avaloq
An NEC Company

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Letter of reference

Mr Vaclav Skarka

[redacted] from Check Republic, was employed by Avaloq Evolution AG from November 10, 2014 to July 31, 2022. He started as a Software Engineer and on January 1, 2017, he got promoted to Senior Software Engineer. On August 1, 2018, he reduced his workload to 80%. On July 1, 2021, he stepped into the position as Software Architect. For the time before July 29, 2020, we refer to the separate interim references.

In his role as a Software Architect, Mr. Skarka's responsibilities were to set the strategic direction for the development of the overall business area of Securities Finance and Collateral Management and define the target IT infrastructure, software and business processes together with relevant stakeholders, such as project management, the delivery teams and service providers.

- He was involved in reviewing and verifying design documents, effort estimations, implementation artefacts and technical solutions provided by various stakholders.
- As part of a two year innovation project on SFT and Collateral Management set of modules, he was responsible for closely collaborating with clients to gather and refine functional and qualitative requirements, identify trends and industry innovations and define collaborative working model for design and development work.
- Responsible for documenting and communicating high level architecture as well as lead education and coaching of colleagues in achieving target implementation quality and target operating model.
- Outside of the project duties, he was responsible for having a broad overview of the industry and individual client deployments and customizations in order to pursue the goal of harmonizing and streamlining these and to drive initiatives to bring custom extensions and requirements back to standard solutions to drive down costs and improve efficiency.
- In the newly formed team of SFT and Collateral Management, he contributed to the Scrum Master tasks, shaping the agile ceremonies and interactions of the team.
- With his senior Avaloq experience, Mr Skarka was able to consider business and IT impacts of new developments across the board, synthesizing knowledge of interlinked business areas such as Corporate Actions, Settlement, Interest Calculations, Accounting, Collateral Management and others along with IT dependencies of various engines, frameworks and technology stacks of adapters (facilitating integration to third party systems such as various Triparty Agent solutions) and APIs existing on top of Avaloq Core Platform.

Mr Skarka possessed proven expertise and extensive experience in his area of responsibility. He successfully applied himself to new duties and used the acquired knowledge with good results. In terms of quality and scope, he met the specifications. We were very satisfied with his performance.

Mr Skarka showed initiative and worked with enthusiasm and commitment. Embracing developments in his professional environment, he kept himself informed of the latest standards. In the event of change within the organisation, he took an open approach and was prepared to explore new paths. We regarded Mr Skarka as a flexible and resilient employee. Capable of identifying arising issues, he was effective at resolving them. The effort he put into managing the resources at his disposal was in proportion to the achieved outcome.

He was outgoing and open; his interactions with others were equitable, which enabled him to forge solid relationships. Mr Skarka communicated in a timely and comprehensive manner, paying due attention to his addressees' need for information and to their situation. Mr Skarka took the customer's concerns, needs and wishes seriously and sought realisable solutions. He supported the team, presented his ideas in a compelling manner and took an active part in discussions. His conduct towards business partners, supervisors and colleagues was faultless and considerate.

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Mr Skarka is leaving us on July 31, 2022 at his own request to take on a new professional challenge outside our organisation. We very much regret his departure and can recommend Mr Skarka on a professional as well as on a personal level with no hesitation.

Zurich, July 31, 2022

Avaloq Evolution AG

[redacted]

Carla Neumann
Chapter Lead

[redacted]

Mauro Ghirlanda
Human Resources Manager