



REFERENCE CHECK

CANDIDATE DETAILS		REFEREE DETAILS	
Name:	Vincent Dirks	Name:	Kateryna Nesmyelova
Role:	Senior Quality Engineer	Company:	Westpac (until 07/2023)
Period employed:	04/2021-10/2023	Position:	Chapter Area Lead, QE

Today's Date:	01/12/2023
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1. How long have you known the applicant and what was the reporting relationship?

I met Vincent around 9 years ago at the Ministry of Testing (then WeTest Auckland meetup), and after that Vincent joined Westpac in 2021. I was Vincent's manager's manager.

2. Confirmation of role and dates of employment

Vincent worked with Westpac NZ from April 2021 to October 2023 as a Senior Quality Engineer

3. What was the nature of the position, key responsibilities and duties?

Vincent worked in several teams – Mobile/Digital, Platform Enablement, as well as a compliance team responsible for environments. Vincent's responsibilities varied from manual to API and UI automated testing, as well as advising the teams on the quality matters and developing technical approaches to certain problems.. Also, Vincent was our Splunk champion, encouraging other engineers start using the tool and work together on adopting best practices.

4. How would you describe the applicant's technical skills and overall ability to perform the duties required in this role?

Vincent has great attention to detail, always keen to improve on things, and constantly learning. He is very supportive and always helps team members in need.

5. Key strengths and/or shortcomings

Vincent is excellent with tactical decision, applying critical mindset as well his extensive testing experience, let alone his outstanding sense of ownership. Vincent also works really well with developers, learning from them and improving his own coding skills. Once you take Vincent on journey, he will exceed expectations on delivery.

6. How would you rate the quality of their documentation, written/verbal communication and presentation skills?

Never had any problems with those, and team was also happy

**7. How would you describe their interpersonal competencies?
(Relationships with managers, stakeholders, colleagues, reports)**

Vincent is an amazingly supportive team player who sincerely cares about team members' wellbeing. He is very honest and open.

8. Are there any issues we should be aware of regarding honesty and integrity?

None

9. How did they cope under pressure / how is their ability to problem solve and deal with stress or difficult situations?

Vincent is capable to work amazingly well under the pressure. He will always ensure the best outcomes are delivered and the team, stakeholders, and colleagues are happy. And, as most of us, Vincent is at his best when his team and his manager have Vincent's back, because Vincent always has their back.

10. Reason for leaving / would you re-employ?

Restructure.
With great pleasure.

11. If the candidate wishes to view this reference, are we able to share the information you have provided?

Yes

12. Any other comments?

Hiring Vincent was one of the best decisions I made as a hiring manager