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Letter of Recommendation for Ali Raza

To whom it may concern,

I recommend Ali Raza without reservation, and I would take him into my team again tomorrow.

Ali joined kolula solutions UG in September 2024 as a Werkstudent (working student) in Software Development and IT Operations, alongside his studies. I took over as Chief Technology Officer in November 2024, so I inherited him rather than hired him. Nothing below is me defending my own hiring decision. From November until he left in February 2026 he reported to me directly, and I saw all of it at close range.

The company sells smart access and asset-sharing software. Businesses use our platform to handle bookings, payments and access control for shared products and spaces from a phone. That covers equipment rentals, temporary storage, key handovers, venues and guest apartments. Five booking models in one product, and they share very few edge cases.

Ali worked across that platform, frontend and backend, using React, TypeScript, Tailwind, Redux and Node.js. He came in with a stronger technical foundation than the role required, and with a real grasp of how the application fits together. He wrote code the rest of the team could pick up without having to ask him about it. From the start he took part in sprint planning, daily stand-ups and reviews.

He also covered second-level technical troubleshooting, going into our PostgreSQL database to work out why something had gone wrong. He was unusually good at that. A plausible explanation was never enough for him. He kept going until he had the actual one.

Ali taught himself almost everything he touched here. That mattered to me more than anything else he did. He picked up our frontend and backend stack, then PostgreSQL and our AWS environment, then the automation and workflow orchestration tooling, then Microsoft 365 administration and a range of third-party SaaS tools. For most of it there was nobody to teach him. Every time, the pattern was the same. He read up on the subject and tried things out, then came back with something that worked and that he could explain to me. I never planned an onboarding for him or found someone to sit next to him. Of the working students and junior engineers I have worked with, he needed the least supervision by some distance.

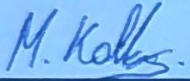
Automation was nowhere in his job description; he took it on anyway. He compared the options, argued for one, and built workflows across our SaaS systems for data validation, document generation and stakeholder communication. The manual admin effort in those processes dropped noticeably. He also ran our internal IT: the Microsoft 365 environment, user provisioning, role-based access management, license administration, and the documentation of our IT processes in Confluence. That is a lot of trust to place in someone at that stage of their career. I stopped double-checking his work early on and never regretted it.

He was easy to have around, too. He asked when something was unclear instead of guessing, and he took feedback without friction. The team liked him.

His role ended in February 2026 for budget reasons on our side. It had nothing to do with his work, and I would have kept him if the decision had been mine alone.

I would hire Ali again, and I would put him on something he has never seen before. If you would like to talk about his work, you can reach me on +49 176 811 73 937 or at mail@markuskollers.de.

Yours sincerely,



Markus Kollers

Chief Technology Officer, kolula solutions UG (haftungsbeschränkt)