

# RECRUITMENT ANALYSIS REPORT

*Privacy-Protected Document | All PII Redacted*

■ Total Resumes Analyzed:	5
■ Job Description Sections:	57
■ Privacy Status:	All PII Removed

# ■ JOB DESCRIPTION ANALYSIS

*The following job requirements have been extracted and sanitized for analysis:*

- ELITZ INFO TECH PUDUCHERRY
- Complete Job Description (JD) Professional Development Guide (PDG)
- Company Overview
- Elitz Info Tech is a technology-driven organization based in Puducherry, specializing in software development,
  - artificial intelligence, machine learning, and data-driven enterprise solutions.
  - We focus on nurturing fresh talent
  - through structured mentoring, real-time projects, and continuous learning.
- Position 1: Junior Python Developer (Entry-Level Fresher)
- Job Type: Full Time Entry Level
- Location: Puducherry (On-site Hybrid)
- 1 B.E B.Tech BCA MCA B.Sc (CSIT preferred)
- 2 Freshers or up to 1 year experience
- 3 Basic Python programming knowledge
- Roles Responsibilities Day-to-Day Tasks
  - 1 Write, test, and debug Python code
  - 2 Assist in developing backend modules
  - 3 Work with APIs and databases
  - 4 Follow coding standards and documentation practices
- Weekly Monthly Responsibilities
  - 1 Implement assigned featuresmodules
  - 2 Participate in code reviews and team discussions
  - 3 Learn FlaskDjango frameworks
  - 4 Support deployment and maintenance activities
- 1 Python fundamentals and OOP concepts
- 2 Basic SQL and database knowledge

- 3 Git and version control basics
- 4 Problem-solving and debugging skills
- Position 2: Junior Machine Learning Engineer (Entry-Level Fresher)
- Job Type: Full Time Entry Level
- Location: Puducherry (On-site Hybrid)
- 1 B.E B.Tech M.Tech MCA (AIMLDS preferred)
- 2 Strong foundation in Python and mathematics
- 3 Academic or personal ML project exposure
- Roles Responsibilities Day-to-Day Tasks
- 1 Collect, clean, and preprocess datasets
- 2 Train and evaluate machine learning models
- 3 Assist in feature engineering and model tuning
- 4 Document results and insights
- Weekly Monthly Responsibilities
- 1 Experiment with ML algorithms
- 2 Prepare reports and visualizations
- 3 Deploy basic ML models using APIs
- 4 Optimize model performance
- 1 Python, Num Py, Pandas
- 2 Scikit-learn basics
- 3 Statistics and linear algebra fundamentals
- 4 Data visualization tools
- Professional Development Guide (PDG)
- Phase 1: Onboarding (03 Months)
- Training on company tools, fundamentals strengthening, and task shadowing.
- Phase 2: Skill Expansion (39 Months)
- Independent module ownership, framework mastery, and real project exposure.
- Phase 3: Ownership Leadership (924 Months)
- Feature ownership, mentoring juniors, and system optimization.
- Phase 4: Senior Role Readiness

- Architecture decisions, client interaction, and technical leadership.
- Location: Puducherry

# ■ CANDIDATE RESUME ANALYSIS

## ■ CANDIDATE #1

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### ■ Extracted Skills & Experience:

#### ✓ PROFESSIONAL SUMMARY

✓ With a decade of in-depth experience in C development, I specialize in designing and implementing robust software

✓ solutions across various platforms.

✓ My expertise includes multithreading, STL, and performance optimization.

✓ collaborative environments, employing Agile methodologies to deliver high-quality applications.

✓ My strong analytical skills

✓ and innovative approach ensure effective problem-solving and project success.

✓ Jan 2018-Ongoing

✓ Seaside Innovations Santa Monica, CA

✓ 1. Developed and maintained C applications for financial institutions, enhancing transaction processing efficiency.

✓ Designed and implemented modules for the TBMS Transaction Billing Management System, ensuring robust

✓ functionality and performance.

✓ 3. Analyzed product requirements to deliver tailored enhancements, driving customer satisfaction.

✓ 4. Created and optimized new software components to improve system integration.

✓ 5. Automated data extraction processes using advanced scripting techniques, significantly reducing manual effort.

✓ 6. Contributed to the development of Odoo applications, ensuring seamless customization and functionality.

✓ 7. Collaborated with cross-functional teams to deliver high-impact software solutions, adhering to project timelines.

