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CriticalTalentMatch™

SMARTER DECISIONS. BETTER OUTCOMES.

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CriticalTalentMatch™ Analysis | Strategic Advisor – Data Center Development & Operational Readiness

Candidate: Erik Stockglausner

COMPETENCY MATRIX

COMPETENCY CRITERIA	CANDIDATE ASSESSMENT	SCORE (0-11)	QUALIFYING CRITERIA
Mobilization & Governance (Phase 0)	Extensive experience leading global project kick-offs, governance structures, and stakeholder management. Examples: Adani JV and Stream Data Centers HPC seminar.	11	OUTSTANDING
Requirements & Feasibility (Phase 1)	Strong track record in due diligence, feasibility, and requirements gathering (Adani JV, Hyperscale).	10	EXCELLENT
Basis of Design (Phase 2)	Experience translating requirements into BoD at 30% design (HPC data centers, ARM CEDA Gold).	10	EXCELLENT
Design Oversight (Phase 3)	Led design review processes, VE workshops, and constructability reviews. NTT and Aligned Energy engagements are directly relevant.	11	OUTSTANDING
Pre-Construction Planning (Phase 4)	Developed execution strategies, operational readiness plans, and preliminary commissioning frameworks. Delivered on Adani JV and Aligned Energy.	10	EXCELLENT
Commissioning Plan (L1-L6) Development	Oversight and advisory across commissioning levels, operational readiness frameworks, and test procedure planning. Demonstrated Hyperscale and Enterprise Data Center experience.	9	STRONG
Program Management & Reporting (Phase 5)	Extensive CEO/VP-level leadership in program reporting, risk registers, dashboards, and issue resolution. Documented in Adani, Aligned, NTT, and Stream Data Centers.	11	OUTSTANDING
Operational Readiness & Handover	Strong advisory credentials in operational readiness frameworks, handover documentation, and sustainability performance. Delivered in Adani JV, ARM CEDA Gold, and Others	10	EXCELLENT
Risk Management	Applied data analytics and risk mitigation strategies for Chevron, Citgo, Valero (\$250M savings), plus project-level risk reviews for AWS, Aligned, and Others	11	OUTSTANDING
Sustainability & Efficiency (PUE/WUE targets)	Demonstrated leadership in energy performance (ARM CEDA Gold, HPC Europe, Adani). Meets and exceeds industry benchmarks.	11	OUTSTANDING
Stakeholder & Client Engagement	Trusted advisor to Boards, CEOs, and global executive leadership. Led cross-functional, multicultural teams across North America, Europe, and APAC.	11	OUTSTANDING
Software & Tools	Strong with project management and analytics tools (Python). Limited Primavera P6 exposure noted.	8	MODERATE

SCORING SUMMARY

- Total Score: 113 out of 121
- CriticalTalentMatch™ Rating: ★★★★★ (5 of 5 Stars)
- CriticalTalentMatch™ Grade: 93 (on 100-point scale)

OVERALL ASSESSMENT SUMMARY

STRENGTHS

- OUTSTANDING governance, stakeholder engagement, and global project mobilization experience.
- Direct experience with design certification, feasibility, BoD, and constructability reviews.
- Proven commissioning and operational readiness oversight on hyperscale, HPC, and Tier III+ projects.
- Exceptional track record in sustainability with CEDA Gold and efficiency-driven frameworks.
- Trusted advisor to boards and executive teams across North America, Europe, and APAC.

GAPS

- Limited hands-on Primavera P6 scheduling experience.
- No formal commissioning certification (though extensive practical experience is evident).
- While strong in advisory oversight, less emphasis on hands-on QA/QC execution documentation.



RECOMMENDATIONS TO IMPROVE JOB FIT

1. Obtain formal commissioning certification (BCxA, AABC, or equivalent) to strengthen technical credibility.
2. Pursue Primavera P6 training to align with owner expectations on schedule management.
3. Enhance QA/QC documentation credentials through short-form specialized training.
4. Continue to emphasize sustainability metrics (PUE/WUE) in future project deliverables.

CANDIDATE HIRE RECOMMENDATION

IMMEDIATE HIRE – Candidate scored **93/100** and demonstrates **OUTSTANDING** alignment across governance, risk management, design oversight, operational readiness, and sustainability. Remaining gaps are minor, easily addressed through short-term training and onboarding.

INTERVIEW QUESTIONS (10)

1. Describe your approach to **mobilizing** a new project team and establishing governance on a Tier III+ data center.
2. How do you balance **sustainability goals** (PUE/WUE) with constructability and cost during design oversight?
3. Walk us through a time when you had to **review and challenge** a Basis of Design document. What risks did you identify?
4. How do you structure and communicate a **preliminary commissioning** (Cx) plan for Levels 1–6?
5. Give an example of how you've applied **risk management tools** to identify and mitigate major project risks.
6. What lessons did you take from the **ARM CEEDA Gold certification** project, and how could these apply here?
7. How do you ensure that **operational readiness frameworks** truly align with the owner's operational team?
8. Share a time when you facilitated a **value engineering workshop**. What was the outcome?
9. Describe your experience with **reporting dashboards and KPIs**. Which metrics do you prioritize and why?
10. If selected, how would you **adapt** your advisory approach to the specific needs of a data center project in an emerging market like Tbilisi?