

Job Match Scoring Report

Candidate: Antonio Gutierrez Amaranto **Position:** Remote Data Analyst – Excel + BI **Company:** HireLATAM **Date:** 2025-10-15 **Report Generated:** 2025-10-15 23:52

Overall Match Score: 66.2% - GOOD FIT [GOOD]

#####— 66.2%

Recommendation

GOOD FIT

Apply and address potential gaps in your cover letter.

Dimensional Analysis

1. Technical Skills Match: 68.8% [GOOD]

Weight: 30% | **Contribution to Global Score:** 20.6%

#####— 68.8% - Good

Analysis: 5/7 technical skills matched

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

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

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: 40.0% [WARNING]

Weight: 20% | **Contribution to Global Score:** 8.0%

####— 40.0% - Moderate

Analysis: 2/5 domain areas matched

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

4. Soft Skills & Cultural Fit: 66.7% [GOOD]

Weight: 15% | **Contribution to Global Score:** 10.0%

#####— 66.7% - Good

Analysis: 2/3 soft skills demonstrated

[+] **Demonstrated Soft Skills:** - Leadership - Collaboration

5. Achievement Quality: 48.2% [WARNING]

Weight: 10% | **Contribution to Global Score:** 4.8%

####— 48.2% - Moderate

Analysis: 6 high-quality achievements mapped to 17 requirements

- **High Quality Matches:** 6
 - **Medium Quality Matches:** 0
 - **Low Quality Matches:** 11
 - **Total Requirements:** 17
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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

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.

Actionable Recommendations

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

Focus on: tableau, 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: dashboard, sql, etl

Detailed Requirement Matching

| Match Level | Requirement | Evidence |
|--------------------|---|---|
| [WARNING] Weak | Maintain and improve existing Excel models; design... | No direct evidence, transferable skills applicable |
| [EXCELLENT] Strong | Develop and manage Tableau dashboards and reports,... | Architected consolidated business intelligence dashboard int... |
| [GOOD] Moderate | Write SQL queries to pull, join, and model data fr... | Built 20+ SQL stored procedures, improving query performance... |
| [WARNING] Weak | Partner with leadership to define KPIs, build anal... | No direct evidence, transferable skills applicable |
| [WARNING] Weak | Document data definitions, maintain consistency ac... | No direct evidence, transferable skills applicable |
| [WARNING] Weak | Collaborate with engineers/consultants as needed o... | No direct evidence, transferable skills applicable |
| [WARNING] Weak | Qualifications, Skills and Key Competencies | No direct evidence, transferable skills applicable |
| [EXCELLENT] Strong | Excel. advanced proficiency (pivot tables, complex... | Built 20+ SQL stored procedures, improving query performance... |
| [GOOD] Moderate | SQL. strong skills in querying relational database... | Built 20+ SQL stored procedures, improving query performance... |
| [EXCELLENT] Strong | BI. hands-on experience with Tableau; ability to d... | Architected consolidated business intelligence dashboard int... |
| [WARNING] Weak | Experience with business/financial modeling, ideal... | No direct evidence, transferable skills applicable |
| [WARNING] Weak | Strong analytical mindset with attention to detail... | No direct evidence, transferable skills applicable |
| [WARNING] Weak | Fluent in English (required) | No direct evidence, transferable skills applicable |
| [WARNING] Weak | Comfortable working independently in a remote, fas... | No direct evidence, transferable skills applicable |

| Match Level | Requirement | Evidence |
|--------------------|---|---|
| [EXCELLENT] Strong | Experience working with APIs or ETL tools (Airbyte... | Automated ETL processes, reducing daily processing time from... |
| [WARNING] Weak | Familiarity with dimensional data modeling concept... | No direct evidence, transferable skills applicable |
| [WARNING] Weak | Prior experience supporting finance, operations, o... | 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
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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 2025-10-15 at 23:52:48