

Checking our work & references

What you can ask a reference, how introductions work and how consent is protected.

Current reference directory

No individual reference names or contact details have been published yet. This guide explains the process; it is not a list of endorsements. Approved references will be added only after the person agrees to the exact information and contact method that will be shared.

Request a relevant introduction

Use Contact on the website and include the role link. Ask for a person with relevant first-hand experience of our work. Explain what you want to understand, such as communication, agreed work, payment timing or how issues were handled. Availability and confidentiality may limit what can be shared.

What a published reference entry contains

An approved display name, relationship to the work, relevant role or field, period worked together, topics they can discuss, approved contact route and the date consent was last checked. A reference may choose a team-arranged introduction instead of publishing personal contact details.

Questions you can ask

What work did you do together, and when? Were expectations clear? How did communication and follow-up work? Was payment handled as agreed? How were problems resolved? Keep questions relevant to the opportunity and respect anything the person cannot disclose.

What references can and cannot establish

A reference describes their own experience. It does not guarantee your future results or replace checking the specific employer, written role terms and payment arrangement. A payroll calendar explains dates; it does not prove that a payment was made.

Permission and corrections

Reference participation is voluntary. Do not forward private contact details without permission. A reference can ask Local Somalia to correct or remove their entry or stop introductions. Individual business names and home-office contacts remain off the public directory unless separately approved.

Hubinta shaqadeena iyo tixraacyada

Waxa tixraac la weydiin karo, sida isbarashadu u shaqayso iyo oggolaanshaha.

Liiska tixraacyada hadda

Weli lama daabicin magacyo ama xiriirro tixraac oo shakhsiyeed. Hagahani wuxuu sharxayaa habka; ma aha liis dad na taageeray. Tixraacyo la oggolaaday ayaa lagu dari doonaa marka qofku oggolaado xogta iyo habka xiriirka la wadaagayo.

Codso isbarasho ku habboon

Adeegso bogga Xiriirka, kuna dar linkiga shaqada. Codso qof khibrad toos ah u leh shaqadeena. Sharax waxa aad rabto inaad fahanto: wada xiriirka, hawsha lagu heshiiyey, waqtiga lacagta ama maaraynta dhibaatooyinka. Helitaanka qofka iyo sir-ilaalintu waxay xaddidi karaan waxa la wadaago.

Waxa ku jira tixraac la daabacay

Magac la oggolaaday, xiriirka shaqada, booska ama qaybta, muddada wada shaqaynta, mowduucyada laga hadli karo, habka xiriirka iyo taariikhda oggolaanshaha la hubiyey. Qofku wuxuu dooran karaa isbarasho ay kooxdu diyaariso halkii xogtiisa xiriir la daabici lahaa.

Su'aalo aad weydiin karto

Shaqo nooc ee ah ayaad wada qabateen, goormase? Filashooyinku ma caddaayeen? Sidee wada xiriirka iyo dabagalku ahaayeen? Lacagta ma lagu bixiyey sidii lagu heshiiyey? Dhibaatooyinka sidee loo xalliyey? Su'aalaha shaqada ku koob, ixtiraamna xogta qofku uusan sheegi karin.

Waxa tixraacyadu caddeyn karaan

Tixraacu wuxuu sharxayaa waayo-aragnimada qofka. Ma dammaanad qaado natiijadaada mustaqbalka, mana beddelo hubinta loo-shaqeeyaha, shuruudaha qoraalka iyo lacag-bixinta. Jadwalka mushaharku taariikho ayuu sharxaa; ma caddaynayo in lacag la bixiyey.

Oggolaanshaha iyo saxidda

Ka qaybqaadashada tixraacu waa ikhtiyaari. Ha sii gudbin xiriir gaar ah oggolaansho la'aan. Qofku wuxuu codsan karaa saxid, ka saarid ama joojinta isbarashada. Magacyada ganacsiyada iyo xiriirka xafiisyada kama muuqdaan liiska dadweynaha haddii aan si gaar ah loo oggolaan.