

HR03 · STEP 0 · INTERIM

Screening & Candidate Shortlisting

## Evidence Extraction Table

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Criterion-linked evidence matrix mapping every candidate to every must-have criterion. Verbatim quotes from resumes and screening notes with source attribution and strength ratings.

### 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**.

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# Evidence Extraction Table — Senior Data & AI Consultant

Extracted from candidate resumes and screening notes against the eight must-have criteria approved in HR01. Every entry cites a verbatim source.

<b>4</b> CANDIDATES	<b>8</b> CRITERIA	<b>18</b> STRONG	<b>7</b> PARTIAL / NO EVIDENCE
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Candidate	Criterion	Evidence	Source	Strength
Candidate A	GenAI / LLM Deployment	Led a three-person team deploying a retrieval-augmented generation (RAG) solution for a Tier 1 insurance client using Azure OpenAI Service, Azure Cognitive Search, and Python.	Resume	<b>STRONG</b>
Candidate A	Cloud Platform Expertise	Focused on Azure-based machine learning and GenAI delivery for financial services and insurance clients.	Resume	<b>STRONG</b>
Candidate A	Programming	Built ETL pipelines in Python and Azure Data Factory for three concurrent client projects.	Resume	<b>STRONG</b>
Candidate A	Certifications	Microsoft Certified: Azure AI Engineer Associate (earned 2024) and Microsoft Certified: Azure Data Engineer Associate (earned 2022).	Resume	<b>STRONG</b>
Candidate A	Industry Experience	Cloud and AI specialist with seven years in technology consulting.	Resume	<b>STRONG</b>
Candidate A	Project Leadership	Has led teams of up to six on client sites.	Resume	<b>STRONG</b>
Candidate A	Stakeholder Management	Presented architecture recommendations and go-live readiness assessments directly to the client CTO and CFO.	Resume	<b>STRONG</b>
Candidate A	Adaptability	Availability: 4 weeks notice, flexible on start date.	Screening Notes	<b>STRONG</b>
Candidate B	GenAI / LLM Deployment	Led a cross-functional team of four engineers and two data scientists on the company's GenAI chatbot product (AWS Bedrock, LangChain).	Resume	<b>STRONG</b>
Candidate B	Cloud Platform Expertise	All certifications and experience are AWS-based. When asked about Azure, said they had "done some self-study" but no production Azure deployments.	Screening Notes	NO EVIDENCE
Candidate B	Programming	Very strong on ML and Python depth — clearly a deep technical practitioner.	Screening Notes	<b>STRONG</b>
Candidate B	Certifications	AWS Certified Solutions Architect Associate (earned 2023) and AWS Certified Machine Learning — Specialty (earned 2024).	Resume	NO EVIDENCE
Candidate B	Industry Experience	Acknowledged their background is product-side, not consulting.	Screening Notes	NO EVIDENCE
Candidate B	Project Leadership	Could not give specific examples of managing external client relationships.	Screening Notes	NO EVIDENCE
Candidate B	Stakeholder Management	Did not mention any experience presenting to C-suite or senior executives.	Screening Notes	NO EVIDENCE
Candidate B	Adaptability	Could be a fit with investment in Azure ramp-up if the team can absorb the transition period.	Screening Notes	<b>PARTIAL</b>
Candidate C	GenAI / LLM Deployment	No evidence found.	—	NO EVIDENCE

Candidate	Criterion	Evidence	Source	Strength
Candidate C	Cloud Platform Expertise	No cloud certifications and no hands-on Azure or AWS project experience.	Screening Notes	NO EVIDENCE
Candidate C	Programming	Python skills are basic — completed an internal training course, not yet used in production.	Screening Notes	PARTIAL
Candidate C	Certifications	(none listed).	Resume	NO EVIDENCE
Candidate C	Industry Experience	Data analyst with a growing interest in AI and cloud technologies. Experience in HR data analysis and workforce reporting.	Resume	NO EVIDENCE
Candidate C	Project Leadership	Could not provide examples of independent project leadership.	Screening Notes	NO EVIDENCE
Candidate C	Stakeholder Management	Supported senior consultants on client deliverables for two mid-market professional services firms.	Resume	NO EVIDENCE
Candidate C	Adaptability	Availability: immediate.	Screening Notes	STRONG
Candidate D	GenAI / LLM Deployment	Discussed a "GenAI pilot project" they recently started at Crestview exploring document summarisation for a banking client using Azure OpenAI Service, but said it was in early stages and not yet in production.	Screening Notes	PARTIAL
Candidate D	Cloud Platform Expertise	Azure experience is confirmed but centres on Azure Synapse, Azure Data Factory, and Azure SQL — not Azure AI services specifically.	Screening Notes	PARTIAL
Candidate D	Programming	No evidence found.	—	NO EVIDENCE
Candidate D	Certifications	Holds Azure Data Engineer Associate but not Azure AI Engineer.	Screening Notes	STRONG
Candidate D	Industry Experience	Seasoned consultant with nine years advising mid-market and enterprise clients on data strategy and platform modernisation.	Resume	STRONG
Candidate D	Project Leadership	Leads the data practice for the firm's financial services vertical, managing a portfolio of six active client accounts.	Resume	STRONG
Candidate D	Stakeholder Management	Regularly presents quarterly business reviews to client C-suite stakeholders.	Resume	STRONG
Candidate D	Adaptability	Availability: 6 weeks notice (current engagement wrap-up).	Screening Notes	STRONG

Evidence extracted against must-have criteria approved in HR01 Role Requirements Brief. Candidate PII redacted.