Global across all five

- LEPE decision identical on Job Fit, Resume Leveling, LinkedIn. No drift.
- Leadership years reflect leadership, not tenure.
- "None" vs "insufficient" used correctly.
- Accountability shows up if they push past guidance.
- Tone is direct, second-person, no sugar.

1) Sarah Chen – Senior PM (High performer)

- Job Fit: Apply or Strongly Apply. No caps.
- Resume Leveling: Senior PM, no leadership penalty unless JD requires people mgmt.
- LinkedIn: 80–90 score. Minor polish, not rewrites.
- Red flag if: system nitpicks or invents gaps.

2) Marcus Johnson – Eng Manager

- Job Fit: Apply. Leadership tenure counted correctly.
- Resume Leveling: Manager+ confirmed. Clear people-leadership evidence.
- LinkedIn: Calls out thought leadership gap. Suggests content, not title inflation.
- Red flag if: EM misread as IC or leadership years undercounted.

3) Jessica Martinez – Technical Recruiter (Mid)

- Job Fit: Apply or Conditional Apply depending on JD seniority.
- Resume Leveling: Mid-level. No Manager+ leadership penalties.
- LinkedIn: Optimized for recruiter audience. Metrics > buzzwords.
- Red flag if: LEPE fires for a non-Manager role.

4) David Park – Career Switcher (McK → PM)

- Job Fit: Apply with Caution or Positioning Mode.
- Resume Leveling: APM/PM-I fit. Clear gaps named.
- LinkedIn: Pivot narrative front and center. Transferables explicit.
- Red flag if: system says "Do Not Apply" without coaching.

5) Aisha Williams – VP Marketing

- Job Fit: Strongly Apply. No skepticism.
- Resume Leveling: Exec scope validated. Org-level leadership counted.
- LinkedIn: Revenue, scale, teams emphasized. No IC advice.
- Red flag if: leadership scale muted or capped.

Pass criteria
If you agree with the failures and don't argue with the passes, you're good. If one breaks, fix the rule once, not the copy five times.

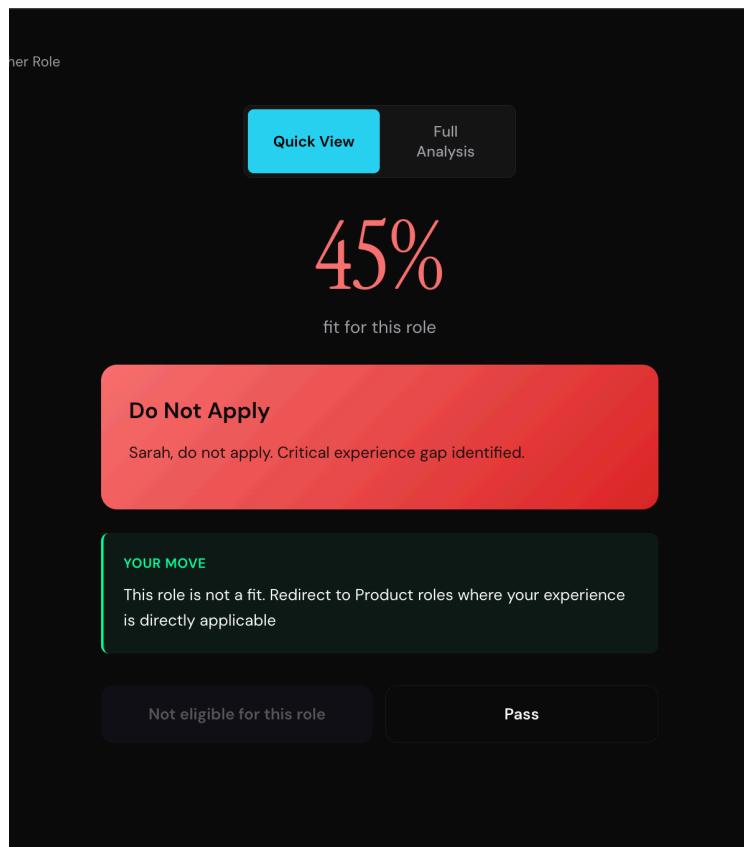You set this up the right way. Morning you'll be executing, not guessing.

Jobs

[Senior Product Manager, Safety Response & Intelligence](#)
[Red Hat - Software Engineering Manager](#)

1) Sarah Chen – Senior PM (High performer)

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[Senior Product Manager, Safety Response & Intelligence](#)

Quick View | **Full Analysis**

45%

fit for this role

YOUR STRENGTHS

✓ 7 years of B2B product experience at top-tier companies (Stripe, Asana, LinkedIn)

✓ Proven track record building products from 0-to-1 and scaling existing platforms

✓ Strong data analysis skills with SQL proficiency and A/B testing expertise

Do Not Apply

Sarah, do not apply. Critical experience gap identified.

