**Overview of the company;**

awamo is an ambitious FinTech company headquartered in Frankfurt, Germany. In Africa, we are headquartered in Muyenga and have operations in the East, West and Northern regions as well. In March 2019, we branched out to Kenya and have now grown to have different branches in Eldoret, Meru, and most recently Mombasa. The company's mission is to revolutionize the African microfinance sector. For more information about us, please visit our website at [www.awamo.com](http://www.awamo.com)

**Overview of the position;**

The applicant was interviewed for the Backend Developer role and following success in the interviews held was found to be a suitable candidate. The job entails developing and maintaining awamo application’s backend architecture; ensuring that it meets globally accepted standards and provides for different integrations with other solutions.

**Requirement from the referee;**

The applicant indicated you as a referee and we believe your observations and assessment of his character would go a long way in guiding us further on his suitability for the role he is being considered for.

**All evaluations will be kept in strict confidence and will not be shown to the applicant.** Letters of reference may be submitted in addition to this form.

**Name of the Candidate:** Julius Peter Oketayot

1. What is your relationship to the applicant?

*I employed him for a contract job to develop an employee management application for company 3D Services.*

1. How long have you known the applicant**?**

*I have known him for two years now.*

1. How well do you know the applicant?

Very well

1. If the applicant worked with you previously, what was the nature of his job?

*Contract job*

1. How long did he work at your company?

2 years

1. Why did he leave your company?

He completed the contract job assigned to him successfully.

1. How would you rate the applicant’s performance and conduct on the following attributes;

|  |  |  |  |
| --- | --- | --- | --- |
| Criteria | **Very Good**  (Performance exceeded expectations) | **Good**  (Performance met expectations) | **Poor**  (Performance below expectations) |
| Communication (ability to express himself, obtain and relay information correctly, listening skills) | **Yes** |  |  |
| Attitude (enthusiastic, committed, rapport with others, positive energy) | **Yes** |  |  |
| Interpersonal skills (relation with colleagues and clients) |  | **Yes** |  |
| Creativity (bring new ideas on board, solution oriented) | **Yes** |  |  |
| Integrity (honest, incorruptible, sound judgment) | **Yes** |  |  |
| Analytical and has a structured approach towards work |  | **Yes** |  |
| Ability to manage pressure and stressful situations |  | **Yes** |  |
| Professional conduct (personal, with colleagues and clients) | **Yes** |  |  |
| Dependable (trust worthy, faithful, can always be counted upon | **Yes** |  |  |

1. In your opinion, is there any reason why this candidate should not be considered for the position? NO
2. If YES, please explain
3. Is there anything else you would like to comment on any aspect that may help us in deciding the applicant’s suitability for employment?

I like that he is a quick learner and also the ability express himself effortlessly making complex process easy to understand. When given the opportunity, I would re-employee him, I also available for any inquiries concerning him.

Referee Name: Timothy Wampa Mwandah

Organization: 3D Services Uganda

Position: CEO

Tel No: +256787116406

Email: timothy@3dservices.co.ug

Signature/initials: Timothy Wampa Mwandha Date: 26/Feb/2020