avaloq
An NEC Company

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Letter of reference

Mr Vaclav Skarka

[redacted] from Czech Republic, was employed by Avaloq Group AG on a part-time basis of 40% from October 17, 2022, to April 14, 2023.

In his role as Software Engineer Expert / Mentor – Treasury and Credit Domain, Mr. Skarka was responsible for the following duties:

- Trained, coached, and mentored employees from different areas in the Treasury and Credit Domain in a wide range of technical, business, and personal development topics.
- Analysed complex technical issues to recommend or implement solutions
- Gave counsel to product owners and domain owners with regards to product strategy, roadmap, and strategic development
- In addition to his primary responsibility as mentor, Mr. Skarka has been in a supporting and advisory role to the Team Architect and Product Owner in the business area of Securities Finance Transactions. He has advised, analysed client requirements, and recommended direction of development for the products and their technical implementation.

Mr. Skarka possessed remarkably profound expertise and above-average experience in his area of responsibility. He successfully applied himself to new duties and uses the acquired knowledge with outstanding results. In terms of quality and scope, he often surpassed the specifications. We are exceedingly satisfied with his performance.

Mr. Skarka has an exceptional talent in teaching and mentoring engineers to become proficient and effective in their work. He demonstrated a remarkable ability to open new perspectives, broaden their horizon and increase their skills. He can break down complex technical problems, find the right balance between giving directions and allowing mentees to work towards a solution. He provided an excellent structure and constructive feedback. His approach to mentoring is highly collaborative and pertinent to the mentees' needs.

Management, staff and customers alike appreciated him and hold him in high esteem. We have come to know Mr. Skarka as a valuable employee who displayed commendable devotion to his duties and feels committed to his role.

Mr. Skarka is leaving us on April 14, 2023. We thank him for his efforts and wish him every success in his professional and private future endeavours.

Zurich, April 5, 2023

Avaloq Group AG

[redacted]
Carla Neumann
Chapter Lead

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Sara Lessi
Human Resources Manager

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