**REFERENCE CHECK FOR PROSPECTIVE EMPLOYEE**

|  |  |
| --- | --- |
| POSITION: | DEPARTMENT: |
| NAME OF CANDIDATE: **Tafadzwa Mashakada** | |
| NAME & TITLE OF REFERENCE: **Pamela Nyambuya - Systems Analyst** | |
| EMPLOYER (COMPANY): **Zimbabwe Open University** | |
| DATE OF COMPLETION: **23 June 2022** | CONTACT NR: **+263 773452182** |
| INTERVIEW CONDUCTED BY: | **CARLEY** |

Please will you briefly complete the questions below.

1. How long have you known \_\_\_**Tafadzwa**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (name) and in what capacity?

**I have known Tafadzwa for 6 years. He was Java Software Engineer at Zimbabwe Open university. We worked together in the I.T Software Department**

1. What was the nature of his/her job and how long did he/she work at your company?

**He was responsible for Design, Developing and deploying new applications for the University and maintain, improving existing Software systems by identifying and correcting software defects using Java as programming language**

**He worked for Zimbabwe Open University for 6 years**

1. In your opinion, how does the candidate deal with a variety of assignments, changing priorities and constant deadlines?

**Tafadzwa could meet deadlines of a given project or assignment and he was able adjust to**  **change in priorities**

1. Describe the candidate’s working relationship with superiors.

**Tafadzwa Had good working relations with his superiors. The management would look up him for new application to be developed.**

1. What experience has the candidate had in developing new processes or programmes for your company?

**Back End**

**Java, JavaEE, Spring Boot, Spring JPA etc**

**Front End**

**JSF, React, HTML, JavaScript and Angular**

**Database**

**MySQL, Microsoft SQL Server and Postgres**

1. Can you comment (on a rating of 1 – 5, with 5 being highest) on his/her:

|  |  |
| --- | --- |
| Attendance and Dependability | **5** |
| Initiative and follow-through | **5** |
| Ability to take on responsibility | **5** |
| Ability to follow instructions | **5** |

1. Describe his/her work ethics.

**Hard worker**

**Self-motivated**

**Dependable**

**Very Honest and reliable**

**Team player**

1. Why did he/she leave your company?

**He had been with the organization for several years and wanted to experience a new environment to continue growing. Career growth**

1. Would you re-employ him/her?

**Yes**

1. Do you have any other comments regarding his/her performance?
2. **Tafadzwa was very creative and innovative Java Software developer. He can work well under pressure**
3. **He had excellent programming skills and excellent problem-solving skills**