



PACHYDERM GLOBAL

Critical Infrastructure Services

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CriticalTalentMatch™

SMARTER DECISIONS. BETTER OUTCOMES.

Print Date: Aug 25, 2025

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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.