

Candidate Evaluation Report

Role: Full Stack Developer

Name: Arun

Score: 35% | Recommendation: Needs Review

Executive Summary

Arun is a seasoned technology executive with a wealth of experience in AI and cloud platforms. However, his background does not align closely with the requirements for a Full Stack Developer role, particularly in programming languages and frameworks. While he possesses strong leadership skills, the lack of direct experience in software development may hinder his suitability for this position.

AI Fit Suggestions (Alternative Roles)

Possible suitable positions: AI Governance Consultant, Cloud Solutions Architect

Detailed Metrics

Category	Score	Reasoning
Skills	40%	Candidate has strong skills in cloud platforms and AI but lacks specific programming skills required for the role.
Semantic skills	30%	Some overlap in cloud and data engineering, but lacks direct experience with required frameworks and languages.
Experience	50%	Extensive experience in technology leadership but not in full stack development or the specific technologies listed.
Education	60%	Multiple graduate degrees, but not specifically in Computer Science or related fields.
Certifications	20%	Relevant certifications in cloud and governance, but none specifically for software development.
Soft skills	50%	Demonstrated leadership and mentoring experience, but lacks specific examples of collaboration in a development context.
Domain relevance	20%	Experience in AI and cloud security does not directly translate to full stack development.

Key Insights

Strengths	Gaps/Weaknesses
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• Extensive experience in technology leadership • Strong background in cloud platforms	• Lacks specific programming skills required for the role • No direct experience with required frameworks and languages
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Experience Relevance Analysis

- Candidate has led large teams and projects but not in a full stack development capacity.
- Experience in cloud and AI governance does not translate to the technical requirements of the role.

Key Performance Indicators (KPIs)

- Revenue generated in previous roles
- Client retention rates

AI Matching Reasoning

- Candidate's experience is more aligned with executive roles rather than hands-on development.
- The required skills for the position are not present in the candidate's profile.

Relevancy Metrics & Measurements

Metric	Value	Relevancy
Average Tenure per Company	5 years	HIGH