Job Match Scoring Report

Candidate: Antonio Gutierrez Amaranto **Position:** FBS Data Analyst-PowerBI **Company:** Capgemini
Date: 2025-10-11 **Report Generated:** 2025-10-11 16:48

Overall Match Score: 69.6% - GOOD FIT [GOOD]

######—- 69.6%

Recommendation

GOOD FIT

Apply and address potential gaps in your cover letter.

Dimensional Analysis

1. Technical Skills Match: 66.7% [GOOD]

Weight: 30% | **Contribution to Global Score:** 20.0%

######—- 66.7% - Good

Analysis: 4/6 technical skills matched

[+] **Matched Skills:** - sql - dashboard - power bi - excel

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

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2. Experience Depth & Relevance: 97.0% [EXCELLENT]

Weight: 25% | **Contribution to Global Score:** 24.2%

#########- 97.0% - Excellent

Analysis: 5+ years with 6 quantifiable achievements

- **Years of Experience:** 5+ years
- **Quantifiable Achievements:** 6
- **Years Score:** 100%
- **Responsibility Level:** 90%
- **Impact Score:** 100%

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3. Domain Knowledge: 66.7% [GOOD]

Weight: 20% | **Contribution to Global Score:** 13.3%

######—- 66.7% - Good

Analysis: 2/3 domain areas matched

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

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4. Soft Skills & Cultural Fit: 50.0% [WARNING]

Weight: 15% | **Contribution to Global Score:** 7.5%

#####—— 50.0% - Moderate

Analysis: 2/4 soft skills demonstrated

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

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5. Achievement Quality: 45.0% [WARNING]

Weight: 10% | **Contribution to Global Score:** 4.5%

####—— 45.0% - Moderate

Analysis: 5 high-quality achievements mapped to 16 requirements

- **High Quality Matches:** 5
- **Medium Quality Matches:** 0
- **Low Quality Matches:** 11
- **Total Requirements:** 16

Key Strengths for This Role

1. Experience

5+ years with proven track record

Evidence: 6 quantifiable achievements

2. Domain Knowledge

Relevant industry experience

Evidence: analytics, bi_reporting

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, power bi

Detailed Requirement Matching

Match Level	Requirement	Evidence
[EXCELLENT] Strong	1-3 years of experience of business research, anal...	Developed 15+ automated reports using M-AT and NPR, reducing...
[WARNING] Weak	Bachelor degree preferred in business, statistical...	No direct evidence, transferable skills applicable
[WARNING] Weak	Data Analysis - Intermediate	No direct evidence, transferable skills applicable
[GOOD] Moderate	Databases - Intermediate	Built 20+ SQL stored procedures, improving query performance...
[WARNING] Weak	Power BI	No direct evidence, transferable skills applicable
[WARNING] Weak	Excel	No direct evidence, transferable skills applicable
[GOOD] Moderate	SQL	Built 20+ SQL stored procedures, improving query performance...
[WARNING] Weak	Modeling - Entry Level	No direct evidence, transferable skills applicable
[EXCELLENT] Strong	Create dashboards and reports using Power BI and E...	Architected consolidated business intelligence dashboard int...
[WARNING] Weak	Handle and analyze large amounts of data to find i...	No direct evidence, transferable skills applicable
[WARNING] Weak	Analyze programs related to new agent recruitment,...	No direct evidence, transferable skills applicable
[EXCELLENT] Strong	Help with predictive and prescriptive analytics pr...	Developed 15+ automated reports using M-AT and NPR, reducing...
[WARNING] Weak	Calculate the return on investment for marketing a...	No direct evidence, transferable skills applicable
[WARNING] Weak	Study competitors and market trends to help shape ...	No direct evidence, transferable skills applicable

Match Level	Requirement	Evidence
[WARNING] Weak	Work with different departments to understand thei…	No direct evidence, transferable skills applicable
[WARNING] Weak	Clearly communicate your findings and keep records…	No direct evidence, transferable skills applicable

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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

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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.

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