



**Carsten Gertz,
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Reference Letter for Martin Ombura

Martin Ombura was an employee for TeenActiv between the months of **February 2016** and **October 2016**. He and his team were tasked in developing an application that would allow users to challenge each other based on the five social categories in which South Africa aims at targeting and improving. The app would allow a user to challenge another user on a category say academic and if successfully completed, the “challengee” would receive a reward of value the challenger initially placed on the challenge called a bounty. The app would collect the bounty from the challenger and hold it until the challenge is either successfully completed or forfeited. 10% or more of the bounty would be sent to the charity to allow the charity to benefit, 5% would remain as an admin fee and 85% or less would be collected by the “challengee” as a reward voucher that can be used at affiliate stores such as Kauai, Vida etc. The use-case of the task at hand was complex and unique, however, Martin as part of his team excelled in all parts of the software development process. I was most impressed by his ability to communicate to us the sponsors about both successfully completed objectives as well as challenges faced by the project. Martin had great collaborative skills with his team-mates, therefore leading to the success of the application. During the 9-month period, we were able to see consistent progress, which was great as we could tweak and comment on aspects of the application in an Agile manner.

Martin has a knack for problem solving as his team mates would say, Ionic and AngularJS was a departure from the usual C# and Java that the team were confident in. They had only a few months to learn an entirely new framework and create an almost industry grade application from the ground up. Martin has shown the ability to learn and be willing to go the extra distance with regards to the complexities required. There was little technical support from our side as we do not specialise in software engineering, so Martin and the team were left on their own to debug and ensure that the app run smoothly. The application placed in second place overall as part of the app competition we were in, and allowed us to receive great feedback and commendation for the innovation behind the use cases.

Martin approaches work with diligence and professionalism. The most common feedback I received from the team about Martin was his drive and ability to cast vision in moments when deadlines and issues were rising. I believe Martin will have a great success wherever he chooses to work next; as his work ethic and drive over the past year have shown.

Yours sincerely,

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