

## **Recommendation for Konstantin Farrell:**

In June of 2014, I met Konstantin Farrell during an interview for a student programmer position in the Academic and Research Computing (ARC) group at Portland State University. As the lead programmer for ARC, I was responsible for interviewing and training students. I chose to hire Konstantin, and I'm glad I did. Konstantin proved to be a quick learner, an effective programmer, and a great member of our team. I would strongly recommend him for any junior programming position.

When Konstantin started, he had limited exposure to many of the tools, programs and languages we used in ARC. But within a week or two, he had learned enough, and was comfortable enough to start making real contributions to our web applications. In fact, a month after his hire date, I assigned him to develop – from scratch – a small Django/Python web application (which is not something I would typically do) to manage video files for a campus research project. Not only did Konstantin's work meet or exceed all the client's requirements, but in the process, he produced a front-end design which ARC now uses as a standard template for all new projects.

Maintaining old applications is often more difficult than building them from scratch. Towards the end of my 15 months with Konstantin, he was tasked with making substantial improvements to an old telecom automated ordering system. The application was a decade old, undocumented, insecure, and fragile, but the client had a long list of desired improvements and new features. For any programmer, that is a daunting task. But Konstantin took it in stride. He updated the source code to run on a newer platform, revamped the authentication system, fixed bugs, and added new features. He was the primary point of contact with the client, and he needed little assistance from me. When Konstantin demonstrated his work to the client, they literally clapped their hands.

Besides his technical abilities, Konstantin exhibits the desirable soft skills that elude many other programmers. He is patient and empathetic with users. He has no ego, making him receptive and grateful for feedback. And, he *always* has a good attitude.

Konstantin was a great asset to Academic and Research Computing, so strongly recommend him to you as a programmer.

Sincerely,

Matt Johnson  
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