



PACHYDERM GLOBAL

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CriticalTalentMatch™

SMARTER DECISIONS. BETTER OUTCOMES.

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CriticalTalentMatch™ Analysis | Sr. Data Center Construction Manager/Owner's Representative

Competency Criteria	Nishant Reddy	Ben Solem	Kevin Zorger	David Bayler	Edward Reilly
Data Center Construction Management	EXCELLENT – Delivered \$270M+ site-civil scope for Tesla Giga Texas and MEP scope for \$1.2B Honolulu Rail; strong civil, MEP, commissioning support.	OUTSTANDING – 11+ years hyperscale electrical & MEP delivery, Apple/Google/Intel data centers, commissioning lead, MV/LV distribution.	OUTSTANDING – Directed \$300M+, 80MW hyperscale builds end-to-end; deep MEP, commissioning, site selection expertise.	EXCELLENT – Managed QA/QC for \$1.5B Microsoft hyperscale project; extensive mission-critical fit-out oversight.	OUTSTANDING – 25+ years delivering mission-critical projects. Led full lifecycle delivery from site qualification to turnover, with deep owner's rep exp.
MEP Coordination & Critical Infrastructure Delivery	EXCELLENT – Civil & MEP scopes, SCADA integration, commissioning support.	OUTSTANDING – High-voltage, MV/LV, BMS integration, commissioning leadership.	OUTSTANDING – MEP integration across hyperscale, co-location, and live facilities; full commissioning cycle leadership.	EXCELLENT – Led MEP deficiency remediation and commissioning readiness across multiple hyperscale and institutional projects.	OUTSTANDING – Extensive MEP systems leadership across hyperscale environments; directed coordination, integration, and commissioning
QA/QC & Commissioning Leadership	STRONG – QA/QC exposure in multiple large-scale projects, but less formalized program ownership.	OUTSTANDING – Led QA/QC, commissioning test scripts, and operational readiness plans in mission-critical builds.	OUTSTANDING – Established QA/QC programs, managed commissioning across all test levels.	OUTSTANDING – Formal QA/QC plan development, deficiency tracking, commissioning advocacy.	OUTSTANDING – Managed commissioning support and milestone execution for complex MEP systems; in high-stakes environments.
Budget & Cost Control	EXCELLENT – Managed procurement, validated contractor proposals, cost tracking for \$270M+ scope.	EXCELLENT – Budget oversight present but less emphasis in narrative vs. technical leadership.	OUTSTANDING – P&L accountability, cost optimization, risk mitigation in \$300M+ portfolio.	EXCELLENT – Managed multi-million project budgets, RFPs, and procurement processes.	OUTSTANDING – \$400M+ annual estimating oversight; developed budgets, procurement strategies; minimized change orders through early risk identification and value engineering.
Schedule & Risk Management	OUTSTANDING – Primavera P6, proactive sequencing, RFI/change order management.	EXCELLENT – Coordinated multiple concurrent projects under strict deadlines, mitigated technical delays.	OUTSTANDING – Agile/PMP methodologies, schedule optimization, critical path management.	EXCELLENT – Maintained milestones in multi-phase projects, resolved schedule risks proactively.	OUTSTANDING – Primavera P6 and MS Project proficiency; managed aggressive schedules, critical path tracking, and phased delivery.
Stakeholder & Vendor Coordination	EXCELLENT – Owner, GC, subcontractor coordination across multiple high-value projects.	OUTSTANDING – Union leadership and contractor/vendor negotiations, multi-stakeholder alignment.	OUTSTANDING – Directed 120+ multidisciplinary teams, maintained executive/client alignment.	EXCELLENT – Owner's advocate, vendor compliance enforcement, cross-team alignment.	OUTSTANDING – Liaised with owners, and multi-disciplinary project teams nationwide; negotiated utilities/fiber, contracts, and vendor deliverables to meet program goals.
Regulatory Compliance & Safety	EXCELLENT – OSHA-30, safety coordination in high-traffic industrial and civil environments.	OUTSTANDING – NFPA 70E, OSHA-30, advanced grounding system safety, Type C soil protocols.	OUTSTANDING – OSHA-30 implementation, safety program integration into project delivery.	EXCELLENT – OSHA-10/30, safety oversight in hyperscale and institutional projects.	OUTSTANDING – OSHA 10/30, integrated safety protocols into all project phases.
Contract Management & Procurement	EXCELLENT – Managed RFPs, vendor proposals, procurement packages.	STRONG – Some contract oversight but more field execution emphasis.	OUTSTANDING – Negotiated contracts, minimized change orders, managed procurement cycles.	EXCELLENT – Developed RFPs, negotiated contracts, enforced compliance.	OUTSTANDING – Directed procurement and contract execution for complex builds; established standardized estimating/procurement procedures; negotiated multi-party agreements.
Software & Technical Tools	EXCELLENT – AutoCAD, Civil 3D, Navisworks, Procore, Primavera P6.	STRONG – Procore, Bluebeam; less breadth vs. others.	OUTSTANDING – Procore Super Admin, BIM, P6, MS Project, multiple enterprise systems.	EXCELLENT – Procore, Bluebeam, BIM 360, Revit, CMiC.	OUTSTANDING – Primavera P6, MS Project, Procore, Bluebeam, On-Screen Takeoff; advanced database and spreadsheet applications; A+ Certified.



