

Shortlist Table (Buckets/Ranked) ♦ Senior Data & AI Consultant

Final shortlist approved by the Practice Head (Data & AI Advisory) after review of draft shortlist, summary cards, and risk & gaps log.

Candidate	Bucket	Strong Criteria Count	Gap Count	Rationale	Change
Candidate A	Advance	7	1	Meets or exceeds seven of eight must-have criteria with confirmed hands-on GenAI delivery, Azure AI certification, and consistent C-suite exposure. Single gap (Adaptability) is minor ♦ no specific fast ramp-up example but overall seniority mitigates the risk.	No Change
Candidate D	Hold	5	3	Strongest consulting and leadership profile in the pool with nine years in professional services. Three gaps are all in the AI/GenAI technical cluster: no production LLM deployment, Azure experience is traditional data platform not AI services, and holds Azure Data Engineer (2021) but not Azure AI Engineer. The unverified GenAI pilot claim needs probing ♦ Practice Head to assess technical depth in the next stage before a final decision.	No Change
Candidate B	Hold	2	5	Deep ML/GenAI technical skills and strong Python proficiency but on the wrong platform (AWS, not Azure) and in the wrong context (product company, not consulting). Five gaps span cloud platform, certifications, industry experience, project leadership, and stakeholder management. Moved from Decline to Hold at Practice Head's request ♦ the GenAI depth is rare and the team could invest in Azure ramp-up if other Hold candidates do not convert.	Moved from Decline to Hold
Candidate C	Decline	0	8	Does not meet the minimum bar on any must-have criterion at the required seniority level. Four years of experience in a junior analyst role, basic Python, no cloud or AI certifications, no project leadership or C-suite exposure. Talent Acquisition Lead to consider for a mid-level Data Analyst opening if one becomes available.	No Change

Shortlist reviewed and approved by the Practice Head (Data & AI Advisory) on 2026-04-06. Two candidates (A, D) are recommended for interview preparation (HR04). Two candidates (B, D) are on Hold pending further evaluation. Candidate A advances directly. The background check workflow (HR07) will receive the Advance and Hold candidates selected for next steps.

AGASI AiOS — Sample material. For illustrative purposes. All data is fictional.