

To whom it may concern,

We specialize in the recruitment of the best finance professionals possible. This means that I regularly come in contact with and evaluate some of the brightest and most promising people in the world of finance.

Even though we only work with the highest caliber of people, [name of professional being recommended] has clearly stood out as being one of the brightest and most promising professionals I have worked with. He has demonstrated not just technical competence in his field but also great executive skills which give me confidence that he will go very far in the world of finance.

I first got introduced to [name of professional being recommended] in 2011, shortly after he became a manager within PwC's Actuarial Consulting Group. During the period of 2011 to 2014, one of the key areas of my job was succession planning for my clients. Succession planning is a bit different than normal job fillings because with succession planning we need people who aren't just good at what they are doing right now but are also have great potential to work at a higher level of work responsibility. We have presented many opportunities to [name of professional being recommended] and have been continually impressed by his ability to deliver.

The main difference that sets [name of professional being recommended] apart is that his competence isn't limited to knowledge about his field. By all accounts, [name of professional being recommended] is excellent at his work and is a master of actuarial sciences. Achieving technical excellence is possible through studying well and working hard, two things which [name of professional being recommended] clearly focuses on. We only work with people with technical expertise so we were used to seeing candidates that could deliver on technical requirements. [name of professional being recommended]'s true strength lies in how well he is at leading people and managing projects.

His personality is perfectly geared for him to succeed. He is confident enough to take on big problems yet he manages to do it humbly instead of arrogantly. He is very patient when it comes to work but he isn't complacent. The only impatience he has is driven by ambition; he wants to achieve big things and isn't afraid to tackle the big problems that come with them. Actuarial sciences is not an easy task by any measure, but [name of professional being recommended]'s ability to handle the stress and be flexible ensures that he doesn't just deliver the work, he also does it without creating any problems for the other people in his team.

His ability to recruit was the most surprising to us. He worked on creating a team and also recommended many people to us for different positions. We were surprised at how well [name of professional being recommended] understood the requirements of each job and the type of person would be the best fit for that job. This was also evident in his management style; his productivity is high because he is great at assessing people. His ability to realize the different skill-sets in different people and assigning work accordingly led to better performance and better job satisfaction for the people who were assigned the work.

We mostly work with executives on the younger side which is why we were able to assess [name of professional being recommended]'s potential so easily. When working with young executives with promising talent, you have to work hard to help them succeed. Young executives with good education and experience often alienate others and perform poorly with more experienced people. [name of professional being recommended] was a natural at performing executive level tasks; his ability to work with non-technical stakeholders was impressive. Even more impressive was his ability to explain the technical improvements to non-technical executives and to sell them on improvements.

[name of professional being recommended] was hired to work on a 4-year project to implement a North American software system and make it work with a legacy system. He was known to be credible in his work because of the rapport he built with all the stakeholders and his technical understanding of the implementations. The non-technical team members were impressed with his ability to explain and understand the technical side of things. The technical stakeholders such as the programmers were impressed by how deeply he understood the way the software worked and the technicalities of the implementation.

I have had a strong rapport with [name of professional being recommended] even since he was referred to my desk. Our mutual respect is based on realizing each other's qualities. As a professional whose work has largely been about assessing people for larger roles within organizations I have no problem whole-heartedly referring [name of professional being recommended] for great professional achievements. At [name of organization] we specialize in finding the most promising and talented people in the world of finance and as a professional it is clear to me that [name of professional being recommended] is among the brightest of the brightest finance professionals.

Sincerely,

[Name]