

9/16/2024

To Whom It May Concern,

I am pleased to write this reference letter for Jose Molina, whom I had the pleasure of supervising during his time at iCIMS. During his tenure, Jose demonstrated a high level of professionalism, technical expertise, and a proactive approach to improving team efficiency through agile metric tracking and analysis.

One of the most notable contributions Jose made to our team was his initiative in introducing and refining the use of agile sprint metrics to measure team performance. His efforts were instrumental in identifying bottlenecks, tracking progress, and implementing data-driven improvements in our processes. His keen analytical skills allowed us to better understand our workflow, leading to enhanced productivity and improved project delivery times.

He was also highly collaborative, always willing to share his insights and mentor other team members in the use of metrics and other best practices. Jose played a key role in fostering a culture of continuous improvement, always striving to optimize our systems and processes. As an engineer he had specific expertise in building the browser plug-ins and web components used by the product.

In addition to his technical skills, Jose exhibited a strong work ethic and a positive attitude, consistently going above and beyond to ensure the success of the team. He is both a capable leader and a supportive team player, someone who can be relied upon to take initiative and deliver high-quality results.

I am confident that Jose Molina will bring the same level of dedication, innovation, and expertise to any future role he pursues. He has my highest recommendation, and I am happy to provide further details if needed.

Sincerely,

Byron K Stout

Sr. Director of Engineering

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