

To be filled in by the person giving Reference Information	
Name	Dan Mullineux
Current Designation & Organization	Money Toolkit
Phone / e-mail:	+44 7538 079051 /dan@moneytoolkit.com

1. How long have you known the candidate?

9 months

2. In what capacity did you know the candidate - colleague, superior, customer, other

superior

3. How would you describe Candidate's work style?

professional and enthusiastic

4. What were Candidate's greatest accomplishments during the time he worked with you?

Bart lead by example when it came to unit testing, and more full integration testing of a complex system, and quality developer documentation, of his code. So whilst Bart delivered many useful features into our codebase, it was this developer discipline, which helped influence others in the team that I valued most highly.

5. If you were pulling together a team, would you hire the candidate?

without hesitation

6. In what capacity do you see Candidate?

Senior Developer, Technical Lead

7. What are strengths of the candidate?

Focus, discipline, intellect

8. Have you seen Candidate operate under stress?

Our environment was not particularly stressful, but I cant imagine Bart ever becoming stressed, he has a cool head
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9. How does Candidate deal with adversity or failure?

quickly and with determinism, and appropriate requests for assistance

10. What motivates Candidate?

New and challenging problems and technologies, being recognized for his individual achievements and being part of a strong team

11. How does Candidate interface with other departments/customers?

respectfully, with good listening skills and a friendly confident manor

**12. How would you rate the candidate on the following parameters
(excellent, very good, fair, needs to improve, poor)**

Capability for the role identified	choose one
Teamwork	choose one
Leadership	choose one
Potential for growth	choose one
Values and Ethics	choose one

13. What are the areas of improvement of the candidate?

Exposing Bart to new technologies and problems will allow Bart to grow rapidly as he absorbs things very quickly. Bart could equally move into further leadership responsibility with appropriate support and guidance or successfully choose a technical guru path - perhaps more effectively if he develops the ability to market himself further

14. What might you share with the candidate's new boss to help manage candidate and ease transition into the new organization?

Bart is quietly and rightly confident, and can be relied on to accomplish the given tasks with professionalism. When Bart is quiet it is because he is confident of the task in hand. Bart will ask for help when it's needed.

15. Any other observations/thoughts you would like to share?

Treat Bart well he is a talented programmer with masses of potential, and I would have no hesitation in poaching him off you when I am next able :)