Interim reference

Mr Vaclav Skarka

[redacted] from Czech Republic, is employed by Avaloq Evolution AG on a part-time basis of 80% since 10 November 2014.

In his role as a Software Engineer, Mr Skarka is responsible for the following duties:

- Design and development of software
- Ownership of software components
- Coaching and mentor-ship of co-workers
- Lead developer Lending & Credit in ACP kernel-development
- Lead developer Lending & Credit in containerized micro service development
- Deputy Domain Software Architect

Mr Skarka possesses remarkably profound expertise and above-average experience in his area of responsibility. He successfully applies himself to new duties and uses the acquired knowledge with outstanding results. Mr Skarka often surpasses the specifications, we are highly satisfied with his performance.

Mr Skarka shows outstanding initiative and remarkable commitment. He shows avid interest in current professional developments and is very keen to evolve and deepen his professional practice. In the event of organisational change, he adopts a proactive and committed approach. We regard Mr Skarka as an exceptionally flexible and resilient employee. In terms of assertiveness, he is able to voice his concerns effortlessly and to underpin his position with compelling arguments. Highly perceptive in evaluating the scope and impact of his actions, he is always careful when weighing up the related risks and opportunities. In the decision-making process he exercises tremendous autonomy and foresightedness, blended with in-depth knowledge; he also assumes full responsibility for the outcome. He is resolute in putting decisions into practice, and carefully provides those affected with all the information they need. Quick to identify arising issues, he is very effective at resolving them in a convincing manner. He manifests a distinct sensitivity to business and cross-functional aspects. It is important to him to align his outlook and his actions systematically with the goals of the entire company. His tasks and projects are always meticulously prepared, very logically structured and exceptionally well planned. In the performance of his duties, he always adheres to internal quality standards, applies them correctly and draws others attention to them.

He is very outgoing and open; his interactions with others are both equitable and intuitive, which enables him to forge solid and enduring relationships. By maintaining an excellent network of connections in his working and professional life, he is able to draw on highly valuable contacts. Mr Skarka immediately conveys key information to the relevant recipients and involves management when the situation demands it. Mr Skarka has an articulate way of expressing himself and tailors his communication to the respective interlocutor. Furthermore, he can convey his own thoughts in a coherent manner. He welcomes other opinions and constructive criticism; he is a good listener and is tuned in to the needs of his conversational partners. By ensuring that customers needs and concerns are taken seriously, he quickly identifies their requirements and offers competent customer advisory service. He is an exemplary team player, presents his views with immense cogency and clarity, and is a keen participant in discussions of a professional nature. He has immense self-confidence and a particularly compelling, credible presence. Management, staff and customers alike appreciate him greatly and hold him in high esteem. We have come to know Mr Skarka as an exceptionally valuable employee who displays an unequivocal devotion to his duties and the company.

This interim reference has been provided at Mr Skarka's request due to a change of superior. We hope that we may continue to count on his valued services.

Zurich, 29 July 2020

Avaloq Evolution AG

[redacted]
Simon Tobler
Software Product Owner

[redacted]
Peter Bolliger
HR Manager