

Candidate Evaluation Report

Role: Full Stack Developer

Name: Keshav Karthick Devarajan

Score: 65% | Recommendation: Needs Review

Executive Summary

Keshav Karthick Devarajan is a motivated software engineer graduate with relevant skills in full stack development. However, he falls short in experience and specific technologies required for the Full Stack Developer position at Giggso Technologies. While he has a solid educational background and some relevant projects, he needs to gain more experience and skills in areas like React and cloud platforms to be a strong candidate.

AI Fit Suggestions (Alternative Roles)

Possible suitable positions: Junior Full Stack Developer

Detailed Metrics

Category	Score	Reasoning
Skills	70%	Candidate possesses several required skills but lacks some key technologies like React, Django, and cloud platforms.
Semantic skills	60%	Candidate's skills align with the job description but are not fully comprehensive.
Experience	50%	Candidate has 1 year of internship experience, which is below the required 2 years.
Education	70%	Candidate is pursuing a relevant degree but does not have a completed Bachelor's degree.
Certifications	40%	Candidate has relevant certifications but lacks industry-recognized certifications for the role.
Soft skills	60%	Candidate has some soft skills listed but lacks evidence of collaboration and mentoring experience.
Domain relevance	70%	Candidate's experience in software engineering is relevant but lacks exposure to specific tools and technologies mentioned in the JD.

Key Insights

Strengths	Gaps/Weaknesses
• Experience with AngularJS and Node.js • Strong educational background in software engineering	• Lacks experience with React and Django • Only 1 year of experience instead of the required 2 years

Experience Relevance Analysis

- Internship experience is relevant but limited.
- No full-time experience in a similar role.

Key Performance Indicators (KPIs)

- 1 year of internship experience
- 3 relevant projects completed

AI Matching Reasoning

- Candidate's skills partially match the job requirements.
- Experience level is below the required threshold.

Relevancy Metrics & Measurements

Metric	Value	Relevancy
Average Tenure per Company	1 year	MEDIUM