5. CandidateResume

Winner: Half Titan

Claude's Judgment:

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## WINNER: Half Titan

## RANKINGS:
1. Half Titan — 8/10
2. Baseline — 6/10
3. Csv Model — 4/10

## REASONING:
Half Titan provides the most appropriate matches for a senior-level software
engineer, with roles that align well with Candidate's experience in full-stack
development, technical leadership, and modern tech stacks. The recommendations are
consistently at the right seniority level and focus on relevant software
engineering positions rather than mixing in inappropriate entry-level or unrelated
roles.

## DETAILED ANALYSIS:

### Baseline:
- Strengths:
  • Includes some relevant senior software engineering positions
  • Recognizes LLM experience with Harvey recommendation
  • Shows understanding of technical complexity needs
- Weaknesses:
  • Mixes inappropriate entry-level positions (New Grad 2025, Graduate Internship
2026)
  • Heavy focus on data science roles despite candidate's clear software
engineering trajectory
  • Poor seniority matching for an experienced professional

### Csv Model:
- Strengths:
  • Includes some full-stack positions that match technical skills
  • Recognizes both software engineering and data science capabilities
  • Shows variety in company types
- Weaknesses:
  • Very low confidence scores suggest poor matching algorithm
  • Includes entry-level positions inappropriate for senior candidate
  • Mixed relevance with some positions not well-aligned to experience level

### Half Titan:
- Strengths:
  • Consistently appropriate seniority level for experienced engineer
  • Strong focus on full-stack and software engineering roles matching background
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• Good variety while maintaining relevance (frontend, full-stack, distributed systems)
  • Recognizes leadership and architectural experience
  • Balanced scoring that reflects realistic confidence levels
- Weaknesses:
  • Could include more positions leveraging LLM experience
  • Slightly narrow focus on software engineering (though this matches candidate profile)

SCORE vs RELEVANCE:
The Baseline model shows a concerning disconnect where high similarity scores (77-81%) are assigned to clearly inappropriate matches like graduate internships for a senior professional. Half Titan's more moderate scores (32-39%) actually correlate better with realistic job fit quality, suggesting a more calibrated matching algorithm.

RECOMMENDATION:
Half Titan should be used in production. It demonstrates the best understanding of career progression and seniority matching, which is crucial for experienced professionals. While its absolute scores are lower, they appear more realistic and the job matches are consistently appropriate for the candidate's experience level. The model successfully avoids the major pitfalls of recommending entry-level positions to senior candidates while maintaining good technical relevance.