

[Your Name]  
[Your Job Title]  
[Your Department]  
[Date]

[Recipient Name]  
[Recipient Job Title]  
[Organization Name]

Subject: Peer Endorsement for [Candidate Name]

Dear [Recipient Name],

I am writing to formally endorse [Candidate Name] for the position of Employee Relations Manager. Having worked alongside [Candidate Name] as a peer in the [Department Name] for [Number] years, I have seen firsthand their exceptional ability to balance organizational goals with employee well-being.

[Candidate Name] possesses a rare combination of empathy and objectivity. I have observed them navigate complex workplace conflicts and disciplinary matters with a high degree of professionalism and fairness. They are highly skilled at active listening and have an intuitive ability to de-escalate sensitive situations before they become legal or cultural liabilities.

Key strengths I have witnessed include:

- Expert knowledge of labor laws and workplace compliance.
- Strong communication skills that build trust across all levels of the hierarchy.
- The ability to design and implement initiatives that measurably improve employee engagement.
- A proactive approach to identifying and resolving systemic workplace issues.

Beyond their technical expertise, [Candidate Name] is a collaborative colleague who consistently supports their peers. They act as a reliable sounding board and contribute significantly to a positive team environment.

I recommend [Candidate Name] without reservation. I am confident they will be a significant asset to your HR leadership team and will excel in managing your employee relations functions.

Sincerely,

[Your Signature]  
[Your Printed Name]