

## Letter of Recommendation: Luke Pothier

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### To whom it may concern:

Luke Pothier joined Full Stack in August of 2014 as our first intern. Our start-up had three employees and one client. He left us six years later in August of 2020, having risen to be our head of development. He has overseen a development team of 30 individuals and delivered on numerous successful projects within our business' core competencies of Xamarin mobile development, financial services and retail.

I have worked in the bespoke software development industry for 22 years, and as a CTO and MD for the last 10. I have yet to encounter someone with more exceptional personal drive and ability to self-educate and develop as a technical thinker as Luke. He is a brilliant man with high personal integrity. He is an excellent communicator, and he has a strong commercial understanding, not only of clients' business but also the constraints and opportunities available to the business within which he operates.

In his time at Full Stack, Luke became arguably one of the best Xamarin developers in the country. He delivered Xamarin projects for Telkom, Clicks, Sanlam and Entersekt. His knowledge of Xamarin in general and the MvvmCross pattern in specific is exceptional. Under his supervision, several other mobile applications have been developed, including several for Mix Telematics and BCX.

Luke has a deep understanding of C# and the entire .NET stack, having worked both with Framework and in recent years Core. He has and continues to develop, an appreciation of not only the practice of development but also the theory of computer science which powers modern development.

In addition to being an unrivalled technical colleague, Luke has shown tremendous promise as a leader and manager. His colleagues and his reports have universally praised him. He has developed those under his leadership through a combination of firm and fair discipline, exceptional personal example, and patience and reliable communication in training in groups large and small. He has also shown himself to have an objective and critical lens on performance issues of those who report to him. He is capable of both remediating to success or removal of those who do not meet the high standards of professional development to which he adheres.

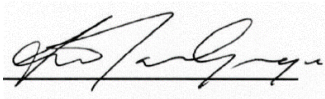
Luke is pragmatic and realistic about commercial elements of software development. He has a strong understanding of, and ability to, compromise in terms of time, quality and money elements of software development projects.

I would unreservedly recommend Luke to any organisation that seeks an individual who is smart and gets stuff done. I am proud that we have been able to provide Luke with his first opportunity in his career. We are grateful that he has honoured the opportunity by making exceptional leaps throughout his time with Full Stack.

They are few if any better all-round developers at his age and stage in Cape Town, in my opinion. I know this is shared by many of our client's senior technical executives who have worked with him over the last six years. I would rehire him without hesitation, and I would invest in any business which he either owns or presides over, again without hesitation. He is a world-class individual to whom I will be forever grateful for helping build Full Stack in its start-up phase.

I look forward to seeing what he achieves in the years and decades ahead. I am sure he will continue to be extraordinary. Please do not hesitate to contact me with further questions if you so require.

With regards,



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