

Quality of Hire: Evaluation Scorecard

Candidate: [REDACTED]
Target Role: Electrical Team Lead

Section 1: Basic Competencies

Work History Review

2.5 / 5.0

Evidence shows 5.5 years of steady progression from intern to VDC/BIM Specialist[cite: 8]. This demonstrates solid growth within a technical track[cite: 9]. The PBJD for the Team Lead role requires direct team-lead experience and project P&L accountability, which is not evidenced in the current history[cite: 8].

Primary Skills (Technical)

3.0 / 5.0

Clear, hands-on competence in Revit, Navisworks, Dynamo, and BIM360, including coordination with MEPF trades[cite: 10]. This meets the core technical needs. Evidence is limited regarding leadership in AI integration or digital standardization, which are components of the PBJD[cite: 10].

Experience (Scope & Scale)

2.5 / 5.0

Has supported large-scale datacenter and hospital projects as an Electrical BIM Specialist[cite: 11]. Evidence is not present for leading multimillion-dollar accounts, team forecasting, or client ownership[cite: 11, 12], which are key differentiators for the lead role.

Achiever Pattern

2.5 / 5.0

Shows steady employment and university-level awards[cite: 13]. Recent history (approx. 3 years) shows stability in the specialist title without a promotion[cite: 13], indicating a solid contributor pattern rather than a rapid leadership trajectory.

Section 2: Core Competencies

Technical Talent

3.0 / 5.0

Deep modeling and coordination capabilities across electrical and HVAC systems are well-evidenced[cite: 16]. Problem-solving is demonstrated through Dynamo script optimization[cite: 16, 20]. Evidence does not yet show creation of innovative tools or driving company-wide standard adoption[cite: 16, 17].

Organizational & Project Management Skills

2.5 / 5.0

Has managed model clash reports and design submittals[cite: 18]. The PBJD Major Objective 1 requires managing budgets, billing, and utilization targets, for which there is no meaningful evidence[cite: 18].

Team Skills & Leadership

2.0 / 5.0

Evidence shows collaboration with foremen and design teams[cite: 19]. The PBJD requires building and coaching a team; however, there is no evidence of managing direct reports or establishing mentoring structures[cite: 19]. This is a significant gap for the lead role.

Thinking & Problem Solving

3.0 / 5.0

Strong engineering logic and tool debugging skills. This is supported by a quantified example at [REDACTED] resulting in [REDACTED]K savings via tool optimization[cite: 20]. Strategic or cross-project decision-making is not yet evidenced[cite: 21].

Section 3: Situational Fit

Job Fit (Comparable Work)

2.5 / 5.0

High comparability for technical tasks (3D modeling, coordination)[cite: 23]. The leadership, financial oversight, and client ownership components of the Team Lead role scope have not been demonstrated[cite: 23].

Managerial Fit

NME

No meaningful evidence available regarding preferred management style or experience managing others[cite: 24].

Culture & Pace Fit

3.0 / 5.0

Has successfully operated in fast-paced VDC environments across multiple firms[cite: 25]. Evidence shows adaptability and effective cross-disciplinary communication[cite: 26].

Intrinsic Motivation

3.5 / 5.0

Demonstrates a clear, career-long interest in virtual construction and automation[cite: 27]. Multiple career transitions within the same domain reinforce a genuine interest in the work itself, not just title progression[cite: 28].

Summary & Recommendation

The following table summarizes the scorecard ratings based on available evidence[cite: 31].

CATEGORY	FACTOR	RATING	EVIDENCE NOTES
Basic Competencies	Work History	2.5	Solid but plateaued; no lead role proof [cite: 31]
Basic Competencies	Primary Skills	3.0	Good technical depth; limited AI scope [cite: 31]
Basic Competencies	Experience	2.5	Support scope, not lead scope [cite: 31]
Basic Competencies	Achiever Pattern	2.5	Steady but no promotion recency [cite: 31]
Core Competencies	Technical Talent	3.0	Validated examples; no innovation proof [cite: 31]
Core Competencies	Org & PM Skills	2.5	Lacks budget control evidence [cite: 31]
Core Competencies	Team Leadership	2.0	No reports or mentoring examples [cite: 31]
Core Competencies	Problem Solving	3.0	Quantified technical improvement [cite: 31]
Situational Fit	Job Fit	2.5	Partial alignment [cite: 31]
Situational Fit	Managerial Fit	NME	Unknown [cite: 31]
Situational Fit	Culture & Pace	3.0	High-change adaptation [cite: 31]
Situational Fit	Intrinsic Motivation	3.5	Authentic interest in VDC work [cite: 31]

Executive Summary

Calculated Average (Quality of Hire Estimate): 2.8 / 5.0
Verdict: Competent Technician — Not Yet a Team Lead [cite: 33]

[REDACTED] demonstrates solid technical and domain capability, along with high intrinsic motivation for virtual construction[cite: 27, 35].

However, there is insufficient evidence of leadership, financial ownership, or team development required for the Electrical Team Lead PBJD[cite: 35]. The primary gaps are in team leadership (2.0) [cite: 19] and organizational/PM skills related to financial controls (2.5)[cite: 18].

Recommendation: Predicted Quality of Hire for the **Team Lead** role is a **Moderate Risk**. The candidate presents a **Strong Fit** for a **Senior Specialist** track [cite: 35-36].