

Contact person:

Allegis Group AG
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Recommendation Form

Recommendation taken for	Robert Rong
Recommendation taken from	Armin Wrobel
Relationship	Line Manager
Contact Details	076 345 06 91 armin.wrobel@juliusbaer.com
Company Name	Julius Bär
Dates Worked With	Jun 2017 – Jun 2020
Reason of leave	Robert acted as external resource for Julius Bär. As a bank-wide initiative was created to shift the focus on internal resources and decrease the amount of long-term external resources, Robert was offered an internal role but unfortunately did not accept it. Armin was sad to see him leave and would have loved to keep him on board.
Project / Key Responsibilities	<p>Robert is a quick thinker who is passionate about newer technologies, demonstrates a huge drive and proactiveness. He worked a lot on JBoss and Spring Boot applications but not necessarily from a development perspective as the team provided the platform for the development teams. He still worked closely on the projects and developed and programmed in Java, identified and analysed mistakes and provided solutions. He even developed the standard tool, which is of great quality and therefore still being used. In the past years, he has worked on Docker and Kubernetes and acted as the main point of contact and person to look after these projects.</p> <p>The security was also very important, which sits on Kerberos and is used extensively throughout Julius Bär, also for Java applications. Initially the security was not built to work on Kerberos but Robert did the integration work for it so that they can be connected and ensure its function. He developed the initial tool chain for it. He built the service with Jenkins and also set this up for software development in the Java environment.</p> <p>He mainly worked together with externals, Developers and Project Managers in the individual projects, Software Architects, Security and Engineers. Robert worked on various agile initiatives and projects that included scrum and SAFe. He was quite deeply involved with agile and scrum methodologies.</p>
Technical Knowledge / Key Skills	<p>Robert possesses an extremely broad knowledge of the whole spectrum of Java including some of the older technologies from the Microsoft world. Regarding JEE, Spring Boot and Kubernetes server, he has a very deep and detailed knowledge. This is not very common, to have someone who has both a broad and deep knowledge.</p> <p>He also worked on newer technologies as part of initiatives towards API, Gateway and Microservices. He understands the architecture behind it and how the services have to be written and developed.</p> <p>Although Robert came with a lot of knowledge already, he developed his knowledge in Kubernetes over the past years. He also learned more about OpenShift and TKS, which are now the two main products on the market. He is a much faster learner compared to other colleagues.</p>
Personality	Robert is someone who likes independence while working on a task. Some people need to obtain exact orders, but he needs a certain amount of freedom to take initiative and plan. Robert's approach worked very well for Armin as he was then also able to let him work independently and count on him to deliver.
Integration with the team	He integrated very well into the team and he worked at Julius Bär for about 10 years therefore he was very familiar with the environment and internal staff.

Communication skills	Armin was able to discuss and communicate very well with Robert. When communicating with other Architects or Project Managers, who do not possess the deep technology knowledge, his communication was good. He perfectly understands Swiss German and German but usually communicated in English. If absolutely required, he would also speak in German.
Time keeping	He possesses strong time management skills as he punctually delivered his tasks and even under tight deadlines, he was able to deliver and uphold the high quality.
Hire again	Armin would love to work together again with Robert. He would hire him again for a role as Architect or Senior Lead Developer.