

# Candidate Summary Cards Senior Data & AI Consultant


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

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## Candidate A

- **Overall Fit:** Strong Fit
  - **Strongest Evidence:**
    - 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). Confirmed hands-on in screening: "Walked through the RAG deployment for the insurance client in detail" (Screening Notes).
    - Cloud Platform Expertise: Azure OpenAI Service, Azure Cognitive Search, and Azure Data Factory referenced across multiple roles (Resume). Holds Azure AI Engineer Associate and Azure Data Engineer Associate (Resume, confirmed in Screening Notes).
    - Stakeholder Management: "Presented architecture recommendations and go-live readiness assessments directly to the client CTO and CFO" (Resume). "Said they have presented to C-suite at least quarterly over the past two years" (Screening Notes).
  - **Gaps or Weak Areas:**
    - Adaptability: No direct evidence of fast ramp-up or time-to-productivity metric. Seven years of experience suggests general competence but no specific example of rapid onboarding to a new client or engagement.
  - **Screening Note:** Strong technical profile with confirmed hands-on GenAI delivery and consistent C-suite exposure. The adaptability criterion is unaddressed but does not raise a concern given overall experience.
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## Candidate B

- **Overall Fit:** Moderate Fit
- **Strongest Evidence:**
  - 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). Detailed LangChain architecture in screening (Screening Notes).
  - Programming: Six years of Python-intensive work including PyTorch training pipelines and Spark-based feature engineering (Resume).
- **Gaps or Weak Areas:**
  - Cloud Platform Expertise: All production experience is AWS-based (SageMaker, Bedrock). "When asked about Azure, said they had 'done some self-study' but no production Azure deployments" (Screening Notes). No Azure certifications held.
  - Industry Experience: Six years at a single SaaS product company. "Acknowledged their background is product-side, not consulting" (Screening Notes). Does not meet the 5+ years in professional services or technology consulting requirement.
  - Stakeholder Management: "Did not mention any experience presenting to C-suite or senior executives" (Screening Notes). No client-facing examples in Resume.
  - Certifications: Holds AWS certifications only  no Azure Data Engineer or Azure AI Engineer certification.
- **Screening Note:** Technically deep ML/GenAI practitioner but lacks consulting experience, Azure platform skills, and evidence of senior stakeholder management. The platform and experience-type gaps are structural, not easily closed during onboarding.

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## Candidate C

- **Overall Fit:** Weak Fit
  - **Strongest Evidence:**
    - Industry Experience (Partial): Four years at a boutique HR analytics consultancy ♦ relevant sector but insufficient seniority. "Supported senior consultants on client deliverables" suggests contributor role, not independent leadership (Resume).
  - **Gaps or Weak Areas:**
    - GenAI / LLM Deployment: No evidence. No GenAI or LLM work referenced in Resume or Screening Notes.
    - Cloud Platform Expertise: No evidence. No cloud project experience described (Resume). "No cloud certifications and no hands-on Azure or AWS project experience" (Screening Notes).
    - Programming: "Completed an internal Python training programme and started using Python for ad-hoc data cleaning" (Resume). "Python skills are basic ♦ completed an internal training course, not yet used in production" (Screening Notes). Does not meet advanced proficiency requirement.
    - Certifications: None listed (Resume).
    - Project Leadership: "Could not provide examples of independent project leadership" (Screening Notes).
    - Stakeholder Management: No evidence of C-suite interaction.
    - Adaptability: No evidence. Screening notes indicate the candidate described the role as "a career-acceleration move" (Screening Notes), suggesting they recognise the seniority gap.
  - **Screening Note:** Enthusiastic but does not meet the minimum bar on six of eight must-have criteria. HR data exposure is a nice-to-have but does not compensate for missing core requirements.
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## Candidate D

- **Overall Fit:** Moderate Fit
  - **Strongest Evidence:**
    - Industry Experience: Nine years in professional services consulting, including current principal consultant role managing six active client accounts (Resume).
    - Project Leadership: "Directed a \$1.2M Azure Synapse Analytics migration for a mid-market bank, delivering on time and under budget" (Resume). Leads the data practice for the financial services vertical (Resume).
    - Stakeholder Management: "Regularly presents quarterly business reviews to client C-suite stakeholders" (Resume). "Spoke confidently about managing client relationships and presenting to C-suite" (Screening Notes).
  - **Gaps or Weak Areas:**
    - GenAI / LLM Deployment: No production GenAI/LLM work on Resume. Screening Notes reference "a GenAI pilot project... exploring document summarisation for a banking client using Azure OpenAI Service" but "in early stages and not yet in production." "When probed on hands-on LLM/GenAI work, answers were high-level" (Screening Notes). This is the primary concern ♦ the must-have requires proven production deployment experience.
    - Cloud Platform Expertise (Partial): Azure experience confirmed but focused on Azure Synapse, Azure Data Factory, and Azure SQL (Resume). "Not Azure AI services specifically" (Screening Notes). The must-have specifies "deep expertise in Azure AI services."
    - Certifications (Partial): Holds Azure Data Engineer Associate (2021) but not Azure AI Engineer. "Said they plan to sit the AI Engineer exam this quarter" (Screening Notes). The must-have requires an active Azure Data Engineer or Azure AI Engineer certification ♦ the Data Engineer cert meets the letter of the criterion, but the 2021 earn date raises a renewal question.
  - **Screening Note:** Strongest consulting and leadership profile in the pool. The gap is on the AI/GenAI technical depth ♦ experience is traditional data platform, not AI services. The unverifiable GenAI pilot claim needs probing in the next stage. If AI-specific skills can be confirmed or developed quickly, this candidate could be a strong fit.
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