



PACHYDERM GLOBAL

Critical Infrastructure Services

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CriticalTalentMatch™

SMARTER DECISIONS. BETTER OUTCOMES.

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CriticalTalentMatch™ Analysis | Cx Manager, Owner's Representative

Kevin Duong

COMPETENCY CRITERIA	SCORE	DESCRIPTION
Data Center Commissioning Leadership	OUTSTANDING (11)	8+ years in commissioning support with 1-3 years commissioning management. Executed L1-L5 inspections, turnover readiness, and defect resolution at Meta and AWS. Demonstrated ability to enforce QA/QC standards and deliver defect-free turnover.
QA/QC & Safety Oversight	OUTSTANDING (11)	NFPA 70E Qualified; U.S. Navy nuclear-trained electrician. Enforced safety and QA/QC standards across Meta and AWS data centers, ensuring compliance and risk mitigation in mission-critical environments.
MEP Coordination & Critical Infrastructure Delivery	EXCELLENT (10)	Coordinated CSA/MEP systems, OFCI startup, and substation/distribution testing. Strong in electrical commissioning (4-7 yrs) with developing depth in mechanical commissioning (1-3 yrs).
Stakeholder & Vendor Management	OUTSTANDING (11)	Partnered with contractors, commissioning agents, and owner teams at Meta/AWS. Skilled in vendor alignment, defect tracking, and multi-party coordination under tight project timelines.
Schedule & Risk Management	EXCELLENT (10)	Supported turnover documentation and commissioning schedules at AWS and Meta. Escalated risks and defect logs through structured processes, reducing project delays.
Documentation & BIM Oversight	EXCELLENT (10)	Experienced with Procore, AutoCAD, CMMS, and BIM. Oversaw turnover packages, commissioning scripts, and checklists, aligning with QCx program standards.
Technical Systems Expertise	STRONG (9)	Deep electrical commissioning background; experience with BMS/BAS/EMS/EPMS, PLCs, and substation systems. Limited exposure in liquid cooling (<1 year).
Financial Management & Cost Control	MODERATE (8)	Exposure to CMMS/EAM issue tracking and preventive maintenance pilots at AWS. Limited direct experience with forecasting, billing, or budget ownership.
Software & Technical Tools	STRONG (9)	Proficient in AutoCAD, AutoCAD Electrical, Procore, MS Project, CMMS, SCADA, and PLC programming.
Live Data Center Environment	OUTSTANDING (11)	8+ years in hyperscale data center operations and commissioning at Meta and AWS, combined with U.S. Navy nuclear power background.

Qualifying Criteria Reference Table

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 (OUT OF 5 STARS)	GRADE (100-POINT SCALE)
Kevin Duong	★★★★★	91

Strengths, Development Areas, & Assessment

Kevin Duong - 15+ years in mission-critical environments, including hyperscale data centers at Meta and AWS, industrial manufacturing, and U.S. Navy nuclear power operations.

- Strengths:** Construction experience across MEP field installations, substation/distribution systems, and OFCI startups, ensuring alignment between contractors, commissioning agents, and owner requirements. Commissioning oversight (L1-L5), QA/QC enforcement, CSA/MEP coordination, safety and compliance (NFPA 70E, Navy nuclear QA/QC), defect and issue management, vendor and trade partner alignment, and defect-free facility turnover. Proficient with AutoCAD, Procore, BIM, and CMMS.
- Assessment:** Proven Commissioning Manager and Facility Engineer with success in inspections, turnover readiness, and data center project coordination. Construction foundation enhances ability to bridge execution with commissioning delivery. Immediate contributor in QA/QC and commissioning management, with targeted development in advanced cooling and international delivery.