

DR SMILE

Interim Letter of Reference

Mr. Stefan Kubisa, born on February 01st February 1996 in Police (Poland), has been working in our company as Working Student IT Operations since 01st June 2022.

DR SMILE is a healthcare company. As a Digital Dental Health pioneer in orthodontics, the company offers a patient-friendly consumer marketing model for doctor-led aligner treatments. Based in Berlin, DR SMILE has grown rapidly since its founding in 2017 and now operates in eleven European countries with over 600 partner practices.

The responsibilities of Mr. Kubisa include, but are not limited to, the following:

- Successfully orchestrated an international office network deployment, demonstrating strong negotiation skills while liaising with multiple parties over a period of 4 months. Responsibilities included contract negotiations, hardware procurement, overseeing the installation of fiber internet as well as network architecture and design. He implemented the network infrastructure using a strategic blend of Cisco Meraki and Ubiquity equipment.
- Spearheaded the establishment of another fully functional network for an office environment, utilizing a combination of Cisco Meraki, Ubiquity, and TP-Link hardware.
- Collaborated closely with developers of specialized medical equipment software, devising a customized deployment methodology using Microsoft Intune.
- Designed and implemented M365 groups, application deployments, and policies for a substantial tenant comprising 500+ users.
- Remotely migrated users to mobile accounts, incorporating TOTP-based MFA within an automated and compliant device setup, completing the project within a tight timeline of 3 weeks.
- Skillfully negotiated hardware orders, fostering a valuable partnership with a Lenovo supplier for the delivery of cloud managed, pre-autopiloted devices.
- Introduced and modernized Atlassian tool utilization across several departments, optimizing collaboration and streamlining workflow processes.
- Resolved various Google Workspace SMTP and group-related issues, utilizing troubleshooting expertise to ensure seamless operations.
- Implemented the deployment of macOS and iOS apps, profiles, and certificates utilizing Jamf, enhancing device management efficiency.
- Assumed responsibility for the headhunting and recruitment process, and demonstrated exceptional screening and interviewing skills, resulting in the successful selection and onboarding of highly qualified candidates.

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Mr. Kubisa consistently proved to be exceptionally capable and went above and beyond his professional duties. After only a short period of employment, Mr. Kubisa proved his extremely comprehensive professional knowledge and used it to implement optimal solutions for all problems without exception, demonstrating a high degree of personal initiative. Moreover, he continuously proved to be very flexible and stood out by virtue of his extraordinary resilience, allowing him to be deployed flexibly at any time thanks to his specialist knowledge and skills.

Mr. Kubisa's ability to quickly grasp and analyze complex issues is particularly noteworthy. This has always enabled him to consistently achieve excellent results even under the most difficult of working conditions. In addition, he works his way into new areas of work independently, and within a very short time. In doing so, Mr. Kubisa is convincing both in quantitative and qualitative terms.

Mr. Kubisa always performs tasks assigned to him very reliably, systematically, and thoroughly and always approaches the implementation of individual tasks in a goal-oriented manner.

Mr. Kubisa shows a high level of initiative and identifies exceptionally with his tasks and our company, whereby he also convinces with his exemplary enthusiasm. Even in situations with a large workload, he proves to be very resilient on a permanent basis. In this, his work performance is continuously characterized by high reliability and efficiency.

Mr. Kubisa consistently contributes constructive and advanced ideas at a high level. In doing so, he takes all necessary measures independently and successfully implements these. We would especially like to emphasize his excellent analytical thinking capabilities.

Mr. Kubisa is appreciated in equal measure by superiors, colleagues, and employees. He always acted with both personal integrity and teamwork skills. His personal behavior is always above reproach.

We would like to thank him for his outstanding service.

Berlin, 10th October 2023



Ilja Timakov
Head of IT