Job Match Scoring Report

Candidate: Antonio Gutierrez Amaranto **Position:** Business Insights Developer **Company:** First Coast Energy, LLP **Date:** 2025-10-26 **Report Generated:** 2025-10-26 19:36

Overall Match Score: 74.5% - STRONG FIT [EXCELLENT]

#######— 74.5%

Recommendation

STRONG FIT

Apply with confidence. Emphasize your key strengths.

Dimensional Analysis

1. Technical Skills Match: 69.8% [GOOD]

Weight: 30% | **Contribution to Global Score:** 20.9%

######—- 69.8% - Good

Analysis: 7/10 technical skills matched

[+] **Matched Skills:** - sql - dashboard - data quality - business intelligence - etl - power bi - data governance

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

---

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%

---

3. Domain Knowledge: 80.0% [EXCELLENT]

Weight: 20% | **Contribution to Global Score:** 16.0%

########− 80.0% - Strong

Analysis: 4/5 domain areas matched

[+] **Relevant Domains:** - Technology - Data Governance - Bi Reporting - Analytics

---

4. Soft Skills & Cultural Fit: 71.4% [EXCELLENT]

Weight: 15% | **Contribution to Global Score:** 10.7%

####### — 71.4% - Strong

Analysis: 5/7 soft skills demonstrated

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

---

5. Achievement Quality: 40.7% [WARNING]

Weight: 10% | **Contribution to Global Score:** 4.1%

—— 40.7% - Moderate

Analysis: 7 high-quality achievements mapped to 27 requirements

- **High Quality Matches:** 7
- **Medium Quality Matches:** 0
- **Low Quality Matches:** 20
- **Total Requirements:** 27

Key Strengths for This Role

1. Experience

5+ years with proven track record

Evidence: 6 quantifiable achievements

2. Domain Knowledge

Relevant industry experience

Evidence: technology, data_governance, bi_reporting, analytics

---

Gaps & Mitigation Strategies

[GOOD] Gap: Analytics

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

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

[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: analytics, 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, dashboard, data quality

Detailed Requirement Matching

Match Level	Requirement	Evidence
[WARNING] Weak	into technical specifications.	No direct evidence, transferable skills applicable
[GOOD] Moderate	Devise and manage ETL processes to collect data fr…	Automated ETL processes, reducing daily processing time from…
[WARNING] Weak	Conduct regular system testing and troubleshoot BI…	No direct evidence, transferable skills applicable
[WARNING] Weak	Monitor data quality, integrity, and security acro…	No direct evidence, transferable skills applicable
[EXCELLENT] Strong	Implement and enforce data governance, security, a…	Led system transition and trained 15 users, establishing dat…
[WARNING] Weak	Maintain current knowledge of emerging BI tools, c…	No direct evidence, transferable skills applicable
[WARNING] Weak	Provide technical guidance, knowledge sharing, and…	No direct evidence, transferable skills applicable
[EXCELLENT] Strong	BA/BS in Computer Science, Information Systems, Da…	Developed 15+ automated reports using M-AT and NPR, reducing…
[EXCELLENT] Strong	5+ years of progressive experience in business int…	Architected consolidated business intelligence dashboard int…
[EXCELLENT] Strong	Advanced proficiency in BI platforms such as Power…	Architected consolidated business intelligence dashboard int…
[GOOD] Moderate	Strong expertise in SQL and relational database ma…	Built 20+ SQL stored procedures, improving query performance…
[GOOD] Moderate	Solid understanding of data warehousing concepts, …	Automated ETL processes, reducing daily processing time from…

Match Level	Requirement	Evidence
[WARNING] Weak	Experience integrating data from multiple sources,...	No direct evidence, transferable skills applicable
[WARNING] Weak	Sophisticated communication skills to include effe...	No direct evidence, transferable skills applicable
[WARNING] Weak	Solid understanding of basic financial principles,...	No direct evidence, transferable skills applicable
[WARNING] Weak	Must pass a pre-employment background check and dr...	No direct evidence, transferable skills applicable
[WARNING] Weak	Master's degree in a related discipline.	No direct evidence, transferable skills applicable
[WARNING] Weak	Prior experience in a BI developer or data archite...	No direct evidence, transferable skills applicable
[WARNING] Weak	Demonstrated ability to lead BI solution design an...	No direct evidence, transferable skills applicable
[WARNING] Weak	Articulate verbal and written communication in Eng...	No direct evidence, transferable skills applicable
[WARNING] Weak	Ability to analyze complex datasets to identify tr...	No direct evidence, transferable skills applicable
[WARNING] Weak	Sufficient close visual acuity to accurately perfo...	No direct evidence, transferable skills applicable
[WARNING] Weak	Ability to sit for extended periods of time.	No direct evidence, transferable skills applicable
[WARNING] Weak	Ability to manage time efficiently and execute ass...	No direct evidence, transferable skills applicable
[WARNING] Weak	Interpersonal aptitude; must effectively collabora...	No direct evidence, transferable skills applicable
[WARNING] Weak	Refined organizational skills; ability to adapt in...	No direct evidence, transferable skills applicable
[WARNING] Weak	Ability to drive independently.	No direct evidence, transferable skills applicable

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

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.

Generated on 2025-10-26 at 19:36:35