Executive-Target Company Match Mini-Case

We want to improve (and automate) how we identify senior executives ("Execs") to recommend on deal opportunities based on the Target Company of the deal.

You will receive three small, anonymised CSV files which contain our data:

File	Description
exec_roles.csv	This uses our EAV-structure. Each exec role has a unique ID. Key attributes: • Executive ID • Role Company Taxonomy • Role Company Location • Role Company Scale
opp.csv	One row per project: Project (assignment_id) and details of the Target Company: • Taxonomy (the industry/sector of the target company) • Scale • Location
match.csv	Historical matches (exec_entity_id) labelled per project (assignment_id). Outcomes listed (1 = Hired as advisor, 0 = Rejected)

Your Tasks

1. Frame the problem – briefly describe the objective, success metric(s) and assumptions.
2. Rapid prototype (Python preferred) – build a baseline model or heuristic that ranks the Executives for each Opportunity.
3. Explain your thinking – written explanation covering:
    a. Data understanding & feature choices
    b. Model / approach selection & why
    c. Validation strategy & high-level results
    d. How you would productionise, monitor and retrain the model in our stack (AWS + PostgreSQL?)
4. Push your code to a private GitHub / Bitbucket repo (or attach a zip) and share with us ahead of your panel interview.

What we are *not* looking for: perfect performance, fancy front-end, or multi-day effort.

What we *are* looking for: methodical approach, critical thinking, code quality, and the ability to justify decisions.

Panel Interview Details for Candidate (60 min total)

We would like you to present your solution in a panel interview with Matt D. (Lead Data Analyst), Michail (VP of Engineering) and Jamie (CEO). You should aim to present your model for around 15 minutes, covering the technical detail of your approach, your findings and next steps. The panel will then ask follow-up questions on the technical approach you chose, and the engineering/implementation side of your solution. We will also ask some more general questions on how you found the task and give you an opportunity to ask us any questions.