

## Letter of recommendation

December 5<sup>th</sup>, 2023

To whom it may concern,

Since June 2023 I have been working with Phi Tiet in one of the Agile teams at Rabobank. As a lead developer I was hired to coach the team. In the past 34 years I have worked with many teams and a multitude of developers. I am not easily impressed, but I am impressed by Phi.

Phi is eager to learn and has a brought interest in software engineering. From the start he wanted to pair with me to improve his Agile engineering skills such as recognizing code smells, learning how to refactor them into clean code and understanding the clean architecture. When pairing he shows that he understands the assignment, he asks the right questions and points out improvements that I have missed.

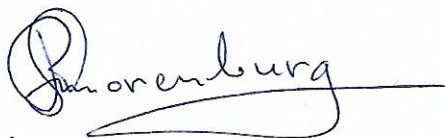
In the past period we have addressed a security migration. For a bank with a zero-tolerance cybersecurity policy this is a vital aspect of its architecture. Via design sessions we assured that each developer understood the migration steps. More than once, Phi took the lead during these sessions to explain the steps. He did not know each detail, but by actively participating he understands that he learns more. A valuable trait.

Outside office hours Phi is learning subjects which are of-interest to him. An example is Azure and Kubernetes. He is also looking for opportunities to introduce new products to explore the market and to improve his skills. For me this is a sign that someone is passionate about software engineering.

To me, hard and soft skills are equally important. Phi has an outgoing personality, speaks up and is willing to help. During retrospectives he comes up with ideas to improve team spirit, such as team dinners to celebrate a sprint and bi-lateral informal talks with team members to better understand each other. Phi is susceptible to feedback and shows improvement after having received feedback.

To conclude, Phi is a passionate software engineer with a brought interest in software engineering with well-developed hard and soft skills who is constantly willing to improve.

Regards,

A handwritten signature in blue ink that reads "Rob Smorenburg". The signature is fluid and cursive, with a long horizontal line extending from the end of the name.

Rob Smorenburg

<https://www.linkedin.com/in/rob-smorenburg-4a48503/>