

# Job Match Scoring Report

**Candidate:** Antonio Gutierrez Amaranto **Position:** Business Intelligence Analyst **Company:** INDI Staffing Services **Date:** 2025-10-13 **Report Generated:** 2025-10-13 14:52

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**Overall Match Score: 72.0% - STRONG FIT [EXCELLENT]**

##### — 72.0%

**Recommendation**

**STRONG FIT**

Apply with confidence. Emphasize your key strengths.

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**Dimensional Analysis**

**1. Technical Skills Match: 71.6% [EXCELLENT]**

**Weight:** 30% | **Contribution to Global Score:** 21.5%

##### — 71.6% - Strong

**Analysis:** 5/7 technical skills matched

[+] **Matched Skills:** - sql - dashboard - python - business intelligence - etl

[!] **Missing Skills:** - tableau - bi

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**2. Experience Depth & Relevance: 91.0% [EXCELLENT]**

**Weight:** 25% | **Contribution to Global Score:** 22.8%

##### - 91.0% - Excellent

**Analysis:** 5+ years with 6 quantifiable achievements

- **Years of Experience:** 5+ years
  - **Quantifiable Achievements:** 6
  - **Years Score:** 100%
  - **Responsibility Level:** 70%
  - **Impact Score:** 100%
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**3. Domain Knowledge: 50.0% [WARNING]**

**Weight:** 20% | **Contribution to Global Score:** 10.0%

##### — 50.0% - Moderate

**Analysis:** 2/4 domain areas matched

[+] **Relevant Domains:** - Bi Reporting - Technology

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#### 4. Soft Skills & Cultural Fit: 80.0% [EXCELLENT]

**Weight:** 15% | **Contribution to Global Score:** 12.0%

#####- 80.0% - Strong

**Analysis:** 4/5 soft skills demonstrated

[+] **Demonstrated Soft Skills:** - Collaboration - Training - Communication - Stakeholder

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#### 5. Achievement Quality: 57.3% [GOOD]

**Weight:** 10% | **Contribution to Global Score:** 5.7%

#####— 57.3% - Good

**Analysis:** 7 high-quality achievements mapped to 15 requirements

- **High Quality Matches:** 7
  - **Medium Quality Matches:** 0
  - **Low Quality Matches:** 8
  - **Total Requirements:** 15
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### Key Strengths for This Role

#### 1. Experience

**5+ years with proven track record**

*Evidence:* 6 quantifiable achievements

#### 2. Domain Knowledge

**Relevant industry experience**

*Evidence:* bi\_reporting, technology

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### Gaps & Mitigation Strategies

**[GOOD] Gap: Tableau**

**Area:** Technical Skills | **Impact:** Medium

**Mitigation Strategy:** Emphasize Power BI and Thoughtspot expertise. Visualization principles transfer well.

**[GOOD] Gap: Bi**

**Area:** Technical Skills | **Impact:** Medium

**Mitigation Strategy:** Highlight transferable skills and willingness to learn bi.

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## Actionable Recommendations

### 1. [GOOD] [Medium Priority] Strengthen your achievement examples

Add more quantifiable metrics to your experience

### 2. [NEEDS IMPROVEMENT] [High Priority] Prepare specific examples

Ready 2-3 stories highlighting: sql, dashboard, python

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## Detailed Requirement Matching

Match Level	Requirement	Evidence
[EXCELLENT] Strong	Work with stakeholders to understand reporting nee...	Architected consolidated business intelligence dashboard int...
[EXCELLENT] Strong	Cleanse and massage data into the shape required, ...	Architected consolidated business intelligence dashboard int...
[WARNING] Weak	Present and gather feedback from stakeholders on t...	No direct evidence, transferable skills applicable
[EXCELLENT] Strong	Deploy data, reports, and dashboards to Tableau; d...	Architected consolidated business intelligence dashboard int...
[WARNING] Weak	Conduct technical training.	No direct evidence, transferable skills applicable
[WARNING] Weak	Maintain and document the operational environment.	No direct evidence, transferable skills applicable
[GOOD] Moderate	Maintain and process SQL Server SPs and queries.	Built 20+ SQL stored procedures, improving query performance...
[EXCELLENT] Strong	At least 3 years of experience developing Business...	Architected consolidated business intelligence dashboard int...
[WARNING] Weak	An understanding of Tableau administration, licens...	No direct evidence, transferable skills applicable
[WARNING] Weak	A solid understanding of the concepts involved in ...	No direct evidence, transferable skills applicable
[WARNING] Weak	Strong analytic skills, with a hands-on approach w...	No direct evidence, transferable skills applicable
[WARNING] Weak	Superior organizational skills, with a disciplined...	No direct evidence, transferable skills applicable
[EXCELLENT] Strong	Experience with ETL of data from a variety of sour...	Automated ETL processes, reducing daily processing time from...
[GOOD] Moderate	Knowledge of SQL Server database architecture (com...	Built 20+ SQL stored procedures, improving query performance...

Match Level	Requirement	Evidence
[WARNING] Weak	Advanced English level.	No direct evidence, transferable skills applicable

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## Next Steps

### [+] Recommended Actions:

1. **Apply within 24-48 hours** - This is a strong match
  2. **Preparation time:** 2-3 hours recommended
  3. **Focus areas:** Review the strengths above and prepare specific examples
  4. **Cover letter:** Emphasize key achievements that align with requirements
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## About This Report

This report was generated automatically by the **Advanced CV Personalization & Scoring System**.

**Scoring Methodology:** - **Multi-dimensional analysis** across 5 key areas - **Weighted scoring** based on importance of each dimension - **Evidence-based matching** using candidate's actual achievements - **Transparent calculation** with detailed breakdowns

**Confidence Level:** This scoring is based on keyword matching and achievement mapping. Individual job requirements may vary, and human judgment should be used to complement this analysis.

*Generated on 2025-10-13 at 14:52:55*