

Dear Hiring Manager,

It is my distinct pleasure to recommend Jared Malcolm for any senior engineering role requiring deep technical expertise, collaborative leadership, and forward-thinking development practices. As his direct manager, I have observed his valuable contributions firsthand, and I can say with confidence that he is among the most well-rounded engineers I have had the pleasure of working with.

While he is a specialist on the front-end, Jared has consistently demonstrated technical mastery across the full stack. He has a rare ability to translate complex technical concepts into meaningful, actionable insights for clients directly influencing their technical decisions and the strategic direction of projects. His calm, clear communication style distinguishes him from his peers and reflects a depth of understanding that goes well beyond writing code. He is detail-oriented and self-motivated, approaching every task with a focus on quality and precision.

Jared has embraced AI-driven development practices with enthusiasm and rigor. He does not simply adopt tools, he integrates them thoughtfully into his workflow to improve product quality and delivery outcomes. His technical curiosity and strong engineering foundation allow him to evaluate AI-assisted approaches critically and apply them where they add real value.

Perhaps where Jared has shined most brightly this past year is in his role as a mentor and team leader. He dedicated a substantial portion of his time to supporting interns on the Genesis project, where he organically grew into a leadership role leading code reviews, setting technical strategy, and elevating the quality of work produced by the interns and junior engineers on the team. What stood out was not just his technical guidance, but his natural ability to teach. He is patient, deliberate, and genuinely invested in the growth of the people around him. It is rare to find an engineer of his caliber who is equally gifted as a mentor.

In summary, Jared is a technically exceptional, deeply collaborative, and genuinely inspiring engineer. He brings together the full-stack expertise, AI-forward development mindset, and mentorship qualities that are increasingly rare and invaluable on modern engineering teams. I recommend him without reservation and am confident he will make a meaningful impact wherever he goes.

Sincerely,
Mallerie Shirley
Practice Operations Manager
Tensure Consulting

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763-226-5887 (My personal cell, I welcome calls!)

The logo for Tensure, featuring the word "tensure" in a bold, lowercase, black, rounded font.