitment to quality performance, unshakable team spirit, absolute loyalty to the Organization and scrupulous observance of its rules. In summary, Andre has been a true asset to the</p>

interpretation and translation team and to UNAKRT more generally. I wish him all the best in his future endeavours.

Section 8 - SRO End-of-Cycle Comments

SRO Comments Summary

I fully concur with FRO's comments. Personally I had very fruitful interactions with André who consistently made efforts to achieve the best outcomes for the Organization.

Section 9 - Staff Member Final Comments

Staff Member Comments Summary

Section 10 - Signatures

First Reporting Officer
Frederic FLAMANT

Signature_____Date_____

Second Reporting Officer
Pierre-Alain RICHARDOT

Signature_____Date_____

Staff Member
ANDRE DRYANSKY

Signature_____Date_____

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