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Reference Letter

This is a reference letter for **Martin Ombura** a **Software Developer** for BancABC Tanzania between **June 21st 2014 to July 21st 2014**.

Martin Ombura was employed as a Software Developer and Data Analyst at BancABC. He showed proficiency in VBA and SQL in order to complete the required job. He is an intelligent employee I had the opportunity of working with and mentoring during his one-month tenure at BancABC. It was his first time working for a large multinational corporate which he took to well. His primary function at the bank involved developing an application that could unify and consolidate all the micro-transactions sales agents across Tanzania were making on a daily basis, and report on the transactions using the relevant banking metrics. In addition, he would aid in consolidating and managing this data for the Tanzania region.

The nature of the activity and the fact Tanzania did not have an IT department that focussed on Software development and maintenance, made his role unique to him and the company. As a result, he would be working within the bank but independently. Despite this independence, I was impressed by his ability to ask and harness expertise around him, communicate in a friendly and effective manner to achieve his goals. Martin was efficient and effective in his task, ensuring that a minimum viable product was ready for display before the final deadline. Martin produced a stand-alone service that harnessed information from a data warehouse, housed in Johannesburg that contained all daily the transactions of the Sales Agents in Tanzania. His solution produced daily executive and summary reports that illustrated all the relevant performance metrics for the 26 regions in Tanzania. Martin had the opportunity to present his solution at our weekly board meeting that involved our senior regional executives and chairperson. He showed poise and appropriate decorum when addressing senior members. He was able to eloquently outline the value of the application that he created, whilst summarising key details for executives to understand and reflect on.

Martin was not afraid to ask for help, which was essential as it got him in contact with regional database administrators in Johannesburg that aided him in the ETL process of the batch data that they were receiving. Martin was resourceful often digging deep and finding solutions, I often told him that at the end of the day he needed to get it done, and he would find ways of coming around. He would communicate his successes, failures and obstacles to progress that we could help address.

Beyond his work skills, Martin participated well in company events, such as bi-weekly golf tournaments, which is where I met him. His code of conduct and address of security within the bank made him a trusted employee that the regional manager and associates could trust. He showed capacity to assist and to explain to co-workers what he was attempting to accomplish. He finalised his

work tenure at BancABC by elaborating the details of the system to a selected co-worker who would maintain and develop the system.

I would definitely recommend having Martin at any professional corporate institution as he displayed a professionalism and drive that would benefit any establishment that he is in.

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