**Candidate:** \_\_\_\_\_\_Alain Maubert\_\_\_

**Position:** LINC (Language Instruction for Newcomers to Canada) Instructor\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Reference:** \_Daryl Hepting\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Date:**\_\_\_\_\_\_18 March 2021\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**CONFIDENTIAL REFERENCE CHECK QUESTIONS**

1. How long did you work with the candidate and in what capacity?

3 years in different capacities: he worked for me as a teaching assistant in multiple classes that I have taught and he has been a doctoral student under my (research) supervision.

1. What were the candidate’s responsibilities?

Marking and research, respectively.

1. What can you tell me about your experience working with the candidate?

Very positive.

1. How well did she work independently? (Is this a person who will take initiative? Is this a person who will create, implement, and follow through on new ideas?)

He works very well on his own, which is to be expected from a good doctoral student.

1. How were the candidate’s communication skills?

Very good.

1. Please tell us about the candidate’s interpersonal skills. How well did she/he function within a team-oriented environment?

Again, very good. I have not had so much opportunity to observe him in a team environment, but I know that he has had leadership roles that he has performed well.

1. Did/Do you have any concerns related to the candidate’s work performance?

No.

1. What strengths, attributes and skills do you feel the candidate could bring to us?

He and his family are multilingual and multicultural: his strengths are his life experiences.