Job Match Scoring Report

Candidate: Antonio Gutierrez Amaranto **Position:** Colombia 1 day ago 22 applicants **Company:** Insight Global **Date:** 2025-10-29 **Report Generated:** 2025-10-29 14:11

Overall Match Score: 77.3% - STRONG FIT [EXCELLENT]

#######— 77.3%

Recommendation

STRONG FIT

Apply with confidence. Emphasize your key strengths.

Dimensional Analysis

1. Technical Skills Match: 51.7% [WARNING]

Weight: 30% | **Contribution to Global Score:** 15.5%

#####—— 51.7% - Moderate

Analysis: 1/2 technical skills matched

[+] **Matched Skills:** - sql

[!] **Missing Skills:** - bi

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2. Experience Depth & Relevance: 91.0% [EXCELLENT]

Weight: 25% | **Contribution to Global Score:** 22.8%

#########- 91.0% - Excellent

Analysis: 5+ years with 6 quantifiable achievements

- **Years of Experience:** 5+ years
- **Quantifiable Achievements:** 6
- **Years Score:** 100%
- **Responsibility Level:** 70%
- **Impact Score:** 100%

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3. Domain Knowledge: 100.0% [EXCELLENT]

Weight: 20% | **Contribution to Global Score:** 20.0%

########## 100.0% - Excellent

Analysis: 2/2 domain areas matched

[+] **Relevant Domains:** - Analytics - Bi Reporting

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4. Soft Skills & Cultural Fit: 100.0% [EXCELLENT]

Weight: 15% | **Contribution to Global Score:** 15.0%

########## `100.0%` - Excellent

Analysis: 3/3 soft skills demonstrated

[+] **Demonstrated Soft Skills:** - Stakeholder - Collaboration - Leadership

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5. Achievement Quality: 40.0% [WARNING]

Weight: 10% | **Contribution to Global Score:** 4.0%

####—— `40.0%` - Moderate

Analysis: 1 high-quality achievements mapped to 4 requirements

- **High Quality Matches:** 1
- **Medium Quality Matches:** 0
- **Low Quality Matches:** 3
- **Total Requirements:** 4

Key Strengths for This Role

1. Experience

5+ years with proven track record

Evidence: 6 quantifiable achievements

2. Domain Knowledge

Relevant industry experience

Evidence: analytics, bi_reporting

Gaps & Mitigation Strategies

[GOOD] Gap: Bi

Area: Technical Skills | **Impact:** Medium

Mitigation Strategy: Highlight transferable skills and willingness to learn bi.

Actionable Recommendations

1. [NEEDS IMPROVEMENT] [High Priority] Review missing technical skills before applying

Focus on: bi

2. [GOOD] [Medium Priority] Strengthen your achievement examples

Add more quantifiable metrics to your experience

3. [NEEDS IMPROVEMENT] [High Priority] Prepare specific examples

Ready 2-3 stories highlighting: sql

Detailed Requirement Matching

Match Level	Requirement	Evidence
[WARNING] Weak	3 years of experience leading data instrumentation...	No direct evidence, transferable skills applicable
[EXCELLENT] Strong	Expertise creating JSON files and leveraging Segme...	Built 20+ SQL stored procedures, improving query performance...
[WARNING] Weak	Professional experience working with product stake...	No direct evidence, transferable skills applicable
[WARNING] Weak	Strong expertise in Jira for data instrumentation ...	No direct evidence, transferable skills applicable

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Next Steps

[+] Recommended Actions:

1. **Apply within 24-48 hours** - This is a strong match
2. **Preparation time:** 2-3 hours recommended
3. **Focus areas:** Review the strengths above and prepare specific examples
4. **Cover letter:** Emphasize key achievements that align with requirements

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About This Report

This report was generated automatically by the **Advanced CV Personalization & Scoring System**.

Scoring Methodology: - **Multi-dimensional analysis** across 5 key areas - **Weighted scoring** based on importance of each dimension - **Evidence-based matching** using candidate's actual achievements - **Transparent calculation** with detailed breakdowns

Confidence Level: This scoring is based on keyword matching and achievement mapping. Individual job requirements may vary, and human judgment should be used to complement this analysis.

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