

HR03 · STEP 3 · INTERIM

Screening & Candidate Shortlisting

Risk & Gaps Log

Consolidated view of every must-have criterion with Partial or No Evidence. Grouped by criterion and by candidate to surface pool-level hiring risks before shortlist decisions.

ABOUT THIS DOCUMENT

This is a **sample** deliverable from the **Screening & Candidate Shortlisting** workflow (HR03) in AGASI AiOS. It shows the expected structure and tone. All names, numbers, and facts are **fictional**.

Risk & Gaps Log — Senior Data & AI Consultant

Consolidated from the Verified Evidence Table. This log covers every **Partial** and **No Evidence** rating across candidates and must-have criteria.

BY CRITERION

GenAI / LLM Deployment

2 FINDINGS

Candidate C NO EVIDENCE

No GenAI or LLM work referenced in the resume or screening notes.

Candidate D PARTIAL

No production GenAI on the resume. Notes describe an early-stage pilot not yet in production; hands-on depth was described as high-level in the screen.

Cloud Platform Expertise (Azure AI Services)

3 FINDINGS

Candidate B NO EVIDENCE

All production work is on AWS (SageMaker, Bedrock); self-study on Azure only, with no production Azure deployments.

Candidate C NO EVIDENCE

No cloud project experience of any kind described in materials.

Candidate D PARTIAL

Azure experience is Synapse, Data Factory, and SQL—not Azure AI services specifically.

Programming (Advanced Python)

1 FINDING

Candidate C PARTIAL

Internal Python training only; skills described as basic and not yet used in production.

Certifications (Azure Data Engineer or Azure AI Engineer)

3 FINDINGS

Candidate B NO EVIDENCE

Holds AWS certifications only—no Azure Data Engineer or Azure AI Engineer.

Candidate C NO EVIDENCE

No certifications listed on the resume.

Candidate D PARTIAL

Azure Data Engineer Associate (2021) only; no Azure AI Engineer, with renewal timing to verify. Plans to sit the AI exam this quarter.

Industry Experience (5+ Years Professional Services / Technology Consulting)

2 FINDINGS

Candidate B NO EVIDENCE

Six years at one SaaS product company; background acknowledged as product-side, not consulting.

Candidate C PARTIAL

Four years in a boutique HR analytics firm in a contributor role—seniority short of the 5+ year consulting requirement.

Project Leadership (Independent Client Engagements)

2 FINDINGS

Candidate C NO EVIDENCE

No examples of independent project leadership in screening notes.

Candidate B PARTIAL

Led internal cross-functional teams; no evidence of leading external client engagements independently.

Stakeholder Management (C-Suite Presentations)

2 FINDINGS

Candidate B NO EVIDENCE

No C-suite or senior-executive presentation experience cited in notes; no client-facing examples on the resume.

Candidate C NO EVIDENCE

No C-suite interaction referenced in materials.

Adaptability (Fast Ramp-Up)

2 FINDINGS

Candidate A NO EVIDENCE

No specific fast-ramp or time-to-productivity example, beyond general experience.

Candidate C NO EVIDENCE

Candidate described the role as a "career-acceleration move," signalling awareness of the seniority gap.

BY CANDIDATE

Candidate A

- **Adaptability** — No evidence of a specific fast-ramp or time-to-productivity example.

Candidate B

- **Cloud Platform Expertise** — No evidence (AWS production only, no Azure deployments).
- **Certifications** — No evidence of required Azure role certifications.
- **Industry Experience** — No evidence of professional-services consulting background.
- **Project Leadership** — Partial (internal teams only, no external client engagements).
- **Stakeholder Management** — No evidence of C-suite-facing work.

Candidate C

- **GenAI / LLM Deployment** — No evidence.
- **Cloud Platform Expertise** — No evidence.
- **Programming** — Partial (basic Python, not production-grade).
- **Certifications** — No evidence.
- **Industry Experience** — Partial (four years, junior role).
- **Project Leadership** — No evidence.
- **Stakeholder Management** — No evidence.
- **Adaptability** — No evidence.

Candidate D

- **GenAI / LLM Deployment** — Partial (early pilot, not production GenAI depth).
- **Cloud Platform Expertise** — Partial (Azure data stack, not Azure AI services).
- **Certifications** — Partial (Data Engineer 2021; no AI Engineer; renewal to confirm).