

REFERENCE CHECK	
Candidate full name:	Joe Vu Nguyen
Date:	13 July 2021
Reference check completed by:	Bhavin McVana

Referee full name:	Bhavin McVana
Referee title:	Senior Front End Developer
Organisation:	Current: ArchiStar.ai Previous: Star Maths Online
Work phone number:	0450680944
Work email address:	bhavin8855@gmail.com

General questions	
What is the nature of your relationship with the candidate?	I was part of the team that made the decision to select Joe for the internship. I liaised with him regarding his research reports, and oversaw meetings with the development team to debate new features/adjustments and rollout of those features. Over time, I became a somewhat mentor figure to Joe during his time here. After his internship, I've kept up to date with Joe's career progress.
What were the dates of their employment?	From: 3/3/2019 To: 18/11/2019
What duties and responsibilities does/did the candidate have?	- Refining user pathways, stories and personas - Designing, managing, and conducting user research - Collating findings into digestible quantitative and qualitative reports - Collaborating with the product manager, UX designers, content designers, and development team to suggest feature adjustments and new rollouts - Managing new user research to track the progress of the new features
How would you describe her/his overall work performance?	The new features designed, many of which Joe came up with, created a roughly 1.5 times increase in the time spent by the students on the educational games. Students were also meeting their learning intentions roughly 30% better than they were before the features were rolled out.
How would you describe her/his communication style and skills?	Joe speaks in a very engaging, passionate style which uses a lot of empathy to those he's talking to. He's able to get those around him excited and on board an idea quite easily. He's also able to break down complex information into digestible chunks. I think this stems from his experienced background in teaching and tutoring.
What are her/his key skills or strengths in a professional capacity?	- Very knowledgeable about education - Ability to understand other people and align them under an idea - Very Productive and conscientious - Learns quickly and takes on feedback willingly

What would you say her/his areas of development are? (i.e. room for improvement)	At times, he can be a little carried away and distracted with small details regarding a feature, but this improved massively as he understood the features from a more holistic point of view as he worked, which allowed him to hone in on the critical details instead.
Have you had any concerns with their performance? If yes, please explain when these issues were identified? When were they discussed with the individual? What work are they doing to improve and what progress has been made?	None that I can think of.
Was the candidate able to deliver multiple tasks to deadlines and able to prioritise workload?	Yes, when designing new feature, Joe was able to book meetings with and help out the many different departments: UX, learning design, software development (backend and front end), and business perspectives. Although it was a little tricky at the start, he was quickly able to work out a way to balance the perspectives of each.
How would you rate his/her time management and attention to details skills?	Joe likes to plan out his day in advanced carefully. I noticed he was using several personal organisation software in addition to the organisation's mandated google calendar. As stated, Joe has good attention to detail, and can shift his focus according to a judgement of how critical a task is.
How would you rate the candidates level of productivity and quality: How do they handle times of stress/ high pressure?	Joe is able to be very logical and systemic in the face of stress and ambiguity, which helped his productivity when confronted with pressure especially when features were nearing their due release date. He has a very high capacity for productivity and output, so management was mainly focused on keeping him happy and nurturing his experience here. No strict disciplinary measures, or restrictions were really needed for him during his time here.

Please describe the relationship you had with the candidate as his/her manager: How did he/she respond to management directives?	Along with the product owner and manager, I would conduct performance reviews and check-ins with Joe roughly each month. This was in addition to overseeing his work with the software development department. He was very receptive to feedback, and communicated quite clearly how he was feeling and anything he needed.
What kind of work environment/culture do you think the candidate would work well in?	I see Joe carving out a long and successful career in the environment of education and technology. He seems to have found a focus niche in helping create educational technological products early on in his life, which suits his natural skills, talents and disposition very well. He thrives working with people in teams, under a culture with a strong aligned mission around education.
How well does he/she work in a team?	Joe is very extroverted, personable and agreeable. He easily integrated into our workplace and having him there was a lovely addition to our culture.
In closing	
Do you know what her/his reason for leaving was/is?	The contracted date of the internship had come to a close. However, we offered Joe to stay for an addition 2 months to help with the rollout of a few more critical features, which he agreed to.
Would you re-employ the candidate? Why/why not?	Overall experience was very positive, and management was very receptive to should circumstances align for him to work again.
Do you have any final comments?	In case this is important in some way, 'Bhavin McVana' is the name I use more in informal settings. For formal settings, I usually use the name 'Bhavin Makwana'.
Thank you for taking the time to complete this reference.	