

LETTER OF RECOMMENDATION

I hired Tanushree Marwah directly from college and I must mention that she was one of only two candidates from her college who got selected. That definitely puts her heads and shoulders above the rest of the candidates that we interviewed at the time.

At EkAnek Networks Private Ltd. – an Indian start-up trying to make its mark in the social commerce sector – we use Ruby on Rails for all our backend programming. Tanushree was trained in C and JAVA programming during her college courses but through her sheer industriousness, she was able to learn enough of both Ruby and Rails within two weeks of joining and started actively contributing code to our systems. I must mention that being a thrifty start-up, we can't really assign mentors to new joiners or run a training program for them. This was all done on her own with a little support from me.

Along with nitty-gritties of the language and the framework, she was also required to quickly build an understanding of the operational aspects of the business since that is where she had to contribute. The first project she worked on was our Order Management System which till that point was being run on Microsoft Excel. This required her to work internally with our operations team and externally with our warehouse provider (DTDC) and our logistics providers (Ecom Express and Delhivery Couriers). Our warehouse provider was in turn using software from a third party. She had a few fumbles in the beginning, mostly in terms of communicating with internal stakeholders and vendors – and I must say I had my doubts – but at the end of the day, she came out with flying colours.

On the way, she picked up the necessary skills of communication – listening, asking, informing decisions, building consensus. This showed up in vastly improved software engineering practices at our company. For the first time, we had well-documented specifications, HLDs and LLDs. This documentation, in turn, helped us convince our internal stakeholders as well as our warehouse provider to use a different software for managing our inventory. This was a big win for us since we've saved several lakh rupees in inventory processing and countless errors in order processing.

This gave us enough comfort to allow her to work on creating our own Warehouse Management System which can already process Purchase Orders, GRNs and putaway aspects of the inventory management.

For someone who has only spent 7 months in the industry, I think it's a noticeable achievement to have not only one but two projects deployed successfully to production. As such, as her direct reporting manager, I proudly recommend Ms. Tanushree Marwah for an admission to your prestigious graduate school. I do hope that I will be able to hire her again once she has completed her graduate program.

Chandranshu
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