

## Resume Analysis Report

Overall Match: 25%

Candidate possesses strong analytical skills and experience with databases, but lacks the required programming languages and web development experience for this Junior Software Developer role.

### **Technical Skills Match: 4/10**

Sarah's resume highlights strong data analysis skills (SQL, Python, data visualization) but lacks experience with the required JavaScript technologies (React.js, Node.js) for this Junior Software Developer role.

Consider focusing on projects or coursework demonstrating familiarity with JavaScript frameworks.

Highlight transferable skills like API interaction and database experience.

### **Experience Relevance: 3/10**

Sarah's experience is primarily in data analysis, not software development. While some transferable skills exist, the core experience mismatch is significant.

Emphasize projects involving data API interaction or system design to bridge the gap in experience.

Consider volunteering for or initiating relevant projects to demonstrate interest and skill.

### **Education Alignment: 6/10**

A Statistics degree provides a relevant quantitative foundation, but a Computer Science or Software Engineering degree would be a stronger match.

If possible, consider supplemental coursework or certifications in software development to demonstrate proficiency in relevant technologies.

### **Career Progression: 2/10**

Sarah's career progression shows expertise in data analysis, which is a different field from software development. A significant shift in career path is implied.

Clearly articulate reasons for career change and highlight any relevant projects or skills that

demonstrate a transition towards software development.

**Overall Match: 3/10**

The significant mismatch in technical skills and experience makes this a poor fit for the Junior Software Developer position. The transferable skills are insufficient to overcome the lack of relevant experience.

Explore data engineering roles which could bridge data analytics and software development expertise or focus on building a portfolio that aligns more closely with software development.

## ## Resume Evaluation of Sarah Johnson for Junior Software Developer Role

Sarah Johnson's resume showcases a strong background in data analysis, with impressive achievements and a wide range of technical skills. However, it's a **significant mismatch** for the Junior Software Developer position. Her expertise lies firmly in data science and business intelligence, not software development.

**Strengths (in relation to Data Analyst roles, NOT this Software Developer role):**

- Quantifiable achievements:** Sarah consistently quantifies her accomplishments with percentages, demonstrating a clear impact on business outcomes. This is excellent for data-focused roles. Examples include: 18% reduction in customer attrition, 25% improvement in decision-making efficiency, etc.

- Diverse technical skillset:** Her proficiency in SQL, Python, R, various data visualization tools (Tableau, Power BI), and statistical analysis is extensive. This is very valuable for a data analyst role.

- Strong communication skills:** The resume highlights her ability to communicate complex technical information to non-technical stakeholders ? a critical skill in any data-related role.

- Project experience:** The detailed descriptions of her projects demonstrate practical application of her skills and showcase her analytical abilities.

**Weaknesses (in relation to the Junior Software Developer role):**

- Lack of relevant software development experience:** The resume lacks any mention of experience with the core technologies required for the Junior Software Developer role (React.js, Node.js, JavaScript frameworks, etc.). Her skills are primarily focused on data analysis and not

software engineering.

\* **Mismatch in technical skills:** While she has experience with databases (MySQL, PostgreSQL, MongoDB), this is utilized for data storage and querying, not for building and maintaining web applications. The required skills in JavaScript, HTML, CSS, and frontend/backend frameworks are absent.

\* **No software development projects:** The projects listed are all data analysis focused. The job description specifically mentions valuing personal projects or contributions to open source projects ? which are absent from Sarah's resume.

### **Improvements to the Resume:**

\* **Target the correct audience:** Sarah needs a completely revised resume tailored to software development roles. This current resume should be used when applying for data analyst or business intelligence positions.

\* **Highlight relevant (even tangential) skills:** If she has *any* experience with front-end development (even basic HTML/CSS), or back-end concepts, she should prominently feature this.

\* **Focus on software projects:** If she has any personal projects involving web development (even small ones), these should be prominently showcased. If not, she needs to develop some.

\* **Quantify accomplishments (if any) in software:** If she has experience with software development, she should quantify her accomplishments as she does in her data analysis roles (e.g., "Reduced application load time by X%").

\* **Remove irrelevant skills:** While impressive, many of her data analysis skills are irrelevant for this specific job posting and should be omitted or downplayed.

### **Recommended Courses:**

To transition to a software development career, Sarah should consider courses in:

- \* **Full-Stack Web Development:** A comprehensive bootcamp or series of courses covering HTML, CSS, JavaScript, React.js, Node.js, and backend frameworks like Express.js.
- \* **Database Design and Implementation:** Courses focused on designing and implementing databases for web applications, going beyond simply querying existing databases.
- \* **Version Control (Git):** While she lists Git, practical experience with collaborative development workflows using Git is crucial.
- \* **Agile Development Methodologies:** Understanding Scrum or Kanban is highly beneficial.

**Conclusion:**

Sarah Johnson is a strong candidate for data analyst positions, but her resume is completely unsuitable for the Junior Software Developer role. A significant shift in focus and skill development is required before she should apply for software development positions. She needs to acquire practical experience in the core technologies listed in the job description and significantly revamp her resume to highlight those skills.