PACHYDERM GLOBAL
CRITICAL INFRASTRUCTURE SERVICES

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CriticalTalentMatch™
Smarter Decisions. Better Outcomes.

Print Date: Aug 15, 2025

Contact: talent@pgcis.com

TOBY KELLER

CriticalTalentMatch™ Analysis | Sr. Data Center CM/Owner's Representative

COMPETENCY CRITERIA	SCORE	DESCRIPTION
Data Center Construction Management	OUTSTANDING (11)	25+ years delivering mission-critical projects. Led full lifecycle delivery from site qualification to turnover, with deep owner's rep experience.
MEP Coordination & Critical Infrastructure Delivery	OUTSTANDING (11)	Extensive MEP systems leadership across hyperscale environments; directed coordination, integration, and commissioning.
QA/QC & Commissioning Leadership	OUTSTANDING (11)	Managed commissioning support and milestone execution for complex MEP systems in high-stakes environments.
Budget & Cost Control	OUTSTANDING (11)	$400M+ annual estimating oversight; developed budgets, procurement strategies; minimized change orders through early risk identification and value engineering.
Schedule & Risk Management	OUTSTANDING (11)	Primavera P6 and MS Project proficiency; managed aggressive schedules, critical path tracking, and phased delivery.
Stakeholder & Vendor Coordination	OUTSTANDING (11)	Liaised with owners and multi-disciplinary project teams nationwide; negotiated utilities/fiber, contracts, and vendor deliverables to meet program goals.
Regulatory Compliance & Safety	OUTSTANDING (11)	OSHA 10/30, integrated safety protocols into all project phases.
Contract Management & Procurement	OUTSTANDING (11)	Directed procurement and contract execution for complex builds; established standardized estimating/procurement procedures; negotiated multi-party agreements.
Software & Technical Tools	OUTSTANDING (11)	Primavera P6, MS Project, Procore, Bluebeam, On-Screen Takeoff; advanced database and spreadsheet applications; A+ Certified.

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)
Toby Keller	★★★★★	98

Strengths, Development Areas, & Assessment

Toby Keller – 25 years in construction, with 10+ years delivering mission-critical Federal and commercial data centers from pre-construction to commissioning and turnover.

● **Strengths**: Full lifecycle delivery, deep MEP/FP expertise, owner's rep leadership, commissioning expertise, procurement and contract management, advanced scheduling/estimating (Primavera P6, LEED AP).
● **Development Areas:** None critical; exceeds all requirements.
● **Assessment:** Ideal for senior leadership on complex hyperscale programs, leveraging expertise for team mentoring, process standardization, and flawless multi-phase delivery.