



## Employment reference

Joseph Innes (British national, born 19 December 1992) worked as a software engineer in IT Development from 15 November 2018 to 30 June 2024. He worked 100% until 31 December 2022 and has worked 60% of a full working week since 1 January 2023.

His main tasks included:

- Full-stack development of swissinfo.ch with an enterprise CMS (Coremedia). Tech: JS, Node.js, Java
- Responsibility for Zones & DNS configuration. Tech: AWS Route53, Terraform
- Implementation of centralized logging solution for all micro-services
- Building of web-app for management of: videos, tags, archive, newsletters & push notifications. Tech: JS, build-less, only 500KB
- Collaboration in building video transcoding pipeline on AWS Elemental MediaConvert
- Provision & integration of Azure Enterprise App as SSO IdP for services on AWS
- Implementation of news aggregation service. Tech: Go, AWS Lambda, AWS SQS
- Management of automated TLS certificate issuance & renewal, defined in Terraform
- Implementation of automated staged secret rotation for all our databases on AWS. Tech: Go, AWS Lambda, AWS SecretsManager
- Configuration of Web Application Firewall with a rate-limit policy to protect publicly exposed APIs, using Terraform
- Definition of CloudFront CDN distributions using Terraform

Joseph Innes has outstanding and in-depth specialist knowledge and above-average experience in his field and in related fields. He very successfully put the knowledge he acquired into practice and was quick to get to grips with new tasks. He fully met his objectives in terms of quality and output. We were very satisfied with his performance. His good language skills were also very valuable for communication in his field.

Joseph Innes is highly proactive and shows above-average commitment to his work. In order to remain up to date with developments, he undertook continuing professional development of his own accord and contributed his newly acquired knowledge to the company in a beneficial way. He had a constructive attitude towards changes in the organisation, adapted easily to changing circumstances and reacted with composure and caution in stressful or difficult situations. Joseph Innes presented his views clearly and was able to assert himself. He was able to assess the consequences of his actions and took both opportunities and risks into account in his considerations. He took decisions independently with a sound understanding of the subject at hand and then implemented them in a timely manner, keeping those involved up to date. Joseph Innes



had valuable ideas on how to make things better and was actively involved in improvements. He also ensured cost-conscious use of resources and offered valuable input on making savings. He complied with and correctly applied internal quality standards.

He is sociable and proactively approaches others, which allows him to build valuable relationships. While working with us, Joseph Innes passed on important information in a timely manner and involved management where necessary. He was also able to present his own ideas in a clear and comprehensible way and actively contributed to specialist discussions. He could take inspiration from other views and justified criticism, could listen and adapt to the needs of the person he is talking to. Joseph Innes systematically reflected on his own actions and asked for feedback from others to improve. He supported his team, presented his own ideas convincingly and played an active part in specialist discussions. His conduct towards management and colleagues was courteous and impeccable at all times. Joseph Innes was a reliable employee who was committed to his role and to the organisation.

Mr Innes is leaving our company on 30 June 2024 at his own request to take on a new challenge. We regret his departure very much and wish him all the best, good luck, and every success in his new job and in his life in general.

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**Enrique Calahorra Ariza**  
Head of IT Engineering

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**Maryline Cerf**  
Head of Human Resources SWI

Bern, 30 April 2024