



Reference for Jay Watson

5 October 2026

To whom it may concern,

I am very happy to recommend Jay Watson, who works with me at Koko Digital. I have worked with Jay over many years, and he has been a real credit to our team.

One of Jay's greatest strengths is his attention to detail. I can ask him to begin QA and trust him to organise the work himself. He creates structured Google Sheets trackers, works methodically through the testing, and clearly identifies the issues that need attention, prioritising potential showstoppers and reporting when a build is ready. He regularly finds scenarios and defects that others have missed, including after the development team has carried out its own checks. I place considerable value on that thoroughness and judgement.

Jay brings the same independence to his development work. Given a simple brief, he can work alongside our animators and illustrators to establish an approach and make substantial progress on a build without needing constant direction. He is comfortable working independently for several days while involving colleagues where their input is needed.

He is also very well organised in his communication. When he needs decisions or clarification, he records his questions and comes prepared to discussions with stakeholders or project managers. That preparation helps us work through the points that need input and gives him clear direction for the next stage of the work.

Beyond his professional contribution, Jay is friendly, reliable, trustworthy and loyal. He is someone I have genuinely valued having on the team, both for the care he takes in his work and for the person he is. It has been a privilege to work with him over the years.

I would gladly recommend Jay to another employer, particularly for work in manual QA or game development where his independence and attention to detail would be valuable. I would be happy to discuss his contribution further.

Yours faithfully,

Signed electronically by Chris Steele
Managing Director
Koko Digital
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