

# Candidate Evaluation Report

Role: Full Stack Developer

Name: Balaji N

Score: 25% | Recommendation: Not Suitable

## Executive Summary

Balaji N has a background in Mechanical Engineering and some experience in marketing and client handling. However, the candidate lacks the necessary technical skills and experience required for a Full Stack Developer role, particularly in programming languages and frameworks specified in the job description. Overall, the fit for this position is low.

## Detailed Metrics

| Category         | Score | Reasoning                                                                                                       |
|------------------|-------|-----------------------------------------------------------------------------------------------------------------|
| Skills           | 30%   | Candidate has basic Python and SQL skills but lacks required technologies like JavaScript, React, and Node.js.  |
| Semantic skills  | 20%   | Limited semantic match with job description; lacks familiarity with full stack development.                     |
| Experience       | 15%   | Experience is not relevant to the Full Stack Developer role; lacks required experience in software development. |
| Education        | 50%   | Candidate has a Bachelor's degree but in Mechanical Engineering, not Computer Science or related field.         |
| Certifications   | 0%    | No relevant certifications provided.                                                                            |
| Soft skills      | 20%   | Some soft skills implied through experience but not explicitly stated.                                          |
| Domain relevance | 10%   | Minimal relevance to the IT sector and software development.                                                    |

## Key Insights

| Strengths                                                                                                       | Gaps/Weaknesses                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>Basic knowledge of Python</li><li>Experience in client handling</li></ul> | <ul style="list-style-type: none"><li>Lacks required programming skills</li><li>No relevant work experience in software development</li></ul> |

## Experience Relevance Analysis

- No direct experience in software development roles.
- Previous roles are in marketing and engineering, not IT.

## Key Performance Indicators (KPIs)

- No relevant KPIs available due to lack of experience in the field.

## AI Matching Reasoning

- Candidate's education is not aligned with the job requirements.
- Experience does not include software development or relevant technologies.

## Relevancy Metrics & Measurements

| Metric                     | Value         | Relevancy |
|----------------------------|---------------|-----------|
| Average Tenure per Company | Not specified | LOW       |