



Coding Giants srl
Via Del Lauro 9, 20121 Milano

Milan, 16th June 2025

Francesco Schino
19 Thanet Road
Bristol
City of Bristol
BS3 3HY
United Kingdom

RE: Reference for Francesco Schino

To whom it may concern,

I am pleased to provide this reference for Francesco Schino, who worked for Coding Giants from 1st August 2023 to 25th June 2025.

During this time, Francesco consistently demonstrated outstanding professionalism, strategic thinking, and leadership capabilities. One of his most remarkable achievements was a successful creation of a new team of over 70 members, fostering an inclusive and collaborative work environment in which mutual support, engagement, and accountability were natural outcomes.

Francesco showed a high level of diligence, precision, and organisational discipline in defining, tracking, and achieving key performance indicators (KPIs). His meticulous attention to detail and data-driven approach ensured consistent alignment with our strategic objectives.

Moreover, Francesco brought a remarkable degree of creativity and self-motivation to the role. He proactively designed and implemented process optimisations that significantly improved the operational efficiency of our organisation.

Beyond his technical and managerial competence, Francesco stood out for his integrity, work ethic, and ability to inspire those around him.

I have no doubt that Francesco will bring the same level of professionalism, innovation, and dedication to any future endeavour. I would not hesitate to recommend him for any leadership or quality management position.

Faithfully,
Patrycja Wardal
Country Manager
Coding Giants Italia
E-mail: pwardal@codinggiants.it