

## **Referral Letter for Andriy Shtumpf**

To Whom It May Concern,

I am honored to write this letter of recommendation for Andriy Shtumpf, a software developer whose professionalism, technical acumen, and team-first mindset make him an exceptional asset to any organization.

Andriy's work ethic is second to none. He consistently delivers high-quality solutions with precision and care, particularly in areas such as Spring Boot development and CI/CD pipeline optimization. His ability to architect scalable systems while maintaining clean, maintainable code reflects both his deep expertise and his commitment to excellence.

What truly distinguishes Andriy is his dedication to supporting others. He regularly conducts training sessions and holds office hours to assist onboarding developers, ensuring they feel confident and equipped from the start. His approach is thoughtful, inclusive, and patient—qualities that foster a collaborative and growth-oriented environment.

In addition to his technical and mentoring strengths, Andriy is impressively multilingual, fluent in five languages. This skill not only enhances team communication across diverse groups but also reflects his adaptability and global mindset.

Most recently, Andriy has expanded his skill set through training in AI tools, positioning himself at the forefront of modern software development. His ability to integrate AI-driven solutions into existing workflows demonstrates both initiative and a forward-thinking approach to technology. Whether leveraging AI for automation, intelligent data processing, or enhancing user experience, Andriy brings a strategic lens to innovation.

Andriy is the kind of teammate who elevates everyone around him. He leads by example, shares knowledge generously, and never hesitates to step in when others need support. I wholeheartedly recommend him for any role that values technical excellence, mentorship, and cross-functional collaboration.

Sincerely,  
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