✓ Jan 2015-Jan 2018

- ✓ Summit Peak Industries Denver, CO
  - ✓ 1. Developed a web-based appointment scheduling system, improving client management for Atma IT Solutions.
  - ✓ 2. Designed and implemented communication software for telecommunication servers, ensuring high reliability.
  - ✓ 3. Created a C class for automated system updates, enhancing user experience.
  - ✓ 4. Conducted system testing and documentation to ensure quality and compliance.
  - ✓ 5. Collaborated with team members to streamline project workows and improve efciency.
  - ✓ Bachelor of Science in Computer Science Jan 2012-Jan 2015
  - ✓ University of California Denver, CO
  - ✓ Focused on software development, data structures, and algorithms.
  - ✓ C Programming Object-oriented Design Data Structures Algorithms
  - ✓ Reduced application load time by 30 through optimized C code.
  - ✓ Led a team to develop a multithreaded application, improving processing speed by 40.
  - ✓ Implemented a robust error-handling mechanism that decreased system downtime by 25.
  - ✓ Powered by Qwikresume URL
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## ■ CANDIDATE #2

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### ■ Extracted Skills & Experience:

#### ✓ PROFESSIONAL SUMMARY

✓ Entry-level PythonML developer with strong foundations in machine learning workflows, data validation, and test

✓ automation. Hands-on experience building and testing ML pipelines using Python, scikit-learn, and Py Torch basics.

✓ Motivated to ensure quality, reliability, and reproducibility of ML systems in QA and junior ML engineering roles.

#### ✓ TECHNICAL SKILLS

✓ Languages: Python (primary), SQL (basics)

✓ ML Data: Num Py, Pandas, scikit-learn, Py Torch (basics), Jupyter Notebook

✓ Testing QA: pytest, unittest, mocking, basic test automation concepts

✓ Tools Platforms: Git, Git Hub, Docker (basics), CICD awareness (Git Hub ActionsJenkins)

✓ Cloud: AWS (basic familiarity)

✓ PROFESSIONAL EXPERIENCE

✓ ML QA Intern Nova Sense Analytics (Remote) Jun 2024 Dec 2024

✓ (cid:127) Developed Python scripts to validate datasets used in model training; automated checks reduced manual QA

✓ (cid:127) Wrote 50 unit and integration tests using pytest for data preprocessing and feature engineering modules.

✓ (cid:127) Executed regression tests across 5 datasets to verify model stability after pipeline changes.

✓ (cid:127) Collaborated with data scientists to log and reproduce model errors using structured test cases.

✓ Python Test Automation Intern Cloud River Labs Jan 2024 May 2024

✓ (cid:127) Built REST-facing Python utilities to test input validation and data contracts for ML services.

✓ (cid:127) Implemented automated smoke tests for training pipelines, catching 12 data schema issues pre-deployment.

✓ (cid:127) Containerized test runners with Docker to standardize local testing environments.

✓ PORTFOLIO PROJECTS

✓ ML Classification Model with Test Suite Built a logistic regression classifier with a full pytest suite for data

✓ preprocessing, training, and inference validation. Tech: Python, scikit-learn, pytest. Git Hub:

✓ Automated Data Quality Checker Created a Python tool to profile datasets and flag missing values, outliers,

✓ and schema drift; integrated basic CI checks. Tech: Python, Pandas, Git Hub Actions. Git Hub:

✓ ML Pipeline Regression Tests Implemented regression tests for a simple training pipeline to compare metrics

✓ across runs and datasets.

✓ Tech: Python, Num Py, pytest.

✓ in Computer Science Redwood Valley University, CA 2021 2025 (Expected)

✓ Coursework: Machine Learning, Data Structures, Software Testing

## ■ CANDIDATE #3

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### ■ Extracted Skills & Experience:

- ✓ Professional Summary
- ✓ Java Full Stack Developer with 4 years of experience building scalable web applications using Java, Spring Boot, and React.
- ✓ Strong in REST API design, database optimization, and cloud-native deployments in agile environments.
- ✓ Technical Skills
  - ✓ Languages: Java, JavaScript, SQL, HTML, CSS Backend: Spring Boot, Spring MVC, Hibernate, JPA Frontend: React,
  - ✓ Redux Databases: MySQL, PostgreSQL, MongoDB Dev OpsCloud: AWS, Docker, Kubernetes, Jenkins Tools: Git, Maven,
  - ✓ Swagger, Postman
- ✓ Professional Experience
  - ✓ Java Full Stack Developer Nexa Soft Technologies, Bengaluru (Jul 2022 Present)
    - ✓ Designed RESTful APIs serving 50,000 monthly users; developed React UI components improving engagement by 30.
    - ✓ Optimized SQL queries reducing API response time by 40.
    - ✓ Built microservices and deployed via Docker on AWS; implemented
    - ✓ JWT-based authentication with Spring Security.
  - ✓ Software Engineer (Full Stack Java) Blue Wave Solutions, Chennai (Aug 2020 Jun 2022)
    - ✓ Implemented end-to-end features across Java backend and React frontend.
    - ✓ Designed JPAHibernate data models.
    - ✓ CI/CD with Jenkins, reducing manual deployments by 50. Increased test coverage to 80 using JUnitMockito.
  - ✓ Smart Inventory Management System Java, Spring Boot, React, MySQL, AWS: Built full-stack inventory platform with