This role is not a match. Review the analysis above to understand why. Click "Pass" to return to your tracker and find roles where you are competitive.

Not eligible for this role | **Pass**

THE OPPORTUNITY

Uber is a global transportation technology company serving millions of daily users across rideshare, delivery, and emerging mobility solutions. As a public company, they're investing heavily in safety infrastructure to maintain user trust and regulatory compliance.

MARKET CONTEXT

DEMAND	SALARY	ACTION
Light	$180K–$220K	Apply today

REALITY CHECK

600–800+
EXPECTED APPLICANTS

3–5%
RESPONSE RATE

⚠ See gaps section for function-specific insights.

Your Move

This role is not a fit. Redirect to Product roles where your experience is directly applicable

GAPS TO ADDRESS

→ No direct safety or trust & safety product experience - frame your user empathy and friction reduction work

→ Limited ML/AI product experience - emphasize your data-driven approach and technical collaboration

→ No enterprise tooling for internal users - highlight your cross-functional stakeholder management

[Red Hat - Software Engineering Manager](#)
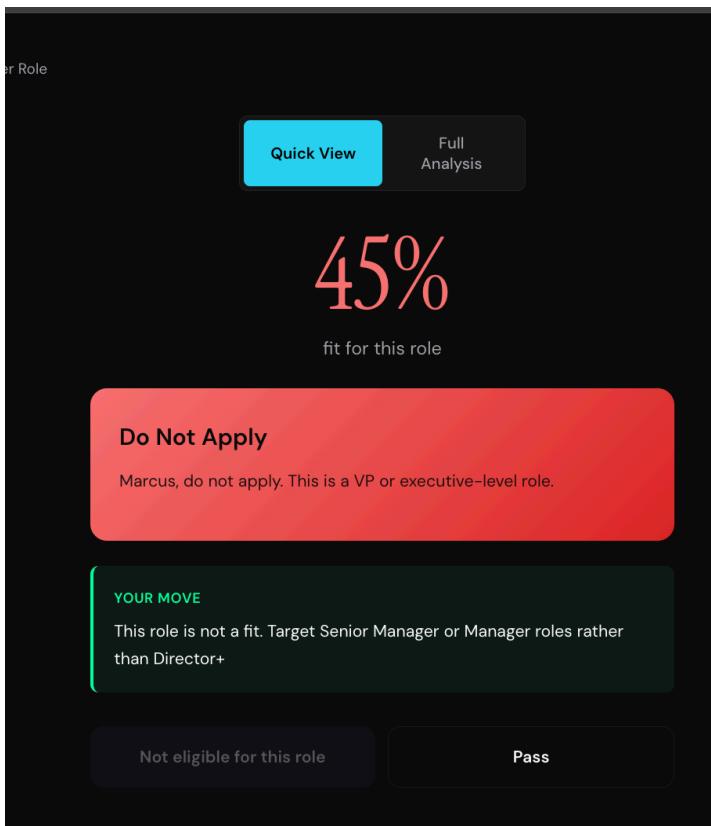

I couldnt check her linkedin because of the not eligible for this role button. We may want to rethink the button for something that doesnt feel so shameful. I dont think it should be our choice if a candidate decided to apply or not. We can only coach/advise them on what's best.

2) Marcus Johnson – Eng Manager

- Job Fit: Apply. Leadership tenure counted correctly.
- Resume Leveling: Manager+ confirmed. Clear people-leadership evidence.
- LinkedIn: Calls out thought leadership gap. Suggests content, not title inflation.
- Red flag if: EM misread as IC or leadership years undercounted.

← Analyze Another Role

Quick View | **Full Analysis**

45%
fit for this role

THE OPPORTUNITY

Red Hat is the world's leading provider of enterprise open source software solutions, known for Linux, OpenShift, and Kubernetes technologies. They're a stable, profitable company with strong market position in enterprise cloud infrastructure.

YOUR STRENGTHS

✓ 9 years of engineering leadership experience managing teams of 12+ engineers

✓ Deep Kubernetes and container expertise from Akamai open source contributions

✓ Proven SRE implementation with SLOs, error budgets, and incident response protocols

MARKET CONTEXT

DEMAND	SALARY	ACTION
Competitive	$160K–$220K	Apply today

Do Not Apply

Marcus, do not apply. This is a VP or executive-level role.

