Wei Ren, Radio Cloud Platform Architect, Nokia

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Dear Sir or Madam,

I'm Wei Ren from Nokia Solutions and Networks System Technology (Beijing) Co., Ltd. I'm one colleague of Hui Liang since 2011 and has closely cooperated with him in the past several years.

When I joined the company Hui Liang has been working there for several years. He is excellent at software programming with several languages such as C, TNSDL (a Nokia private language), python and so on. He has been also act as a tester for many features, and was fluent on making test cases automated. He knows well about software engineering practices, for example object-oriented design, unit testing, agile and scrum. I have been working with him together for developing embedded software for telecommunication radio products, and cloud platform software. For example, I have joined him for developing a Linux program which responsible message processing for different components that locate in a distributed network system. He wrote several high quality software modules that providing APIs for its users. Besides that, Hui Liang is keen to learn new technologies and software development skills such as new programming languages, android/apple application development, databases and so on. In summary, during the past several years' team work I have learnt quite a lot from him on software development and testing, and I was so impressed by his professional technical skills.

Furthermore, Hui Liang is good at soft skills, including communication, facilitate, team-work, innovation and problem-analyzing relevant skills. Obviously, in our industry, many people think hard skills outweigh soft skills because software development is a practical job which means each employee need to have solid technical skills to cope with daily work. But I have to say I it is wrong, especially in a big organization, for example in our company we have working relationship with more than 500 colleagues, and a big portion of them are from oversea offices, so communication, coordination, team-work etc. are crucial for career success. Hui Liang get along well with all local and abroad colleagues, and often receives positive feedback from others. I know New Zealand is a diverse society which is similar to our company, so I think Hui Liang can adapt to the culture and integrate himself into it very soon.

Finally, last but not the least, I know Hui Liang's personal performance evaluation was brilliant because during his past career in Nokia, more than half of his performance evaluation was 'excellent' or 'outstanding'. I need to say every year only approximately 25% of employees can get a performance rating as 'outstanding' or 'excellent', but I heard that he got 6 times of excellent/outstanding in past 11 years (means 11 times of performance evaluation in total). I believe this fact reflects quite much for his overall working performance.

I'm confident that Hui Liang is competent and experienced enough to find employment in New Zealand on Information Technology or Software Development related areas. Should you have any questions you may contact me at my mail box, or call my phone number which you can find from the header.

Yours Faithfully,

Signature: Ren Wei

Date: 2017.12.19