

## CANDIDATE REFERENCE FORM

### A. Referee's Information:

Name of Referee:	Mohamed Hamza
Position:	CTO
Company:	Hotdesk
Date:	Oct 15, 2024

### B. Candidate's Information:

<b>To be filled by HR:</b>		
Name of Candidate:	Loai Nasser	
Applying For:	Hiring Manager:	
Department/Location:	Recruitment Consultant:	
<b>To be filled by the former employer/referee:</b>		
Dates of Employment:	<b>From:</b>	<b>To:</b>
	September 2022	December 2023
Professional Relationship to Candidate/Direct report/Peer:	Direct Report	
Candidate's Designation:	Data & ML Engineer	
Reason for Leaving:	Focusing on his masters thesis	
Would you re-hire? If not, why?	Loai is an exceptionally agile and self-driven talent. He has a remarkable ability to take a simple idea and transform it into a groundbreaking solution with impressive scalability. Loai was the mastermind behind our core machine learning recommendation model, which has been delivering outstanding results and significantly enhancing the user experience. His visionary approach and innovative mindset make him an invaluable asset to any team.	

### C. Candidate's Evaluation:

Item	Excellent	Good	Satisfactory	Unsatisfactory
Technical Competency	Excellent			
External Relationship Skills - With Clients (If any)	Excellent			
Internal Relationship Skills - With Seniors	Excellent			
Internal Relationship Skills - With Peers	Excellent			
Internal Relationship Skills - With Subordinates	Excellent			

Key Strengths:	Loai excels at innovative problem-solving. He consistently takes abstract concepts and develops highly scalable, cutting-edge solutions, particularly demonstrated by his creation of our successful ML recommendation model.
Areas that Need Improvement:	While Loai thrives in autonomous work, he could benefit from more frequent collaboration and communication with cross-functional teams to ensure alignment and broader input during the development process.

To the best of your knowledge, are you aware of any breach of company policies or code of conduct by the candidate?

YES. Please comment:

NO

### D. Comments:

I strongly recommend Loai without hesitation. He is an exceptionally talented individual with a unique ability to deliver innovative, high-impact solutions. His work on our machine learning recommendation model is a prime example of his technical expertise and creativity, which has significantly improved user engagement. Loai is highly self-motivated, thrives in fast-paced environments, and demonstrates a strong ability to independently drive projects from concept to execution. He would be an incredible asset to any organization, bringing both deep technical knowledge and a forward-thinking mindset to the table.

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