



Re: Referral for Justus Soh

Dear Sir/Madam,

In the 3 months that Justus has been working together with the Ship Supplies Direct (SSD) team, he has exhibited very strong entrepreneurial traits, namely initiative, flexibility and curiosity.

For initiative, one of the most important traits that an entrepreneur must have, Justus always showcases it by how he would see a problem and automatically seek a solution for it before being told to do so. In a start-up like SSD, the management is often busy with their own executional tasks as well as having to be leaders of a team. As such, it can be time consuming when work done by other team members must be constantly reviewed and corrected or team members require significant guidance in solving problems. Very fortunately, Justus has always taken the initiative, leveraged his superior intellect and resourcefulness to find out how to resolve problems he discovered without requiring the attention of management, with his work very often being of a high quality.

For flexibility, Justus has proven himself to be very flexible and versatile in the roles he could take up. SSD has been very fortunate to have Justus working in our team because, while he joined us to become a Data Analyst, at various points in his time with us, he was an Operations Coordinator and Software Developer. Not only did he embrace these roles with a positive attitude, he proved to be able to adapt to the varied demands put upon him and significantly helped us move our company forward.

Lastly, for curiosity, although Justus has had very limited exposure to the maritime industry prior to joining SSD, he gladly used every opportunity to learn more about different aspects of the industry, beyond the confines of his role. He would enquire in great detail about various aspects of live operations and management decision making, taking every opportunity to expose himself to new concepts. This is also why he was able to quickly become productive in the varied roles he was tasked in.

I could spend more time listing out Justus's qualities but that would require more words than this application can bear. I would end this testimonial with a whole-hearted endorsement of Justus's entrepreneurial abilities and I am certain that be it within an organization or without, he would continue to be able to add significant value to the people whom he works with.

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