**Date: <Date>**

**CONFIDENTIAL**

**For the attention of Tech Nation:**

**Regarding the application of Mr Raghavendra Varaprasad Yadav Gangadhari for Exceptional Talent status in the UK in the field of Digital Technology**.

**I Milos Rajkovic, Business Unit Manager at Sigma IT, the largest independent IT in Sweden and I am based in Boras, Sweden.**

I manage a team of 120 staff made up of Product and Project Managers, Solution Architects, Developers, DevOps testers and analyst and we are responsible for management and delivery of all online and digital products for the retail environment. Products cover a wide range of technologies from legacy Oracle PL/SQL to latest technologies, tools and framework in the digital space. Along with business delivery, we invest around half a million Euros every year on Research & Development to keep us competitive in this sports betting/gaming industry.

I am closely associated with the 6+ years with the applicant Raghavendra when he was working in H&M whom I regard as a Senior Business Leader with a distinctive & vast experience of leading Strategic & Large Digital Transformation initiatives across Global Organizations. Our initial interactions started as technology-based discussions and we quickly developed a close interaction as we both have a passionate desire for Business & Technological transformation initiatives. I would like to strongly appreciate the role played by Raghavendra in providing Strategic ~~Consulting & Mentoring~~ support in DevOps regularly for the period he was worked with me 6+years. His experience on Large Digital Transformation, Automation and DevOps transition is unique ~~and we were able to experience during the Consulting encounters & Mentoring sessions we have had in the past~~.

Raghavendra’s experience as a Global Business Leader working in the UK & Europe is very vast & unique as he leverages his Digital & Business Leadership skills to identify new growth opportunities, develop the business case, leverage latest technologies, design the high-level architecture, setup the delivery teams, delivers value and ensures success for all stakeholders.

~~I have engaged with Raghavendra for his Strategic DevOps support on multiple occasions in the last 6 years when I needed an Industry Expert to establish the Business Case & Return on Investment, High-Level Architecture, Value Chain Analysis and Plan for future technology roadmap. Every time I approach him for support, I have received very valuable guidance & suggestion which helped me to design a Robust, Compliant, Scalable and Secure systems to yield significant business value to the organization. He had delivered Implemented complex extract data from Red Paired system is a warehouse management system every hour using Azure and Kafka because this Red Paired system is used in our warehouse’s as a warehouse management system for all our warehouses connected online for live operation movements. This is extract data is complex as to extract data it holds entire tables. This lead entire system was going down. GRV had taken the approach of created replication audit tables system in parallel to main Red Prairie tables and implemented Change Data Capture between main Red Prairie tables and replication audit tables system this gives live data in the replication audit tables system, then he has implemented Kafka connector to fetch the data change for every hour to send the data to the downstream system of our reporting platform for report purpose and because of this functionality we developed and which saved the cost of~~ **~~£16K~~** ~~per/month to pay to vendor.~~

GRV Mentoring a program focused on increasing employee engagement by providing them a platform to discuss their aspirations / concerns and career objectives proactively with an experienced leader.

Mentoring is designed to help junior staff to reach out to seniors in 2000, for guidance on their career path at DevOps and Cloud, plan for the aspirational roles, identify any specific training needs, have a conversation about the sentiment about the company, discuss an issue, or simply have a one-on-one, face-to-face dialogue.

**Process:**

There are five stages of Mentoring:

1. Initiating Mentoring process

2. Mentor accepts request and schedules discussion

3. Offline discussion between Mentor & Mentee

4. Career discussion

5. Mentee feedback

Responsibilities as Mentor:

* Mentor have regular one-on-one discussion with the mentee and add comments in the Record sheet
* Mentor to identify technical gaps guides to fill gap via additional trainings via build Individual Development Plan.
* Mentor should share best practices on the most efficient methods to fulfil responsibilities.
* Mentor take the feedback from all the Line Managers with whom the mentee has worked with.
* Mentee give honest self-rating
* It is mandatory for all Mentor’s to add date and time of discussion in the Record sheet before sending the rating to HR Team
* Adhere to the timelines as it helps us to close cycle as per schedule

Topics of Discussion:

1. Understand mentee’s current role and responsibility and career goals

2. Identify aspirational roles and identify competency gaps between current role and aspirational role

3. Providing continuous mentoring to bridge identified gaps, work-life balance and track progress.

GRV regularly mentors his juniors and has been a key driver in the Mentoring program success by consistently demonstrating his strong technical knowledge and sharing with his peers and juniors

He is very quick to understand the Business Scenario & has always come up with very practical & valuable recommendations which have supported to realize the Business Benefits & Customer satisfaction.

Raghavendra had Mentoring sessions have been around topics related to Avenues for Automation & DevOps Transition for large Programs. These sessions have been very well designed and delivered by Raghavendra covering real-life case studies on these topics through which we were able to understand the methodologies adopted, tools & techniques, Business value generation & Stakeholder management etc. We were highly benefitted through these sessions & understood better on the Business Value addition, Technology Leverage for Process Optimization & Automation, Challenges & Risk mitigation in Transformation initiatives etc through the related real-life case studies which were very well articulated in these sessions. These informative mentoring sessions have always helped us to stay productive & efficient while working on highly critical engagements. I believe Raghavendra will play a key role in the digital technology space in the UK and be of positive impact to UK’s digital economy because of his excellent understanding, practical skills and experience of digital technologies and how they can be used as a tool to improve businesses and give them a competitive advantage

~~We have also worked together in the last year with regards to the Business Plan for~~ Raghavendra has proposed Digital Industrial Consultancy initiative which Raghavendra is planning to start after his successful Tier 1 Visa application. I have personally gone through the Business Offerings & Proposition and strongly feel the Services offered are very distinctive and are vital for the current Technology landscape across the UK industrial environment.

I would certainly appreciate the efforts spent by Raghavendra towards his passionate & continuous Services offered & would recommend Raghavendra clearly as a Remarkable Digital Leader with Unique & Distinctive skills required for the growth of UK Digital Economy.

I will be happy to answer any questions regarding the contents of this letter.

Best Regards,

Milos Rajkovic

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