

HR03 · STEP 2 · INTERIM

Screening & Candidate Shortlisting

Candidate Summary Cards

One-page evidence profile per candidate, capturing role fit, strengths, and red flags. Every claim is traced to a source in the resume or screening note.

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**.

Candidate Summary Cards — Senior Data & AI Consultant

Generated from the Verified Evidence Table. Content reflects must-have criteria from the approved job description (HR01).

Candidate A

ADVANCE

Overall fit: Strong — hands-on GenAI on Azure, consistent C-suite exposure

STRONG EVIDENCE

- **GenAI / LLM** — Led a three-person RAG build for a Tier 1 insurance client on Azure OpenAI Service, Cognitive Search, and Python; screening confirmed a detailed walkthrough of that deployment.
- **Cloud** — Azure OpenAI, Cognitive Search, and Data Factory referenced across roles; holds Azure AI Engineer and Azure Data Engineer (confirmed in screening).
- **Stakeholders** — Resume cites architecture and go-live readiness work with client CTO and CFO; screening notes quarterly C-suite presentations over the past two years.

GAPS

- **Adaptability** — No direct fast-ramp or time-to-productivity example; experience level suggests general competence, but the criterion is unaddressed.

SCREENING NOTE

Strong technical profile with confirmed GenAI delivery and C-suite coverage. The adaptability gap does not override the pattern of evidence across other criteria.

Candidate B

HOLD

Overall fit: Moderate — deep GenAI, weak on Azure PS consulting

STRONG EVIDENCE

- **GenAI / LLM** — Led a cross-functional team on a GenAI chatbot (AWS Bedrock, LangChain); screening covered LangChain architecture in depth.
- **Programming** — Six years of Python across PyTorch pipelines and Spark feature work.

GAPS

- **Cloud** — Production footprint is AWS only; self-study on Azure with no production Azure deployments and no Azure certifications.
- **Industry** — Six years at a single SaaS product firm; product-side, not 5+ years in professional or technology consulting.
- **Stakeholders & leadership** — No C-suite or client-facing examples in resume; notes flag absence of those experiences.
- **Certifications** — AWS only—no required Azure Data or AI Engineer credentials.

SCREENING NOTE

Technically strong on ML/GenAI but missing consulting shape, Azure production depth, and senior stakeholder evidence. Gaps are structural, not a short onboarding fix.

Candidate C

DECLINE

Overall fit: Weak — does not meet minimum bar on most criteria

STRONG EVIDENCE

- **Industry (partial)** — Four years in a boutique HR analytics firm; work framed as support to senior consultants rather than independent ownership.

GAPS

- **GenAI & cloud** — No GenAI, LLM, or cloud project evidence in resume or notes.
- **Programming** — Internal Python training and ad-hoc cleaning only; notes describe skills as basic and not production-grade.
- **Certifications, leadership, stakeholders** — None listed; no C-suite or independent project-lead evidence.
- **Adaptability** — No evidence; notes describe the application as a “career-acceleration move,” implying a known seniority gap.

SCREENING NOTE

Enthusiastic, but at least six of eight must-haves are not met at the required level. HR analytics exposure does not offset missing core skills.

Candidate D

HOLD

Overall fit: Moderate — strongest consulting profile; AI depth still a question

STRONG EVIDENCE

- **Industry & leadership** — Nine years in professional services, currently principal, managing multiple client accounts.
- **Delivery** — Directed a \$1.2M Azure Synapse migration (on time, under budget) and leads the FS data practice per resume.
- **Stakeholders** — Quarterly business reviews to client C-suite; screening confirms confidence in executive-facing work.

GAPS

- **GenAI / LLM** — No production GenAI on resume; notes describe a document-summarisation pilot that is not yet production, with high-level answers when probed for hands-on LLM work.
- **Cloud & AI services** — Azure experience is Synapse, Data Factory, and SQL—not the deep Azure AI services footprint the must-have calls for.
- **Certifications** — Data Engineer (2021) but not Azure AI Engineer; exam planned—renewal timing is an open check.

SCREENING NOTE

Strongest commercial and delivery profile in the pool; the open issue is provable GenAI/AI services depth. Next stage should stress-test the pilot and AI-service skills before a final bucket call.
