

Best Fit Candidates Report

Job Title: Python Developer — People & Benefits Technology (Mercer)

Candidate #1

Name: DANIELA WHARTON

Experience: 11 years

Skills: SQL (Redshift, MySQL, Postgres, NoSQL), Git, Python (NumPy, Pandas, Scikit-learn, Keras, Flask), Leadership Experience, Customer Segmentation

Relevance Score: 65

Comments: Daniela has significant experience in Python and SQL, which are essential for the role. However, her experience primarily focuses on analytics and data modeling rather than backend development and API integration, which are critical for the Python Developer position. The resume mentions Flask, which aligns with the job description, but lacks specific experience with Django or FastAPI. Additionally, there is no indication of experience with ETL/ELT pipelines, CI/CD practices, or cloud technologies like AWS, which could lower her relevance for this role. Overall, while she has strong analytical skills and leadership experience, her background does not fully match the requirements of a Python Developer focused on backend services.

Candidate #2

Name: Farah Martin

Experience: 9 years

Skills: Python, SQL, Tableau, A/B Testing, Data Analysis, Leadership, Google Sheets, Google Analytics

Relevance Score: 45

Comments: While Farah has strong data analysis experience and some Python skills, the resume lacks specific backend development experience with frameworks like Django or Flask, which are crucial for the role. The candidate also does not mention experience with RESTful APIs, ETL processes, or cloud technologies, which are important for the job. The leadership experience is a plus, but overall, the technical skills and relevant experience do not align closely with the requirements of a Python Developer in the context of backend services and data integration.

Candidate #3

Name: Farah Martin

Experience: 9 years

Skills: Python (Pandas, Scikit-learn), SQL, Tableau, Google Analytics, A/B Testing, Leadership

Relevance Score: 45

Comments: While Farah has strong analytical skills and experience in Python and SQL, her background primarily focuses on data analysis rather than backend development or API integration as required by the job description. Additionally, there is no mention of experience with web frameworks like Django or Flask, or working with ETL/ELT pipelines and cloud

services. The experience in mentoring junior engineers and collaborating with product teams is a positive aspect, but overall, the technical requirements for the Python Developer role are not sufficiently met.

Candidate #4

Name: Aisha Patel

Experience: 9 years

Skills: OpenRefine, Apache Atlas, Collibra Catalog, Informatica MDM, Collibra Policy Manager, IBM Guardium, Informatica Enterprise Data Catalog, Talend, Alteryx, Confluence

Relevance Score: 35

Comments: The candidate has significant experience in data governance and integration, but lacks direct experience with Python, Django, RESTful APIs, and the specific tools and technologies mentioned in the job description such as AWS, CI/CD tools, and ETL/ELT pipelines. While they possess strong data management skills, the match for a Python Developer role is low due to the absence of relevant programming and backend development experience.