REALITY CHECK

480–600+	4–5%
EXPECTED APPLICANTS	RESPONSE RATE

Your Move

This role is not a fit. Target Senior Manager or Manager roles rather than Director+

This role is not a match. Review the analysis above to understand why. Click "Pass" to return to your tracker and find roles where you are competitive.

Not eligible for this role | **Pass**

GAPS TO ADDRESS

→ Limited AWS-specific experience – emphasize cloud migration work and transferable skills

→ No direct OpenShift experience – highlight Kubernetes expertise and open source contributions

→ Missing formal AI/ML experience – frame as growth opportunity and emphasize technical adaptability

- This isnt a VP or executive level role, it's a poorly written resume. However, the title does align with what he's seeking. The issue is the gaps in his experience like **Global**

leadership experience. There were more gaps in his resume than was listed on the full analysis screen.
- Do not apply should definitely be a coaching moment, not the generic response we got

Job Descriptions

Uber - Senior Product Manager, Safety Response & Intelligence

Product Management, Product
New York, New York | San Francisco, California
<mark>Apply Now</mark>
About the Role
Uber is a global technology company that is changing the way the world thinks about transportation. Every day, millions of people rely on Uber to get where they need to go – and to be the best platform for transportation, we must also be the safest.
As a Product Manager on the Safety Response and Intelligence team, you will build products that deliver fast, accurate, and empathetic outcomes for our users following a safety event on the platform. In parallel, you'll transform insights from our response products into a data foundation that empowers partner product teams who #StandForSafety.
---- What the Candidate Will Do ----
1. Lead cross-functional partners across Research, Design, and Business Operations to reimagine how users report safety issues on Uber's platform.
2. Build the next generation of safety agent tooling, including ML-powered case management systems.
3. Partner with Eng to develop an intelligence layer that connects product teams with actionable insights and predictive signals.
4. Launch platform capabilities that accelerate the ML and GenAI development lifecycle for safety use cases.
5. Redesign Uber's safety data foundations to support emerging mobility and delivery products, autonomous vehicles (AVs), and other paradigm shifts across our lines of business.
---- Basic Qualifications ----
1. Bias to action. You are always ready to roll up your sleeves and dive deep to make progress.
2. User empathy. You have the full understanding of the user experience and pain points, and are motivated to mitigate any user friction.
3. Data savvy. You're hands-on with data and unafraid to dig into the details — e.g. fluency in SQL queries and the ability to partner with and influence Eng.
4. Leadership. You're able to educate and align cross-functional stakeholders on product decisions.

5. Deep experience. You have at least 7 years experience delivering highly successful products in a tech company, and you're extremely proud of what you've accomplished.
6. A great teammate. Your product instincts are matched by your humility and willingness to problem-solve with others.

---- Preferred Qualifications ----

1. Experience building ML-powered products from ideation through launch and monitoring.
2. Experience launching enterprise products for internal users, including other Product groups, Support, and Business Ops.
3. Experience working within a highly matrixed organization, including stakeholders across Product, Eng, Business Ops, Public Policy, and more.

For New York, NY-based roles: The base salary range for this role is USD$190,000 per year - USD$211,000 per year.

For San Francisco, CA-based roles: The base salary range for this role is USD$190,000 per year - USD$211,000 per year.

Red Hat - Software Engineering Manager - ROSA Service

We are seeking a Software Engineering Manager to join the Red Hat OpenShift Service on AWS (ROSA) Service Engineering Team.

Red Hat OpenShift Service on AWS (ROSA) is a fully-managed, enterprise-grade Kubernetes service that combines the power of Red Hat OpenShift with the flexibility and scale of the AWS public cloud.

In this role, you will lead a global team of engineers in agile planning, development, testing, and production delivery of features and continuous improvements that are secure, reliable, resilient, scalable, and highly available. You will drive technical discussions and designs, collaborate closely with Product Managers, Engineering Managers, and Site Reliability Engineers worldwide, and help shape the evolution of the service.

As an Engineering Manager, you will mentor and coach associates, assess performance, and foster growth and career development. You will cultivate a culture of collaboration, innovation, and excellence, guided by Red Hat's open management practices, commitment to diversity and inclusion, and emphasis on ethical, thoughtful approaches.

We are particularly excited about leveraging AI across development, operations, and testing workflows. You will champion the adoption of AI tools and practices that simplify processes, reduce complexity, and enhance efficiency—empowering your team to focus on higher-impact, creative solutions that address our customers' most critical challenges.

