

11 March 2019

Letter of reference for Mr Arno Duvenhage

It is a pleasure to write a letter of reference for Arno Duvenhage. I have known Arno since 2011 when he directed the development of software for a challenging project which I managed at the Council for Scientific and Industrial Research (CSIR) over a four-year period. During this time I became well acquainted with Arno. Arno led a high-performing team of software engineers and displayed leadership through his technical guidance and his ability to build a motivated and cohesive team.

Arno also has been deeply involved in many worthwhile in-house training activities that have made contributions to improving software management methodologies and adherence to standards.

Arno was central to the development and implementation of two new technologies that became the core value of the project we were working on. Both technologies were later embedded in industry concept demonstrators to validate performance and utility, with great success. During this phase of the project, Arno was pivotal in the integration of these technologies into industry-developed software systems where he earned the respect of their software teams through his knowledge and diligence.

These examples of Arno's abilities speak to some of his skills which I consider outstanding and in which he has served as an excellent role model for younger software engineers in his team. First, he has a considerable depth of knowledge in software engineering and is practical in its field of application. Second, he is consistently professional and organized in his actions and his demeanor. Third, he commits himself to seeing through the things that he believes in, even when it goes beyond his direct responsibility. Fourth, Arno has an extraordinary capacity to bring smart people together and for them to work in cohesion. These abilities indicate enormous potential for Arno in his selected field of endeavor. He will be able to engage diverse groups of people wanting to make something worthwhile happen, competently develop and manage the process, and see it through to successful completion. I consider investment in Arno to be a low risk, high-reward scenario.

Sincerely



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