- ✓ role-based access and Swagger docs; improved API performance by 35.
  - ✓ Microservices Order Processing Platform Spring Boot, Kubernetes: Developed order, payment, and user services;
  - ✓ deployed containerized services with high availability.
  - ✓ B.Tech in Computer Science, Vellore Institute of Technology 2020
  - ✓ Oracle Certified Professional: Java SE Developer AWS Certified Developer Associate Spring Professional Certification
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## ■ CANDIDATE #4

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### ■ Extracted Skills & Experience:

- ✓ Python Developer
- ✓ Professional Summary
- ✓ Python-focused software developer with hands-on experience in building backend services, data processing
- ✓ pipelines, and automation scripts.
- ✓ Strong understanding of core Python, OOP principles, RESTful APIs, and basic
- ✓ Dev Ops practices.
- ✓ Passionate about writing clean, testable code and building scalable solutions for real-world
- ✓ Technical Skills
- ✓ Languages Python (Advanced), SQL (Intermediate)
- ✓ Frameworks Flask, Fast API
- ✓ Data ML Pandas, Num Py, scikit-learn (Basics)
- ✓ Databases My SQL, SQLite
- ✓ Tools Git, Git Hub, Docker (Basics), Postman
- ✓ Concepts OOP, REST APIs, Unit Testing, Linux Basics
- ✓ Projects Experience

- ✓ Python Backend Intern (Dummy Corp) Jan 2025 Apr 2025
  - ✓ (cid:127) Built REST APIs using Flask for user authentication and CRUD operations.
  - ✓ (cid:127) Developed data ingestion scripts to clean and normalize CSVJSON datasets using Pandas.
  - ✓ (cid:127) Implemented basic unit tests using pytest to improve code reliability.
  - ✓ (cid:127) Integrated My SQL for persistent storage and optimized queries for performance.
  - ✓ Personal Project: Task Automation Toolkit (Python)
  - ✓ (cid:127) Created Python scripts to automate file organization, log parsing, and report generation.
  - ✓ (cid:127) Designed a modular CLI tool using argparse for configurable workflows.
  - ✓ (cid:127) Packaged the project with virtual environments and documented setup for reuse.
  - ✓ B.Tech in Computer Science and Technology
  - ✓ XYZ Institute of Technology 2021 2025
  - ✓ Relevant Coursework: Data Structures, Databases, Operating Systems, Software Engineering
  - ✓ (cid:127) Python for Everybody (Coursera)
  - ✓ (cid:127) SQL Fundamentals (Hacker Rank)
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## ■ CANDIDATE #5

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### ■ Extracted Skills & Experience:

- ✓ SRIVATSAV AUSWIN
- ✓ Chennai Institute of Technology Chennai, India
- ✓ Bachelor of Engineering in Computer Science with specialization in Cyber Security CGPA - 8.7 2022 2026
- ✓ Google Summer of Code (FOSSASIA) May 2024 November 2024
- ✓ SDE InternContributor
- ✓ Integrated Eventyay with the check-in app and multiple plugins, improving event management efficiency by 40 across events.

