



Johana Garcia

CriticalTalentMatch™ Analysis | Project Engineer/Owner’s Representative

| COMPETENCY CRITERIA            | SCORE            | DESCRIPTION  |
|--------------------------------|------------------|--|
| Construction Management        | OUTSTANDING (11) | 15+ years managing multimillion-dollar commercial, residential, and mission-critical projects; led subcontractors, inspections, and schedules across \$120M+ programs. |
| Data Center Project Experience | STRONG (9)       | Supported Samsung Data Center build (Taylor, TX) with QA/QC, commissioning prep, RFIs, and schedule tracking.  |
| Technical Documentation        | OUTSTANDING (11) | 10+ years preparing RFIs, submittals, shop drawings, closeout docs, daily logs; expert in Procore/MS Project.  |
| Scheduling & Progress Tracking | EXCELLENT (10)   | Tracked manpower, resources, and schedules in Procore/MS Project; verified subcontractor progress; ensured budget and timeline alignment.                              |
| QA/QC & Commissioning          | STRONG (9)       | Assisted QA/QC inspections and commissioning readiness on Samsung DC; quality control oversight in multifamily and residential projects.                               |
| CSA + MEP Oversight            | EXCELLENT (10)   | Directed subcontractor work, inspections, and compliance with drawings/specs; extensive experience with multifamily and high-end residential builds.                   |
| Safety & Compliance            | OUTSTANDING (11) | Safety Director; enforced OSHA standards, conducted safety orientations, and managed environmental risk programs.  |
| Software Proficiency           | STRONG (9)       | Skilled in Procore, MS Project, Bluebeam, CMiC, Oracle, RedTeam; limited AutoCAD/Revit exposure.   |
| Leadership & Teaming           | OUTSTANDING (11) | U.S. Army Military Police Officer (1st LT), supervised 14 staff; strong leadership, discipline, and team coordination.   |
| Education                      | OUTSTANDING (11) | B.S. Construction Project Management, Duke University; military leadership training.   |

Qualifying Criteria Reference Table

| QUALIFYING CRITERIA | SCORE | DESCRIPTION   |
|---------------------|-------|---|
| OUTSTANDING         | 11    | Exceeds Critical Requirements — Mastery and leadership in complex contexts AND has majority of preferred capabilities       |
| EXCELLENT           | 10    | Meets Critical Requirements — Fully capable with consistent high performance AND has several preferred capabilities         |
| STRONG              | 9     | Meets most critical requirements — Competent with occasional gaps or developing areas AND/OR several preferred capabilities |
| MODERATE            | 8     | Meets some critical requirements — Demonstrated exposure but not full ownership AND/OR several preferred capabilities       |
| BASIC               | 5     | Limited critical requirements experience — Familiar but lacks direct application AND/OR only tangential capabilities        |
| YES                 | 10    | Confirmed — Certification/training verifiably present   |
| NO                  | 0     | Not confirmed — Certification/experience not indicated  |

CriticalTalentMatch™ Summary

| CANDIDATE     | RATING (OUT OF 5 STARS) | GRADE (100-POINT SCALE) |
|---------------|-------------------------|-------------------------|
| Johana Garcia | ★★★★★                   | 90                      |

Strengths, Development Areas, & Assessment

Johana Garcia – Project professional with growing expertise in construction documentation, RFIs, and CSA/MEP coordination, bringing a strong foundation in compliance, safety, and cross-functional communication with a disciplined, process-driven approach.

**Strengths:** Demonstrated ability to prepare and track RFIs and submittals, maintain project documentation, and support coordination across architects, engineers, and vendors. Strong communication and organizational skills with safety-first awareness and attention to compliance. Foundation in CSA/MEP systems aligns with interpreting drawings, supporting QA/QC activities, and assisting project scheduling.

**Assessment:** A developing candidate well-positioned for entry-level Project Engineer responsibilities. With structured onboarding, mentorship, and technical training in Revit, scheduling, and commissioning support, Johana can evolve into a strong contributor capable of supporting PM/APM teams and driving documentation accuracy, compliance, and project coordination in mission-critical environments.