Job Match Scoring Report

Candidate: Antonio Gutierrez Amaranto **Position:** Business Data & Reporting Agent **Company:** Terrenos Houston **Date:** 2025-11-10 **Report Generated:** 2025-11-12 18:06

Overall Match Score: 63.3% - GOOD FIT [GOOD]

######—- 63.3%

Recommendation

GOOD FIT

Apply and address potential gaps in your cover letter.

Dimensional Analysis

1. Technical Skills Match: 62.1% [GOOD]

Weight: 30% | **Contribution to Global Score:** 18.6%

######—- 62.1% - Good

Analysis: 3/5 technical skills matched

[+] **Matched Skills:** - dashboard - excel - automation

[!] **Missing Skills:** - ai tools - 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: 33.3% [NEEDS IMPROVEMENT]

Weight: 20% | **Contribution to Global Score:** 6.7%

###——- 33.3% - Weak

Analysis: 1/3 domain areas matched

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

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4. Soft Skills & Cultural Fit: 75.0% [EXCELLENT]

Weight: 15% | **Contribution to Global Score:** 11.2%

#######— 75.0% - Strong

Analysis: 3/4 soft skills demonstrated

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

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5. Achievement Quality: 40.0% [WARNING]

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

####—— 40.0% - Moderate

Analysis: 3 high-quality achievements mapped to 12 requirements

- **High Quality Matches:** 3
- **Medium Quality Matches:** 0
- **Low Quality Matches:** 9
- **Total Requirements:** 12

Key Strengths for This Role

1. Experience

5+ years with proven track record

Evidence: 6 quantifiable achievements

2. Domain Knowledge

Relevant industry experience

Evidence: bi_reporting

Gaps & Mitigation Strategies

[EXCELLENT] Gap: Ai Tools

Area: Technical Skills | **Impact:** Low

Mitigation Strategy: Emphasize adaptability and quick learning. Consider completing OpenAI API tutorial.

[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: ai tools, 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: dashboard, excel, automation

Detailed Requirement Matching

Match Level	Requirement	Evidence
[WARNING] Weak	Review and manage recruiting data and candidate pi...	No direct evidence, transferable skills applicable
[WARNING] Weak	Schedule and coordinate interviews with candidates...	No direct evidence, transferable skills applicable
[WARNING] Weak	Track, update, and maintain recruiting reports, en...	No direct evidence, transferable skills applicable
[EXCELLENT] Strong	Automate and streamline reporting processes to min...	Architected consolidated business intelligence dashboard int...
[EXCELLENT] Strong	Identify opportunities to improve recruiting proce...	Architected consolidated business intelligence dashboard int...
[WARNING] Weak	Support the recruiting team with daily operational...	No direct evidence, transferable skills applicable
[WARNING] Weak	Bilingual (English & Spanish) – required	No direct evidence, transferable skills applicable
[WARNING] Weak	Experience in optimizing reports and reducing manu...	No direct evidence, transferable skills applicable
[WARNING] Weak	Strong attention to detail and ability to work ind...	No direct evidence, transferable skills applicable
[EXCELLENT] Strong	Interest or experience in AI tools and automation ...	Architected consolidated business intelligence dashboard int...
[WARNING] Weak	Excellent communication and collaboration skills	No direct evidence, transferable skills applicable
[WARNING] Weak	Previous experience in recruiting or administrativ...	No direct evidence, transferable skills applicable

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Next Steps

[GOOD] Recommended Actions:

1. **Review gaps carefully** before applying
2. **Preparation time:** 3-4 hours recommended
3. **Cover letter strategy:** Address potential gaps proactively
4. **Highlight transferable skills** for missing 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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