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To Whom It May Concern,

I am writing to recommend Benjamin Shepherd, who worked as a developer at Headstrong Internet Services Ltd until 24 August 2026, when the project funding that supported his role was unfortunately withdrawn. I was Benjamin's line manager throughout his time with us, and we worked closely together across a number of projects.

Benjamin was a core contributor to the Clean Cooling Network project, where he developed and maintained several of our systems: the public website, the Moodle LMS platform, the application form, the learning journey, the talent search, and the activity tracking. His work spanned the full stack of our delivery and was central to keeping the platform running day-to-day.

Benjamin is a real asset to any development team. Throughout his time working for us he was extremely reliable, hard-working, and honest. He is a quick learner and adapted to our workflows and processes with very little ramp-up. I have been genuinely impressed by the professional development trajectory he showed during his tenure: he is double the developer now compared to when he onboarded, and I have every confidence that trajectory will continue.

I recommend Benjamin without reservation. He would be a strong addition to any development team, and I would gladly work with him again. If you would like to discuss his application further, please do not hesitate to contact me.

Yours sincerely

A handwritten signature in black ink, appearing to read "Ben Roberts", with a stylized flourish at the end.

Ben Roberts

Managing Director
Headstrong Internet Services Ltd.