

To whom it may concern,

It is my great pleasure to recommend Ms. Eliane Delwende Birba for the PhD fellowship. Eliane is currently working as developer in one of our 35 development teams at Kindred. Kindred, founded in 1997 is one of the largest online gambling operators with more than 27 million customers operating 11 different brands. Eliane is part of the team dedicated to developing and maintaining payment solutions. This is one of the core functions handling over 40 million transactions a day. The system is developed using the latest technology available.

Eliane joined Kindred in September 2019 as part of our Tech graduate program. What made me believe that she had the potential to become a great developer at Kindred was her demonstrated experience to put herself in challenging situations and master them, moving to Taiwan to study and learning a new language, coming to Sweden for her masters or doing her thesis work in France. When Eliane joined Kindred she wasn't the best match from a technical point of view but her character told me she would most likely learn really quick. And she has proven herself in an outstanding way in how she has learned new skills, the complex technical architecture, also driving development of new functionality together with senior members in the team. Eliane is today a valuable and important member of the Payment Provider Services team.

Eliane is very devoted to her work and has a growth mindset where she always wants to grow in order to be able to contribute to something bigger. I have come to know Eliane as an independent and determined employee who advances firmly on her way. I believe that she will continue her excellence in the pursue of further studies. I endorse her application for the fellowship without reservation. Should you have further questions, please do not hesitate to contact me.

Sincerely,



Johan Engberg
Stockholm 2020 Nov 30

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