**Project Title:** McSmith Recruiting Services – Candidate Selection Analysis

**Project Overview:**  
McSmith Recruiting Services is a reputable and resourceful firm known for delivering fair and excellent recruitment services. The company recently conducted interviews for **1,000 job applicants**, and after rigorous screening, the pool has been narrowed down to **5 top candidates**.

The organization is now at the final stage: selecting the **best two candidates** who not only demonstrate strong **job competency** but also align with the company’s **salary expectations**.

**Project Objective:**

Identify the top **2 most suitable candidates** by evaluating a combination of performance metrics and salary expectations using a weighted scoring model.

**Dataset Details:**

The attached Excel file contains the following for each of the 5 candidates:

1. **CGPA**
2. **Expected Salary**
3. **Interview Score**
4. **Grade of Experience**

**Evaluation Criteria (Weighted Scoring):**

| **Metric** | **Weight (%)** |
| --- | --- |
| CGPA | 30% |
| Expected Salary | 20% |
| Interview Score | 25% |
| Grade of Experience | 25% |

**Note:** Salary is a **cost metric**, so a **lower value is better** in scoring.

**Experience Grading System:**

Assign numerical values to the **Grade of Experience** as follows:

* **A1** = 5
* **A2** = 4
* **B1** = 3
* **B2** = 2
* **C1** = 1

**Your Task as a Data Analyst:**

* Apply the weighted scoring model across all candidates.
* Normalize metrics as appropriate (especially for CGPA, Salary, and Interview Score).
* Rank all 5 candidates based on their **total weighted scores**.
* Recommend the **top 2 candidates** who strike the best balance between **high competence** and **reasonable salary expectation**.