Job Match Scoring Report

Candidate: Antonio Gutierrez Amaranto **Position:** Data Analyst 2 (English speaking) **Company:** Hyland **Date:** 2025-10-14 **Report Generated:** 2025-10-14 15:06

Overall Match Score: 66.0% - GOOD FIT [GOOD]

######—- 66.0%

Recommendation

GOOD FIT

Apply and address potential gaps in your cover letter.

Dimensional Analysis

1. Technical Skills Match: 63.9% [GOOD]

Weight: 30% | **Contribution to Global Score:** 19.2%

######—- 63.9% - Good

Analysis: 5/8 technical skills matched

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

[!] **Missing Skills:** - analytics - bi - data pipeline

---

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%

---

3. Domain Knowledge: 50.0% [WARNING]

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

#####—— 50.0% - Moderate

Analysis: 3/6 domain areas matched

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

---

4. Soft Skills & Cultural Fit: 71.4% [EXCELLENT]

Weight: 15% | **Contribution to Global Score:** 10.7%

#######— 71.4% - Strong

Analysis: 5/7 soft skills demonstrated

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

---

5. Achievement Quality: 33.3% [NEEDS IMPROVEMENT]

Weight: 10% | **Contribution to Global Score:** 3.3%

###———- 33.3% - Weak

Analysis: 5 high-quality achievements mapped to 30 requirements

- **High Quality Matches:** 5
- **Medium Quality Matches:** 0
- **Low Quality Matches:** 25
- **Total Requirements:** 30

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, analytics

Gaps & Mitigation Strategies

[GOOD] Gap: Analytics

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

Mitigation Strategy: Highlight transferable skills and willingness to learn analytics.

[GOOD] Gap: Bi

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

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

Actionable Recommendations

1. [NEEDS IMPROVEMENT] [High Priority] Review missing technical skills before applying

Focus on: analytics, bi

2. [GOOD] [Medium Priority] Strengthen your achievement examples

Add more quantifiable metrics to your experience

3. [NEEDS IMPROVEMENT] [High Priority] Prepare specific examples

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

Detailed Requirement Matching

Match Level	Requirement	Evidence
[WARNING] Weak	Lead large, complex analyses where information abo...	No direct evidence, transferable skills applicable
[GOOD] Moderate	Develop and maintain executive level dashboards th...	Architected consolidated business intelligence dashboard int...
[EXCELLENT] Strong	Lead improvements to our analytics capabilities, o...	Developed 15+ automated reports using M-AT and NPR, reducing...
[WARNING] Weak	Deliver actionable business recommendations throug...	No direct evidence, transferable skills applicable
[WARNING] Weak	Report on findings and make recommendations; summa...	No direct evidence, transferable skills applicable
[WARNING] Weak	Perform data integrity audits; evaluate and propos...	No direct evidence, transferable skills applicable
[WARNING] Weak	Compose internal documentation that details proces...	No direct evidence, transferable skills applicable
[WARNING] Weak	Monitor industry statistics and follow market tren...	No direct evidence, transferable skills applicable
[WARNING] Weak	Provide training and guidance on how to interpret ...	No direct evidence, transferable skills applicable
[WARNING] Weak	Contribute to the teams general knowledge base and...	No direct evidence, transferable skills applicable
[WARNING] Weak	Comply with all corporate and departmental privacy...	No direct evidence, transferable skills applicable
[WARNING] Weak	Bachelors degree or equivalent experience (prefera...	No direct evidence, transferable skills applicable
[WARNING] Weak	PowerBI Analyst Certification (PL-300)	No direct evidence, transferable skills applicable
[WARNING] Weak	Minimum 3 years experience as a Data Analyst	No direct evidence, transferable skills applicable
[WARNING] Weak	Ability to thrive in fast-paced, deadline-driven e...	No direct evidence, transferable skills applicable

Match Level	Requirement	Evidence
[WARNING] Weak	Ability to work independently or as a team.	No direct evidence, transferable skills applicable
[WARNING] Weak	A solid understanding of software financial concep...	No direct evidence, transferable skills applicable
[WARNING] Weak	Experience in analytical role, preferably supporti...	No direct evidence, transferable skills applicable
[WARNING] Weak	Strong analytical skills with the ability to make ...	No direct evidence, transferable skills applicable
[WARNING] Weak	Advanced Microsoft Excel skills.	No direct evidence, transferable skills applicable
[EXCELLENT] Strong	Proficiency in SQL preferred. Knowledge of program...	Built 20+ SQL stored procedures, improving query performance...
[GOOD] Moderate	Expertise manipulating large data sets, interpreti...	Architected consolidated business intelligence dashboard int...
[EXCELLENT] Strong	Knowledge of data warehousing technologies and SQL...	Built 20+ SQL stored procedures, improving query performance...
[WARNING] Weak	Highly organized and experienced at successfully m...	No direct evidence, transferable skills applicable
[WARNING] Weak	Excellent oral and written communications skills t...	No direct evidence, transferable skills applicable
[WARNING] Weak	Excellent critical thinking and problem solving sk...	No direct evidence, transferable skills applicable
[WARNING] Weak	Strong collaborative skills, applied successfully ...	No direct evidence, transferable skills applicable
[WARNING] Weak	Demonstrated ability to articulate complex topics ...	No direct evidence, transferable skills applicable
[WARNING] Weak	Strong business and technology acumen. SaaS experi...	No direct evidence, transferable skills applicable
[WARNING] Weak	Up to 5% travel time required	No direct evidence, transferable skills applicable

Next Steps

[GOOD] Recommended Actions:

1. **Review gaps carefully** before applying
2. **Preparation time:** 3-4 hours recommended
3. **Cover letter strategy:** Address potential gaps proactively
4. **Highlight transferable skills** for missing requirements

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 2025-10-14 at 15:06:46