

Recruiter Screening Notes — Senior Data & AI Consultant

Initial phone screens were completed across the first two days of the current screening cycle by the Talent Acquisition Lead.

Candidate A

Screen Date: Day 1 of the screening round | **Duration:** 25 min

- Articulate and well-prepared. Walked through the RAG deployment for the insurance client in detail — sounded genuinely hands-on.
 - Confirmed Azure AI Engineer Associate cert is current. Also holds Azure Data Engineer Associate.
 - Said they have presented to C-suite at least quarterly over the past two years. Gave a specific example of a go-live readiness briefing to a client CFO.
 - Expressed interest in Northbridge's growth trajectory and the managed-services contract.
 - Availability: 4 weeks notice, flexible on start date.
 - Salary expectation: in range per the compensation benchmark.
 - **Overall impression:** Strong match. Recommend advancing.
-

Candidate B

Screen Date: Day 1 of the screening round | **Duration:** 20 min

- Very strong on ML and Python depth — clearly a deep technical practitioner.
 - Acknowledged their background is product-side, not consulting. Said they are "eager to move into client-facing work" but could not give specific examples of managing external client relationships.
 - All certifications and experience are AWS-based. When asked about Azure, said they had "done some self-study" but no production Azure deployments.
 - Built an impressive GenAI chatbot on AWS Bedrock — detailed LangChain architecture and deployment approach.
 - Did not mention any experience presenting to C-suite or senior executives.
 - Availability: 2 weeks notice.
 - Salary expectation: slightly above the top of our posted range.
 - **Overall impression:** Strong technically, but platform mismatch and no consulting track record. Could be a fit with investment in Azure ramp-up if the team can absorb the transition period.
-

Candidate C

Screen Date: Day 2 of the screening round | **Duration:** 12 min

- Enthusiastic but junior. Acknowledged the role is a stretch and described it as a career-acceleration move.
 - Python skills are basic — completed an internal training course, not yet used in production.
 - No cloud certifications and no hands-on Azure or AWS project experience.
 - Has exposure to HR data and HRIS platforms, which is a nice-to-have but not a must-have for this role.
 - Could not provide examples of independent project leadership.
 - Availability: immediate.
 - **Overall impression:** Not ready for a senior role. Consider for a mid-level opening if one becomes available.
-

Candidate D

Screen Date: Day 2 of the screening round | **Duration:** 22 min

- Experienced and polished. Spoke confidently about managing client relationships and presenting to C-suite.
 - Discussed a "GenAI pilot project" they recently started at Crestview — exploring document summarisation for a banking client using Azure OpenAI Service. Said it was in early stages and not yet in production.
 - When probed on hands-on LLM/GenAI work, answers were high-level. Appears more of a practice leader and project director than a hands-on builder.
 - Azure experience is confirmed but centres on Azure Synapse, Azure Data Factory, and Azure SQL — not Azure AI services specifically.
 - Holds Azure Data Engineer Associate but not Azure AI Engineer. Said they "plan to sit the AI Engineer exam this quarter."
 - Strong consulting background and client management — no concerns there.
 - Availability: 6 weeks notice (current engagement wrap-up).
 - Salary expectation: within range.
 - **Overall impression:** Strong consulting profile. GenAI and AI-specific depth is the question mark — resume shows traditional data platform work, not AI/ML delivery. The GenAI pilot is promising but unverifiable from resume alone.
-

Note from the Talent Acquisition Lead: Candidate C screen was cut short due to a scheduling conflict — notes are less detailed than the others. The Practice Head has been asked to review Candidate D's GenAI claim during the next stage if they advance.