



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

Candidate: [Staci French](#)

Competency Criteria	Rating	Justification
MEP Coordination & Controls	EXCELLENT	Extensive substation scope coordination including SCADA and protective relay systems.
Commissioning Process Support (L1–L3)	STRONG	Direct commissioning of substations and hands-on testing (TTR, Hi-pot, SFRA).
Stakeholder Coordination & Communication	OUTSTANDING	Grant and executive reporting, utility board presentations, contractor/donor alignment.
QA/QC Oversight & Regulatory Compliance	OUTSTANDING	100% audit success rate in NERC/FERC inspections; field QA reviews.
Electrical Infrastructure & Power Systems	OUTSTANDING	Expert in relay systems, breaker replacements, SCADA integration.
Labor & Contractor Management	STRONG	Managed multiple contractors and internal crews for substation builds.
Hyperscale / Mission-Critical DC Experience	MODERATE	Strong utility-side commissioning; lacks direct hyperscale data center deployment.
Permitting & Site Logistics	STRONG	Oversight of project permitting, inspections, and board-level communications.
Budget Management & Financial Controls	EXCELLENT	Managed multi-million substation budgets and federal grant allocations.
Procore / Software Toolsets	MODERATE	Familiar with P6, MS Project, SAP; no explicit mention of Procore or Bluebeam.

CriticalTalentMatch™ Score: 86 / 100

Rating: ★★★★★☆
Grade: CONDITIONAL HIRE

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 (for certs)	10	Confirmed — Certification, training, or clear experience is verifiably present
NO (for certs)	0	Not confirmed — Certification or relevant experience not indicated

Overall Assessment Summary

STRENGTHS

- Deep substation engineering and construction oversight
- Utility and field commissioning experience using advanced testing protocols
- Executive-level budgeting, stakeholder communications, and audit preparation
- Primavera P6 and MS Project fluency
- Proven ability to manage multi-phase capital projects and public infrastructure



HIRING RECOMMENDATION

CONDITIONAL HIRE — Staci French presents a highly competent and experienced candidate for substation and critical electrical infrastructure roles. While she does not have direct hyperscale data center experience, her utility-scale background and technical fluency position her well for rapid onboarding into construction oversight and QA roles for data center environments. Additional orientation on commissioning protocols and platform tools would complete the transition.