

21st September 2015

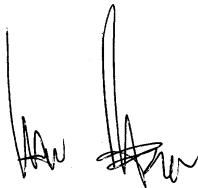
Reference: Mr Ken Birch

To whom it may concern

I have worked with Ken Birch for over 20 years and have no hesitation in recommending him as an IT development professional of the highest calibre. During our long working relationship I have come to admire the following qualities in Ken:

- He is a hard working and honest person, with a very professional attitude. He is always popular with other staff and willing to help his co-workers in any way he can, and he is also able to mentor junior staff members.
- He is an avid learner and never ceases to develop his professional knowledge through extensive reading and other extra-curricular professional development work. He has amassed a deep knowledge of a wide range of programming languages and related technologies and has great knowledge of all aspects of his profession.
- He is highly adept at analysing and developing at an entire system level - he thinks strategically. This enables him to deliver high quality applications which operate efficiently and deliver the required functionality. He is able to grasp both the 'big picture' and the fine detail of any project he is involved in; as well as understand and meet, time, quality and cost constraints.
- He works in a highly systematic and organised approach in all aspects of his work including the production of his coding. He is very creative and able to develop imaginative solutions to coding obstacles. He is able to run and control work-teams, as well as participate as a member, of both small and large groups; whilst being perfectly capable of working in isolation, and self-starting. This is true for both green-field projects and legacy system maintenance.

Yours sincerely



Ian Pemberton
Email: ian@humanfocus.co.uk
Direct dial: 07980 619503

Managing Director
Human Focus

Human Focus International Limited, Castle Court, 41 London Road, Reigate, Surrey, RH2 9RJ, United Kingdom
Telephone +44 (0)1737 647 875 Fax +44 (0)1737 501 086
Email info@humanfocus.co.uk
Web <http://safetyonlinecourse.co.uk>

Registered in England: The Bellbourne, 103 High Street, Esher, Surrey, No. 2867124. VAT 645 2434 45
Bank details: Sort Code: 20-21-78 Account No. 90306851



Human Focus International Limited, Castle Court, 41 London Road, Reigate, Surrey, RH2 9RJ, United Kingdom
Telephone +44 (0)1737 647 875 Fax +44 (0)1737 501 086
Email info@humanfocus.co.uk
Web <http://safetyonlinecourse.co.uk>

Registered in England: The Bellbourne, 103 High Street, Esher, Surrey, No. 2867124. VAT 645 2434 45
Bank details: Sort Code: 20-21-78 Account No. 90306851