- ✓ Developed the Exhibitor Plugin, enabling over 10,000 attendees to manage leads and perform lead scanning at large events.
- ✓ Designed APIs for badge and exhibitor plugins, supporting multi-platform functionality and enabling 5,000 badge prints per day.
- ✓ Automated PR verification with Git Hub Actions and Netlify, reducing deployment time by 30 and ensuring higher code quality.
- ✓ RPZ Enterprises November 2023 - December 2023
- ✓ Optimized application performance by enhancing code efficiency, leading to a 40 reduction in load times and better user experience.
- ✓ Developed and deployed automated monitoring tools to identify potential issues, decreasing customer support response time by 25.
- ✓ Implemented SEO strategies and accessibility improvements, resulting in a 15 increase in web traffic and higher user engagement.
- ✓ Created a custom testing framework to automate unit and integration tests, increasing code reliability and reducing bugs by 50.
- ✓ Doctor API Python, Azure SDK, Microsoft Graph API, Power BI
- ✓ Designed diagnostic tool to monitor EntraIntune API health, detecting 15 misconfigs in demo envs via Azure loggingtelemetry.
- ✓ Built Power BI dashboards to visualize API latencyerrors, that can cut the troubleshooting time upto 40 for developer teams.
- ✓ Created a Python product to auto-generate Entra SDK authentication guides, that can analyze logs to resolve deployment errors.
- ✓ Secure Flow (Real-Time Threat Monitoring and Response System) Next.js, C, Azure Sentinel API
- ✓ Developed Secure Flow, a real-time monitoring system using Next.js to display live security alerts from Azure Sentinel.
- ✓ Integrated automated workflows with Azure Sentinel API, reducing response time to critical incidents by 35.
- ✓ Built a seamless user interface in Next.js for multiple developers to access threat data and security recommendations.
- ✓ STAND (Scalable Technology for Automated Networking and Deployments) Go Next JS Node JS
- ✓ Contributed to a self-hosting FOSS project for on-premise servers with a simple, intuitive web UI and extensive mac OS support.
- ✓ Created a custom API in Go to fetch and display system specifications, enhancing users understanding and minimizing errors.

✓ Designed and developed the frontend in Next JS, integrating it with the API to ensure a seamless and responsive user experience.

✓ Insight Ops (Proactive Monitoring and Analytics Platform) Python Azure Next.js

✓ Developed a scalable monitoring platform with Azure and Python, reducing incident resolution time by 35 using automation.

✓ Built responsive dashboards in Next.js for multiple users, enabling real-time tracking of system health and performance metrics.

✓ Integrated Azure Sentinel to automate 60 of incident reporting, improving anomaly detection and response times by 30.

✓ CERTIFICATIONS PLATFORMS

✓ CISCO Introduction to Cyber Security Codechef: 1574 Peak rating, 2 stars

✓ Coursera Fundamentals of UX Design Leetcode: 1562 Peak rating, 400 problems

✓ Udemy The Web Developer Boot-camp Code Forces: 943 Max Rating

✓ TECHNICAL SKILLS

✓ Languages: C, C++, Python, Java, JavaScript, C#, SQL, Bash, HTML/CSS, TypeScript, Swift

✓ Tools: Microsoft Entra, Intune, Sentinel, Purview, Wireshark, Nmap, Azure SDK/API Library, Jenkins, Git Hub Actions

✓ Technologies: React, Angular, .NET, Next.js, Node.js, Flask, Fast API, PostgreSQL, RabbitMQ, Elasticsearch, Kubernetes, Docker

✓ Developer Tools: Git, Linux, Windows, Azure, AWS, GCP, Visual Studio Code, Azure Dev Ops, Vim/Neovim

✓ Foss Hack 2024: Secured 1st Runner-Up in a hackathon for open source project (STAND), earning an invitation to the India FOSS Conf.

✓ Vashisht - IITDM: Finished as 2nd Runner Up by developing CARA using AI/ML and AR technologies for e-Commerce.

✓ Smart India Hackathon 2024: Finished in the finalist position by developing a publication record management system for universities

✓ HCIT(Codethon): Reached the finals of a prestigious inter-college programming contest, showcasing strong problem-solving skills.

✓ ICPC 2024: Achieved rank 579 in L2 ranklist and secured 2nd position at University level online round by solving 2 problems.

✓ Google Developer Student Club Connect 2023: Achieved finalist status among highly skilled competitors, with good commendation.

✓ CCO Bitspace: Led and organized 15 workshops, hackathons and other technical events attracting over 1000 participants, Managed,

- ✓ maintained and contributed to various projects and handled design and PR decisions for the student led FOSS community
- ✓ FOSS United: Lead Organiser of Foss Hack 2025 local host edition at CIT and took part in major events like India and Chennai FOSS
- ✓ Fossasia: Active contributor to the Asia's largest and vibrant open source community and attended FOSS SUMMIT 2025
- ✓ Workshop Lead - Takshashila24: Led a Cyber Security workshop for 200 students from 30 Indian colleges at Takshashila -2024.
- ✓ Lions Club: Have organised multiple blood donation camps and had a positive response with over 200 volunteers

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■■■ End of Analysis Report ■■■

*This document contains sanitized data with all personal identifiable information removed.*