

# Final Candidate Assessment for Charles McTurland

**Overall Score:** 85/100

**Hiring Recommendation:** Proceed with caution

## ***Key Strengths:***

- Strong technical skills in Python and JavaScript frameworks, particularly Django and ReactJS.
- Solid professional experience with a breadth of experience in software engineering roles.
- Good understanding of software development lifecycle and has successfully implemented several projects.

## ***Areas for Improvement:***

- Lack of recent experience or specific examples with AWS in a production environment.
- Communication was at times unclear when explaining complex technical concepts, which could impact teamwork and collaboration.
- No LinkedIn profile provided which could impact networking and visibility.

## **Job Match Analysis**

**Overall Match Score:** 61.91%

### ***Matched Skills:***

- aws

### ***Missing Skills:***

- fastapi
- python
- mongodb

### ***Suggested Next Steps:***

Recommend an additional technical interview or coding test focusing on AWS-related scenarios and further evaluation of communication skills for complex concept explanations.