| **1.** | **Name of Candidate:** | Dmitry Katkov |
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| **2.** | **Post offered in UNOPS:** | Communications Senior Analyst - Digital and Content ( Video Producer / Videographer) |
| **3.** | **Name of referee:** | Katerina Lutskaya |
| **4.** | **Position of referee (at the time when he/she worked with candidate):** |  |
| **5.** | **Organization of referee (at the time when he/she worked with candidate):** |  |
| **6.** | **Period during which you worked with the candidate:** |  |
| **7.** | **Working relationship to candidate:** | ☐Supervisor ☐Colleague  Comments: |
| **8.** | **Rate his/her level of performance with your organization:** | ☐excellent ☐very good ☐good ☐fair ☐poor  Comments: |
| **9.** | **Personal strengths:** | 1.  2.  3. |
| **10.** | **Areas which need improvement/development:** | 1.  2.  3 |
| **11.** | **Mode of separation from your organization (if applicable):** | ☐resignation ☐termination  ☐dismissal ☐post abolishment (lay-off)  ☐end of assignment ☐Other (please specify) |
| **12.** | **Do you believe s/he upholds the principles of non-discrimination and gender equality?** | ☐yes ☐no |
| **13.** | **How well did s/he get along with colleagues, managers and clients with respect to resolving interpersonal conflicts in the workplace and working with a diverse workforce?** |  |
| **14.** | **Describe her/his ability to prioritize work and how is s/he in handling tight deadlines, problem-solving and completing priorities** |  |
| **15.** | **How independently does s/he work and what is his/her ability to handle multiple tasks simultaneously?** |  |
| **16.** | **What style of supervision have you found to be most effective and how well does s/he receive feedback?** |  |
| **17.** | **Temperament** | ☐excellent ☐very good ☐good ☐fair ☐poor  Comments: |
| **18.** | **Analytical skills** | ☐excellent ☐very good ☐good ☐fair ☐poor  Comments: |
| **19.** | **Negotiation skills** | ☐excellent ☐very good ☐good ☐fair ☐poor  Comments: |
| **20.** | **Confidentiality** | ☐excellent ☐very good ☐good ☐fair ☐poor  Comments: |
| **21.** | **Dependability** | ☐excellent ☐very good ☐good ☐fair ☐poor  Comments: |
| **22.** | **Integrity** | ☐excellent ☐very good ☐good ☐fair ☐poor  Comments: |
| **23.** | **Leadership** | ☐excellent ☐very good ☐good ☐fair ☐poor  Comments: |
| **24.** | **Commitment** | ☐excellent ☐very good ☐good ☐fair ☐poor  Comments: |
| **25.** | **Drive for results** | ☐excellent ☐very good ☐good ☐fair ☐poor  Comments: |
| **26.** | **Self-awareness and self-regulation** | ☐excellent ☐very good ☐good ☐fair ☐poor  Comments: |
| **27.** | **Embracing diversity** | ☐excellent ☐very good ☐good ☐fair ☐poor  Comments: |
| **28.** | **Teamwork** | ☐excellent ☐very good ☐good ☐fair ☐poor  Comments: |
| **29.** | **Would you re-hire this candidate again if given the opportunity?** | ☐yes ☐no  Comments: |
| **30.** | **Is there anything else that you would like to add or believe that we should know before hiring this candidate?** | ☐yes ☐no  Comments: |

**Referee Information**

| **Name of Referee** | Katerina Lutskaya |
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| **Signature of Referee:** |  |
| **Date of Reference Check:** |  |