



# CriticalTalentMatch™ Analysis Matrix

## MEP Specialist - Data Center Construction

**Candidate:** Carter Corey  
**Position:** MEP Specialist - Data Center Construction  
**Assessment Date:** July 23, 2025

### Updated Competency Matrix

COMPETENCY AREA	WEIGHT	CANDIDATE ASSESSMENT	SCORE	QUALIFICATION
MEP Systems Expertise	Critical	Extensive experience with mission-critical MEP systems including electrical distribution, precision cooling, UPS integration across 112MW-200MW projects	90%	OUTSTANDING
Data Center Construction Management	Critical	Direct oversight of \$500M+ hyperscale projects (112MW-200MW capacity) with proven delivery track record	95%	OUTSTANDING
OFCI Equipment Integration	Critical	Hands-on coordination of OFCI deliveries, storage, protection through weekly logs and site inspections on hyperscale builds	85%	EXCELLENT
MEP Quality Assurance Leadership	Critical	Develops QA/QC programs, manages IVFs, RIFs, torque documentation, and punch list resolution	80%	STRONG
Multi-Trade Coordination	Critical	Successfully coordinates across GC, OFCI vendors, commissioning teams on 112MW+ projects with daily leadership	90%	OUTSTANDING
Technical Documentation Management	Required	Experience with submittals, shop drawings, O&M manuals, as-built documentation using Procore workflows	85%	EXCELLENT
MEP Commissioning Support	Required	Direct L1-L3 commissioning leadership, energization meetings, test documentation verification	90%	OUTSTANDING
Construction Safety Management	Required	OSHA 30 certified with experience in electrical safety, confined space, hot work permits	75%	STRONG
Professional Engineering Expertise	Critical	Gap Identified - No P.E. license mentioned in profile or resume	0%	MISSING
Software & Technology Proficiency	Required	Proficient in Procore, MS Office, CxAlloy, Google Workplace, some BIM tools	70%	ADEQUATE
Project Schedule Management	Required	Experience with project controls, earned value management, critical path coordination	80%	STRONG
Vendor & Stakeholder Coordination	Required	Proven ability managing equipment suppliers, subcontractors, client stakeholders across multiple projects	85%	EXCELLENT
Advanced MEP Technologies	Preferred	Limited evidence of emerging technologies, liquid cooling, or advanced power monitoring systems	40%	BASIC
Problem Resolution & Risk Management	Preferred	Strong track record of field-level issue resolution, escalation management, risk mitigation	85%	EXCELLENT

### Overall Candidate Assessment

STRONG - Carter demonstrates excellent practical MEP experience and project delivery capabilities, but lacks critical P.E. licensure requirement

**Key Strengths:**

- Outstanding hyperscale experience with 112MW-200MW data center projects for major cloud providers
- Proven OFCI management with hands-on equipment coordination and protection protocols
- Strong commissioning leadership across L1-L3 activities with direct field experience
- Excellent multi-trade coordination managing complex GC/vendor relationships on concurrent critical infrastructure
- Comprehensive project management experience spanning preconstruction through turnover
- Deep Division 26/27/28 expertise with practical field application
- International project experience (Germany/US) demonstrating adaptability

Critical Gaps:

- Professional Engineer (P.E.) License - Listed as "Critical & Required" but not present in candidate profile
- Limited BIM/Advanced Software proficiency beyond basic Procore/MS Office
- Emerging MEP Technologies knowledge appears limited for hyperscale requirements
- Formal MEP Design Background - Primarily construction/commissioning focused vs. design engineering

Missing Requirements for Higher Qualification:

1. P.E. License (Mechanical or Electrical) - Critical requirement
2. Advanced MEP software proficiency (Revit MEP, Navisworks, ETAP, etc.)
3. Bachelor's degree verification in Engineering discipline
4. Mission-Critical Facilities Training certifications (Uptime Institute, 7x24 Exchange)
5. Energy efficiency/sustainability project experience
6. Technical submittal review experience for complex MEP systems

Recommendation:

Carter presents as a **highly qualified construction and commissioning professional** with exceptional hands-on hyperscale data center experience. However, the **absence of P.E. licensure** creates a significant qualification gap for this Owner's Representative role. Consider for **Senior Construction Manager** or **Commissioning Lead** positions, or require P.E. licensure before final placement as MEP Specialist.

Risk Mitigation:

- Verify education credentials and engineering background
- Assess willingness/timeline to obtain P.E. licensure
- Evaluate technical depth through specialized MEP systems interview
- Consider pairing with P.E.-licensed team member for engineering oversight