



EMPLOYMENT REFERENCE CHECK FORM

Applicant Name:	Magdaline Musa
Reference Name:	Bello Salisu
Reference Position:	Country Manager with L-IFT
Your relationship with the candidate:	Manager
Reference Contact Information:	belo@l-ift.com , 4753300258

Please illustrate the following statement regarding the applicant:

How long have you worked with the candidate and in what capacity? Did you specifically manage the candidate?	I had the opportunity of working with her for nearly two years in my capacity as a Field/Program Manager at L-IFT. Throughout our professional engagement, I consistently observed her adeptness at handling any assigned tasks. I directly managed her during this period.
Who did the candidate manage and in what capacity? Did he/she perform well? Did subordinates respect the candidate?	Magdalene oversees a team of field staff within the Kaduna metropolis, responsible for conducting data collection in support of our research initiatives. Her leadership has fostered a positive and highly collaborative atmosphere among her team, characterized by a strong sense of respect.
Describe the candidate's response to authority. How well does he/she fit into the organization culture?	She consistently demonstrates diligence and unwavering commitment to any assigned task, displaying profound respect for her superiors. Her adaptable personality allows her to seamlessly integrate into diverse cultures while maintaining composure and effectiveness in various situations.
Does the candidate interact well with other external stakeholders such as vendors, bankers etc.	Magdalene is an exceptional communicator proficient in multiple languages. She exhibits a high level of respect for stakeholders involved in her activities
Does the candidate meet deadlines satisfactorily? Does the candidate deliver quality outputs?	Magdalene consistently adhered to deadlines, ensuring timely submissions from her team, which consistently delivered exceptional quality work.

Professional relationships: Describe the candidate's relationship with other professional colleagues, Does the candidate fit well within his professional cycle?	Magdalene excels as a collaborative team player, demonstrating respect for all team members irrespective of their positions. Additionally, she actively contributes to various aspects of our operations.
What do you consider as the candidate's strength?	<ul style="list-style-type: none"> - Confidence on everything - Clear communication
What do you consider as the candidate's weakness?	None for now
Can you attest to the candidate's sincerity, honesty and integrity?	Yes. She is absolutely honest
Mercy Corps is committed to the community members we work with and the beneficiaries we serve. As part of this commitment, Mercy Corps has a zero-tolerance for violations to our Code of Ethics (e.g. Fraud & Corruption, Prevention of Sexual Exploitation and Abuse, Sexual Harassment, Human Trafficking, Child Safeguarding and Harassment & Bullying).	
What concerns do you have regarding the candidate's ability to adhere to and be an ambassador of these policies, including working with or coming into contact with children?	I have no reservations as I have observed her unwavering commitment, which is evidently driven by her passion for fulfilling responsibilities.
Can you say, to the best of your knowledge and understanding, that the candidate has no previous history of violating the above policies?	I have not experienced any violation by her.
How does he work with people with lower capacity, or with cultural or language differences?	She interacts with individuals in accordance with their roles, cultural context, and level of comprehension.
In this role, candidate would have a huge portfolio of quite diverse work that can be overwhelming. How does the candidate deal with large quantities of work? Can the candidate manage his/her own time?	I have observed her to be consistently attentive to every detail, regardless of the volume of work in her portfolio.
In this role, the candidate would be working with country teams from across the world, with very different capacities. How well did he/she work in the team? How did he/she handle difficult relationships with the team?	She is good enough to take these responsibilities based on my experience with her personality.
Would you re-hire this applicant and why?	Indeed, her reliability, unwavering commitment, and meticulous attention to detail underscore her professional qualities.

As a candidate for the proposed post, I rate him/her (underline)

OUTSTANDING

VERY GOOD

GOOD

PASSABLE

DOUBTFUL

Name and Position:Bello Salisu, Country Manager (L-IFT BV).....

Date:12/17/2023.....

Signature:...



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