



Personal letter of reference

To whom it may concern,

I am writing to highly recommend Dimitar Mitev. He has been with Yara international working as a trainee software engineer since November 2023 after completing a four month hard-skills programme we ran with local candidates in which we were very impressed with his performance.

Through my own interactions working with Dimitar and from the feedback I have received from colleagues and peers during the past year I can give you an insight into how he would benefit your company;

Dimitar as a person is very driven and confident and takes his performance very seriously. He has integrated into our development teams very easily and is highly respected. Dimitar is not afraid to collaborate and reach out to the team and stakeholders when help or clarifications are needed. Dimitar is a good problem solver, has shown at times to challenge project requirements for the better and is focused on the team goals and project success. Dimitar has always shown openness to new projects and collaborations and he has been trusted to deliver on high priority projects for the company.

Dimitar as a technician reminds me of myself when I was starting my engineering career, interested in learning and testing how far he can take his skills. Dimitar has gained experience in both frontend and backend JavaScript tech stack through the projects he has worked on as well as cloud infrastructure in AWS. Dimitar successfully delivered on a rapid 6-week team project for carbon emissions calculations, has contributed to key initiatives on grassland nutrient management and our next generation crop nutrition calculators. In Yara we follow the scaled agile framework and Dimitar is familiar with the rituals, epics, tasks and planning cycles involved. He has also used collaborative planning tools such as Jira and Miro also.

Unfortunately due to recent cost-cutting measures within the company, difficult decisions were made and numerous software engineers including Dimitar could not be retained into 2025. This is no reflection on Dimitar's performance and in many cases his performance outshone engineers much longer in the company. I would not hesitate to hire Dimitar again full-time given budget availability but in the meantime I can confidently say he would be an asset to any company. Please feel free to contact me via phone or email at any time and I would be happy to discuss more.

Sincerely,

A handwritten signature in black ink, appearing to be "M. Finch", followed by the date "05-12-24" written in a similar style.

Mark Finch

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Yara International

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