



SAFINA INTERNATIONAL

العلم نور

Employment Reference: Syed Munawar Saeed Kazmi

Multan, 17th August 2026

To whom it may concern,

I am the Principal of Safina International, an institute for women and children in Multan, Pakistan. Syed Munawar Saeed Kazmi has been engaged by the institute as Full-Stack Software Engineer on a contract basis from 6th July 2026 to the present date, and I have worked with him throughout.

He built the system that now runs this institute, and he built it by himself. It is called Safina Portal, it is live at portal.safinainternational.com, and it has been in daily use.

Before it existed, our admissions, attendance, homework, fee collection, payroll, library and facility bookings were handled separately and largely on paper. He replaced all of it with one system, with a different view for each kind of user: students, teachers, administrators, the accounts office, the librarian, facility staff and myself. Our accounts office issues invoices and records cash payments in it, teachers mark attendance and set homework in it, students see their fees and book facilities in it, and salaries are run through it each month. He also gave every student a digital identity card and the office a printable version.

Two things about how he built it have mattered to me in practice. Money cannot be quietly deleted: a wrong payment is corrected by a recorded reversal and a wrong bill by a recorded waiver, so the record of what happened survives. And every change anyone makes is logged automatically, so I can see who did what and when. He proposed both of these himself. I did not ask for them, and I did not know to.

He worked directly with my staff to find out what was needed. They are teachers and administrators, not computer people, and he sat with them, listened, and turned what they described into something they could use. He then trained us on it personally and wrote the guides we still work from. When something has gone wrong or we have needed a change, he has dealt with it himself and quickly. There has been no one else to ask.

He has also published a showcase version of the system's code publicly, at github.com/munawarkazmi/safina-portal-showcase, with the institute's permission and at our agreement, so that prospective employers can examine his work directly.

He is dependable, explains technical matters in terms I can act on, and takes responsibility for problems rather than passing them on. He remains engaged with us at the date of this letter. We understand his career will take him abroad, and this letter is written in support of that.

I am happy to be contacted directly to confirm anything written here.

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Principal, Safina International