

Work reference

For

Angela Mcgahey

CANDIDATE NAME:	<i>Angela Mcgahey</i>
REFEREE NAME:	<i>Darren Clarke</i>
Referee title:	<i>Owner/Director</i>
Referee company:	<i>CLICKSTART LTD</i>
Referee contact:	<i>021975475</i>
Date Reference Completed:	<i>28 May 2013</i>

REFERENCE

What was Angela's Job Title at ClickStart Ltd?

Software Developer

What was the reporting relationship between you and the candidate?

She reported directly to me.

Responsibilities & specific accountabilities of Angela:

Develop business based solutions for customers based on specific software development tools as seen fit. She was required to deliver solutions that not only worked, but delivered a high standard of work in sometimes limited timeframes. Specifically she was hired to develop web based solutions using HTML5, JQUERY, CSS3, JAVASCRIPT, SQL, MSAccess and Dreamweaver.

How would you describe Angela's quality of work?

Angela delivered a variety of solutions to customer problems. As she got to work more with the client's expectations she was able to tune and deliver a fantastic quality of work. Being an abstract person in thought and mind meant the results were always professional.

Was Angela ever under pressure and if so how was that pressure handled?

Oh yes. She had a knack for stripping back the fluff and worry and just getting down to what needed to be finished or fixed in the timeframe given. She always delivered.

Were there any personal problems that interfered with the job?

No.

Are you aware of any mental or physical conditions (including substance abuse) which may affect her performance?

Not at all. (Although I wouldn't leave chocolate lying around!)

How did Angela deal with feedback from management?

Generally well. She made an effort to accommodate changes when required. She often had her own ideas which more often than not were very practical solutions. Like any employee, she likes to be valued as a member of a team. Steer towards that and she will flourish.

How flexible was Angela? Can you give me an example of this flexibility?

Being a solutions developer, Angela often had to change tack on the fly, she would be as flexible as we needed. She would stay after hours to see something done or she would gladly put in the time required at home to meet the deadlines.

Would you describe Angela as being generally proactive or reactive? Why?

Proactive. As I said earlier, she often had some very creative and practical solutions to the way things could be done better. It was a pleasure to hear her bring forward these ideas. She is not one to sit back watch.

How did Angela relate to:

Customers:	Very well. She could often take a customers view and translate that to the solution tremendously well.
Colleagues:	No problem there. When speaking personally, she is fluent and happy. Well loved in the team.

How would you describe Angela's communication skills?

Written:	Great written communication.
Verbal:	Very good.
Interpersonal:	Excellent.

How would you describe Angela's ability to be a team player?

Tremendous. Again, as I have said, she just wants to know she is valued. Otherwise she doesn't see the point.

What successes did Angela have in the role?

She produced some fabulous work for clients. A lot of those solutions are trucking on today!

What professional strengths do you feel Angela offers a prospective employer?

Design and development skill. Angela has a great flair for graphic design and layout, particularly in web applications. She has an amazing knack for bringing things together on the screen. Her 'can do' attitude leaves nothing to beat her. She will always find a solution one way or another.

Organisation: She is a list person. Angela likes to know where all the puzzle pieces are and then she can ensure that she delivers her part. She is very structured in her approach.

What personal strengths do you feel Angela offers a prospective employer?

Fun. Simply that. She is fun to be around, to have in a team and to enjoy in an office. She can often turn around a dreary day with a light hearted lift.

Were there any weaknesses or areas of concern?

She responds well to goal setting. This needs to be done in co-operation with her to ensure you both are on the same page.

How would you describe Angela's standard of grooming and presentation?

Always professional.

Were there any issues with timekeeping or excessive sick leave?

Yes. I sometimes couldn't get her to stop working! She is very dedicated, sick or not.

How would you rate Angela's trustworthiness?

Never in doubt. Honest to a tee.

What was the reason for leaving?

We had a changing business focus that led us in a different direction and her talents were best used elsewhere. (A sad time for us to see her go).

Hypothetically, would your organisation re-employ Angela? (If no, why?)

Absolutely. She was a tremendous asset and a pleasure to have around.