



November 2023

Dear Hiring Manager,

It is with great honor that I endorse Josh Schiering for a role within your company's Human Resources Department as an exceptional and experienced HR professional. I have had the privilege of working under Josh's leadership during my tenure as a junior HR person at Fernway, and it is with great pleasure that I share my insights into his expertise and impact on our team.

Josh is an outstanding HR Director with a wealth of knowledge and experience in various aspects of human resources like recruitment & talent acquisition, reporting, strategic planning, performance management, training & development and HR technology. His proficiency in utilizing JotForms has streamlined our internal processes, enhancing efficiency and reducing administrative burdens. Through his guidance, I have gained valuable insights into the strategic utilization of technology in HR management.

In terms of recruitment, Josh has demonstrated an unparalleled ability to identify and attract top-tier talent. His innovative approaches to sourcing, interviewing, and selecting candidates have significantly contributed to the success of our team. As a junior HR person, I have greatly benefited from his mentorship, learning the intricacies of effective talent acquisition and the importance of aligning recruitment strategies with organizational goals. His commitment to maintaining a positive candidate experience reflects his dedication to building a strong employer brand and fostering lasting relationships with potential hires.

Josh has been an invaluable mentor and leader during my time at Fernway. His expertise, combined with a genuine passion for human resources, has not only elevated our HR practices but has also inspired me to strive for excellence in my own professional journey. I wholeheartedly recommend Josh for any leadership position in human resources, confident that his contributions will continue to drive success and innovation.

Should you have any further questions or require additional information, please do not hesitate to contact me.

Sincerely,  
Maham Butt  
HR Generalist  
[mahambutt.ibit@gmail.com](mailto:mahambutt.ibit@gmail.com)