



REFERENCE FOR LAURA LUNDIN

As managing director for Erlang Solutions AB (a software consultancy specializing in the Erlang language) I was struggling to find enough consultants to fuel growth. I took the decision to look for mature employees from other fields who wanted a career change.

I recruited Laura Lundin (née Ma) in November 2017 as one of the three successful candidates. In her previous role as Circulating/Scrub Nurse, it was her responsibility to lead the nursing team, ensure equipment was functional, co-ordinate workflow, and ensure protocols were followed while working directly with the surgeon. I chose her based on her leadership skills, commitment to quality and risk management, and her ability to perform under stress.

We put Laura through intensive training in the Erlang language, as well as coaching sessions for other aspects of being a software consultant. Unfortunately, I had to abandon this initiative prematurely owing to business pressures. I sincerely believe she would have succeeded given enough time.

Despite the daunting challenge and pressure, Laura applied herself diligently, and her performance validated my reasons for recruiting her. She is a good example of “employ the attitude, and the aptitude will follow”. I would describe her as conscientious, determined, courteous, and loyal. I have no hesitation supporting her continued efforts to transition to the software industry.

Yours Sincerely,

Martin Creathorn

Managing Director