Qualifying Criteria Reference

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

CriticalTalentMatch™ Summary

CANDIDATE	RATING	GRADE (100-POINT SCALE)
Edward Reilly	★★★★★	100
Kevin Zorger	★★★★★	99
Ben Solem	★★★★★	93
David Bayler	★★★★★	91
Nishant Reddy	★★★★★	90

Strengths, Development Areas, & Assessment

Edward Reilly - *25+ years leading mission-critical MEP/FP projects, from site qualification to turnover.*

- Strengths:** Full lifecycle delivery, deep MEP/FP expertise, owner's rep leadership, commissioning, procurement, contract management, advanced scheduling/estimating (Primavera P6, LEED AP).
- Development Areas:** None critical; exceeds all requirements..
- Assessment:** Ideal for senior leadership on complex hyperscale programs, leveraging expertise for team mentoring, process standardization, and flawless multi-phase delivery.

Kevin Zorger - *Extensive, end-to-end expertise in data center and hyperscale construction, spanning pre-construction strategy through full fit-out delivery.*

- Strengths:** Full lifecycle hyperscale delivery, large team leadership, P&L and contract management mastery, Agile/PMP integration, advanced software proficiency.
- Development Areas:** Minimal; already exceeds all core role requirements.
- Assessment:** Optimal candidate for Sr. DC CM_OR role, ready to lead from day one. Best placed directly in a leadership position with scope autonomy, leveraging expertise for mentoring and operational improvement across the project.

Ben Solem - *Proven HV/MV/LV electrical construction and commissioning leader with extensive team leadership experience.*

- Strengths:** Deep hyperscale electrical expertise, MV/LV/BMS integration, union leadership, safety leadership, commissioning readiness.
- Development Areas:** More detailed budget/P&L narratives, expanded software suite beyond Procore/Bluebeam.
- Assessment:** Highly valuable technical construction leader with strong field command. Best onboarded with budgeting and P&L reporting support, while leveraging technical expertise to drive project success.

David Bayler - *Budgeting, procurement, and contract negotiation expertise (MBA & Construction Law) with high-density compute construction experience.*

- Strengths:** QA/QC plan development and execution, hyperscale data center oversight, MEP deficiency remediation, strong owner's rep capabilities.
- Development Areas:** Slightly less recent large-scale ground-up build leadership; P6 proficiency could be expanded.
- Assessment:** Exceptional QA/QC and owner's rep alignment with Vantage role needs. Ideal for deployment on complex, multi-phase hyperscale projects to maximize QA/QC leadership impact,

Nishant Reddy - *Civil construction management expertise with Tesla 'first-principles' execution and accelerated delivery of Tesla AI data centers.*

- Strengths:** Civil & MEP integration, commissioning support, cost control, Primavera P6 proficiency, safety compliance.
- Development Areas:** Formal commissioning program leadership, deeper hyperscale data center exposure, more contract negotiation narratives.
- Assessment:** Well-suited to lead a large-scale project, driving civil/MEP coordination and owner/GC integration while further expanding hyperscale commissioning depth and advancing program-level leadership capabilities.