

To Whom It May Concern:

I believe Craig Edwards possesses skills that make him an excellent data analyst and software engineer candidate, even though his software engineering skills are currently at an entry-level.

Craig and I worked very closely for a couple of years when he was Enrollment Vice President at Emmanuel College. I provided analytic and management support to Craig while I was also chairing the Mathematics Department.

While Craig's university training and teaching experience is in liberal arts, I found that he also has strong data analysis skills. He quickly grasps the realities of the messages embedded in the data. We worked together to formulate and implement data analysis and estimation techniques that gave us insight into our student recruiting team and projected their efforts into updated enrollment forecasts. He creatively formulated questions and suggestions to dig deeper into the data to test hypotheses and evaluate process changes. His combination of excellent critical thinking, analysis, and powerful work ethic resulted in rapidly enhancing the effectiveness of the team and increasing enrollment and, thereby, revenue.

Craig is also an excellent communicator, verbal and written. He thinks very clearly and adjusts his level of detail and precision to his audience. He is effective in talking/writing to executives and directors, workers in the trenches, and other IT developers.

Having added full-stack web development and software engineering to his analytic, work ethic, and communication skills, I believe that Craig will be an exceptionally valuable developer. Not only can he implement detailed instructions, but he can also understand the business needs to define the requirements or fill in any gaps/ambiguities. Further, he can detail robust test cases to ensure that the software works correctly.

Based upon 30-years' experience in software development—including algorithm design, managing a team of over 120 software engineers, and program management of several very large-scale software system developments at GE and other large corporations, I can confidently say that Craig is a person I would want to hire and have on my team.

Sincerely,

Bruce Scranton

Retired Software Engineer Manager at GE, Lockheed Martin, and Delta