
RE: Facebook - Reference for Emir Habul

1 message

Abdullah Al Mahmud <satej@csebuat.org>
To: Marissa Archuleta <marissa@fb.com>

Thu, May 26, 2011 at 10:42 PM

Hello Marissa Archuleta,

I congratulate you for considering Mr. Emir Habul, one of the great individuals I have ever met. I am very sorry for my late reply because I wanted to devote some time to write about a person like him. My answers to your questions are at the end of this email. If you have any additional question/concern you can call me 407-446-3864. I will be happy to answer your queries. And lastly, I congratulate you and Facebook in advance, in case you take a positive decision to hire Mr. Emir Habul.

1. In what capacity do you know this individual and for how long?

I was at IIUM (International Islamic University Malaysia) from February 2010 to August 2010 as a trainer for programming competitions. I was fortunate to have Mr. Emir Habul as one of my students.

2. What were the candidate's specific duties or responsibilities?

Mr. Emir Habul was a student of IIUM. He had been the smartest programmer in the university. He had been leading the best programming contest teams in his university. Also he was excelling in his academic and many other extra-curricular activities. Most naturally he became my best companion for our training program. As preparation for many programming contests we used to have a lot of long practice sessions. Also we used to study many books, internet sites and papers to strengthen our programming, algorithmic and mathematical foundation.

Mr. Emir Habul also used to help me to arrange training sessions for the freshman individuals. His activities include (but not limited to) lecturing about many programming and problem solving techniques and designing practice problems for their training. Also we arranged a programming and problem solving workshops for the students and coaches from other universities across Malaysia. Mr. Emir Habul played a key role in organizing that workshop.

3. Please tell us about their dedication, hours and flexibility.

Mr. Emir Habul was very dedicated and motivated towards his activities described above. I had an opportunity to observe his dedication towards one of his academic activities as well. He was working under Dr. Teddy Mantoro as an RA. During his RA job he encountered with a problem of running an open source tools. For several weeks Mr. Habul dedicated all of his day and nights to solve that problem. I have not observed such determination and dedication in any other individuals with whom I had a close interaction.

As for hours and flexibilities, Mr. Emir Habul was a student and was not paid any kind of economic benefit for these activities. All the works he did was from his passion and motivation. Like many other passionate contestants he spends a lot of daily hours towards this goal. And those hours were very flexible. He needed to do some of academic and research job. So many of our practice activities were happening during midnight/weekend.

4. What are their technical strengths and weaknesses?

Mr. Emir Habul excelled in many programming language and technologies. Also he had been very passionate and motivated about learning new tools and technologies.

5. What was their ability to function and effectively communicate with a team/management?

Mr. Emir Habul was a TA for many advanced undergrad and grad courses in IIUM. I had an opportunity to talk with many of his students. All of them rated him as an excellent teacher having a deep understanding in the topic.

6. Describe their interpersonal skills.

Mr. Emir Habul is very helpful towards his co-worker and classmates. I personally know some other people who were RA's in the same lab of Emir. They got continuous help and support from him. Actually I know some individuals who could not carry on their research activities without continuous technical support from him.

Mr. Emir Habul is an excellent team member. Most of the people who will work in the same group of Emir will want to work with him again.

Mr. Emir Habul had a great ability to influence other individuals. I got many new students in my training class who was influenced and motivated by him.

I personally observed him in several awkward situations arise from several inefficient minds surrounding him. But he could overcome those situations without offending any of them. I will rate his tolerance level extremely mature.

Finally I will rate him as one of the most honest minds I have closely interacted.

7. Were they able to prioritize?

I personally observed him as a diligent individual with very positive attitude. But unfortunately cannot remember any scenario where it involved prioritization between many tasks. What I remember is that he could pursue many tasks/goals in parallel.

8. What were the candidates' strongest attributes?

His passion towards technologies and programming.

9. What were the candidates' weakest attributes?

He is a little bit shy to express who he is. For many individuals it may take a long time to get an idea about his talent, as he is very reluctant to flaunt about his technical expertise.

10. Would you recommend hiring or would you rehire them?

If I would I have an opportunity to make a hiring decision for this individuals, I would hire him without any second choice.

11. How did they rank compared with others?

He is one of the best minds I have closely interacted.

12. Is there anything else you can tell me about the candidate that will put me over the top in my decision to hire them

He is quite creative. He wrote a Facebook application to help IIUM students buying/selling their books. He also extended PC² (an well known contest management software) to use problems from the online judges in the internet. I found it was quite popular among the contestant community. These are the proof of his innovative mind. As Facebook business is continuously growing, I think he will be able to play a great role towards the goal of your organization.

Thanks & Regards,

Abdullah Al Mahmud