**Plan International Global Hub**

Dukes Court, Block A

Duke Street, Woking, Surrey

GU21 5BH, United Kingdom

**Tel:** +44 (0) 7517448442

[**www.plan-international.org**](http://www.plan-international.org)

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07/01/2025

**To Whom It May Concern**

My name is Tendai Manyozo, and I am the Global Programmes Lead at Plan International. I lead Plan International’s gender transformative policy and advocacy work within the SOYEE (Skills and Opportunities for Youth Economic Empowerment) collaboration hub. I have the pleasure of writing a reference letter for Adriana Marin in support of her application for the role of Associate Programme Officer, (Refugee and Trade Programme).

I have worked with Adriana for 2 years from 2022 to 2024 when she served with Plan International as Global Network Coordinator. During this time in this role, Adriana was responsible for managing the global SOYEE Network which consists of over 400 SOYEE specialists spread across 70 countries where Plan International implements its projects. She was responsible for maintaining and enhancing Plan International’s knowledge management platforms, creating new spaces as needed to support information sharing and collaboration, documenting best practices, lessons learned, and evidence to strengthen the quality and impact of the network's work. She was also responsible for designing, implementing and evaluating learning and development activities for professional staff within the network, utilizing various platforms and tools to facilitate both virtual and face-to-face learning opportunities. **Throughout her work, Adriana demonstrated high levels of professionalism, leadership and organizational skills**.

When she joined the organization, she quickly oriented herself with the global network members and within 3 months she knew what projects were implemented in what country and what support was required for each one of them. She also demonstrated self-initiative by developing several organization and management tools to keep track of all the work going on. These are the same tools which we continue to use till today.

Special mention should go to when Adriana provided leadership and guidance to the planning and implementation of a global network event that happened in Kenya in 2023. This event brough together SOYEE network members from all over the world and it was made possible with the support of Adriana’s impeccable planning and organization skills. I would therefore highly recommend Adriana for any future roles. And should you require further information lease do not hesitate to reach out to me.

Yours sincerely,

Tendai Mayonzo,

**tendai.manyozo@plan-international.org**