

Letter of Recommendation

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To whomever it may concern,

I am writing to recommend Julian Chuan for the open position at your organisation. As Julian's former manager, I had the pleasure of working closely with him at Immutable from 2022 to 2023.

During this time, Julian was a solid and upstanding member of an emerging team working on a constantly changing tech stack with a number of Customers in the video gaming industry. As the team was relatively new, he took opportunities to make process improvements and imprinted his unique voice across the entire organisation.

He takes a lot of pride in mentoring new employees (even outside of the team), and did so with an empathetic lens that was appreciated by all. His extremely positive attitude and optimism is a precious commodity in this industry and others noticed what value he would bring with those elements alone.

As the technology was constantly evolving and complex, Julian used his initiative to get under the hood to learn as much as he could. There was little doubt that the time spent improved his knowledge and he gained lots of confidence. He was always looking for feedback to improve his performance and never took a backward step when it came to accepting learnings, even open to showing vulnerability to move forwards.

I have little doubt that Julian would make a fantastic addition to your team. His enthusiasm and appetite, as well as his team-first mentality and thirst for knowledge makes him a great candidate for the role in question.

Regards,



ImmutableX

MICHAEL MCSHANE | HEAD OF TECHNICAL SERVICES

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