

Letter of Recommendation

To Whom It May Concern,

Naas is an exceptional leader who brings clarity, organization, and energy to every project he touches. He has a unique ability to break down complex challenges into manageable pieces, ensuring his team feels supported while also pushing them to grow. Not only does this help his team stay on track and deliver quality work, but he also excels at explaining technical concepts to less-technical stakeholders and peers, ensuring everyone understands the 'why' behind decisions and timelines.

His proactive communication made the high-stakes project for the Wyoming Acquisition seamless-I always knew he had a clear pulse on his team's status and would flag any needs before they became blockers. His leadership put that project an entire sprint ahead of schedule and produced a more secure website that better aligned with company tenets.

One of his standout contributions to RAINC was introducing a more intentional approach to writing thorough, collaborative tickets. His advocacy of that framework dramatically increased the efficiency of the team while I was covering the product. In fact, it was so effective that I've carried those concepts into other projects and product teams.

Naas leads by example, empowers his team to take ownership, and consistently highlights their hard work rather than taking credit himself. Working with him is not only productive but also genuinely enjoyable, and I have no doubt he'll thrive in a formal management role.

Sincerely,
Kailee

Kailee