

CANDIDATE SCREENING REPORT

CANDIDATE

Candidate A

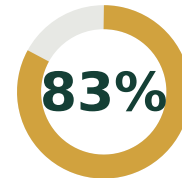
Electrical Software Engineer

Client Client

Date 13/08/2026

Availability Immediate

OVERALL TALENTIQ SCORE



Positive Match

ASSESSMENT SUMMARY

The candidate achieves an overall TalentIQ Match of 83% and demonstrates good alignment with the role. Key strengths include a solid technical background, experience in electrical studies and field work, and the ability to learn quickly and adapt to change. More targeted validation is still required regarding hands-on experience with SCADA, networking and industrial communication protocols. Overall, the profile is positive, with the main next step being a short technical validation focused on the specific must-have requirements.

COMPETENCY SCORE SUMMARY

Motivation & Role Fit		100%
Relevant Experience		100%
Problem Solving		80%
Ownership / Accountability		60%
Learning Agility		80%
Communication		80%
Collaboration		60%
Business / Customer Impact		80%
Adaptability		100%
Self-awareness		100%

MUST-HAVE REQUIREMENTS

•	Electrical knowledge	Not assessed
✗	SCADA	Not met
✓	Field experience	Met
~	Networking	Partially met
✓	Modbus RTU	Met
✓	Modbus TCP	Met

HIRING RISK

Moderate

Positive overall profile, but practical validation is required in SCADA, networking and Modbus.

EVIDENCE QUALITY

93% | Strong

Most responses have confidence 3/3 and specific examples. A small number of points require additional evidence.

CANDIDATE SCREENING REPORT | CONTINUED

KEY STRENGTHS

- **Relevant Experience:** Has undertaken a complete electrical study and technical selections for a complex lighting project, with clear personal ownership.
- **Problem Solving:** Described a technical issue involving a data logger, where he intervened in the software and collaborated with the manufacturer to resolve it.
- **Learning Agility:** Learns new tools and technologies quickly and tests them practically before implementation.
- **Communication:** Adapts technical terminology to the listener's level and explains concepts in a simple, analytical way.
- **Adaptability:** Has experience in projects with changing requirements and remains composed when reassessing priorities.

DEVELOPMENT AREAS / RISKS

- **Must-have gap:** Hands-on SCADA experience has not been demonstrated.
- **Evidence gap:** Networking troubleshooting experience remains only partially evidenced.
- **Requires further validation:** Modbus RTU/TCP are recorded as "Met", but the notes indicate that hands-on experience has not been demonstrated.
- **Evidence gap:** No specific example of disagreement or conflict within a team was provided for collaboration.
- **Evidence gap:** Business impact is described positively, but without measurable KPIs or a clear quantitative outcome.

INTERVIEW HIGHLIGHTS

The candidate is an Electrical Engineer with experience in lighting, electrical studies, energy management, field work and technical supervision. He has handled material selection, supplier communication, financial coordination and project implementation monitoring. He shows a preference for roles that combine research, technical problem solving and practical application. His experience with specific industrial communication protocols requires clearer validation.

EXECUTIVE SUMMARY

The profile demonstrates good overall alignment with the role, with particularly positive indicators in technical experience, problem solving, learning agility and adaptability. Field experience is also a positive factor. The main hiring risk concerns adequate coverage of the must-have technologies: SCADA is not met, networking is only partially met, and practical Modbus experience requires validation despite the recorded positive assessment. It is recommended that the process continue with targeted technical validation before a final decision.

RECOMMENDATION

PROCEED WITH CAUTION