At Red Hat, open source innovation isn't just in our products—it's in how we work. We embrace change, encourage a growth mindset, and equip our teams to thoughtfully integrate AI and automation to drive smarter, faster, and more resilient engineering outcomes.

What you will do:

- Lead a global engineering team to design, develop, operate, and deliver the ROSA service and associated features/outcomes
- Drive technical discussions, architecture design, cross-team engineering collaboration, and engagement with customers and partners
- Manage the day-to-day activities of the team, coordinate with other contributing teams, and own the delivery of features, updates, and operational excellence.
- Collaborate with team leads, architects, and engineers on product design, architecture, and technical direction
- Work closely with cross-functional teams—including Product Management, Documentation, and Support—to ensure a high-quality service experience for customers.
- Partner with Red Hat's global customer and partner support teams to resolve escalated issues efficiently.
- Coach and mentor team members, providing regular feedback and supporting career development and growth.
- Champion the adoption of AI within the team to improve development, testing, and operational workflows
- Advocate for resources—such as training, tools, or dedicated exploration time—to increase the team's AI literacy and capabilities.
- Ensure ethical AI use, addressing data privacy, bias mitigation, intellectual property, and responsible disclosure
- Foster a safe environment for experimentation with AI technologies, supporting projects that enhance efficiency, simplify processes, or analyze code/metrics. Encourage rapid testing, learning from failures, and continuous improvement.

What you will bring:

- Bachelor's degree in Computer Science, Computer Engineering, or a related field, with 6+ years of experience in software development, testing, and operations
- 4+ years managing software engineering teams, including development, testing, DevOps, and productization of cloud services using Agile methodologies
- Experience with multiple hyperscaler platforms, such as AWS, GCP, and Azure
- Hands-on experience with container technologies, including Kubernetes and OpenShift
- Demonstrated ability to translate business problems into technical solutions and lead teams through ambiguity and change
- Strong organizational skills, including planning and accelerating initiatives, proactive risk mitigation, and leading global engineering teams
- Deep technical expertise with the ability to navigate from high-level system and software architecture to detailed design, code review, and problem-solving
- Comprehensive understanding of software development life cycle, project management, quality assurance, and customer advocacy in large-scale environments

The following will be considered a plus:

- Experience leading Site Reliability Engineering (SRE) initiatives, including building reliable, scalable systems, monitoring, and incident response
- Experience applying AI or ML techniques in software development, testing, or operational workflows (e.g., predictive monitoring, intelligent automation, AI-assisted development tools).

The salary range for this position is $148,540.00 - $245,050.00. Actual offer will be based on your qualifications.

Pay Transparency

Red Hat determines compensation based on several factors including but not limited to job location, experience, applicable skills and training, external market value, and internal pay equity. Annual salary is one component of Red Hat's compensation package. This position may also be eligible for bonus, commission, and/or equity. For positions with Remote-US locations, the actual salary range for the position may differ based on location but will be commensurate with job duties and relevant work experience.

About Red Hat

[Red Hat](#) is the world's leading provider of enterprise [open source](#) software solutions, using a community-powered approach to deliver high-performing Linux, cloud, container, and Kubernetes technologies. Spread across 40+ countries, our associates work flexibly across work environments, from in-office, to office-flex, to fully remote, depending on the requirements of their role. Red Hatters are encouraged to bring their best ideas, no matter their title or tenure. We're a leader in open source because of our open and inclusive environment. We hire creative, passionate people ready to contribute their ideas, help solve complex problems, and make an impact.

Benefits

- Comprehensive medical, dental, and vision coverage
- Flexible Spending Account - healthcare and dependent care
- Health Savings Account - high deductible medical plan
- Retirement 401(k) with employer match
- Paid time off and holidays
- Paid parental leave plans for all new parents
- Leave benefits including disability, paid family medical leave, and paid military leave
- Additional benefits including employee stock purchase plan, family planning reimbursement, tuition reimbursement, transportation expense account, employee assistance program, and more!

Note: These benefits are only applicable to full time, permanent associates at Red Hat located in the United States.

Inclusion at Red Hat

Red Hat's culture is built on the open source principles of transparency, collaboration, and inclusion, where the best ideas can come from anywhere and anyone. When this is realized, it empowers people from different backgrounds, perspectives, and experiences to come together to share ideas, challenge the status quo, and drive innovation. Our aspiration is that everyone experiences this culture with equal opportunity and access, and that all voices are not only heard but also celebrated. We hope you will join our

celebration, and we welcome and encourage applicants from all the beautiful dimensions that compose our global village.
Equal Opportunity Policy (EEO)