

# CANDIDATE EVALUATION CRITERIA

Senior Data Scientist Position - Total: 100 Points

## SCORE INTERPRETATION

85-100	Excellent Match	Strong recommendation
70-84	Good Match	Recommend for interview
55-69	Possible Match	Consider with reservations
40-54	Weak Match	Do not recommend
<40	Not Qualified	Reject

## 1. TECHNICAL SKILLS & EXPERTISE (35 points)

**1.1 Programming Proficiency (10 pts):** 9-10=Expert (advanced Python, multiple frameworks, open-source); 7-8=Advanced (strong Python with ML libraries); 5-6=Intermediate; 3-4=Basic; 0-2=Insufficient

**1.2 ML & AI Expertise (15 pts):** 13-15=Expert (deep expertise, DL frameworks, NLP/CV, publications); 10-12=Advanced (strong ML fundamentals, production deployments); 7-9=Intermediate; 4-6=Basic; 0-3=Insufficient

**1.3 Data Management & SQL (5 pts):** 5=Advanced SQL with ETL; 3-4=Strong SQL; 1-2=Basic; 0=None

**1.4 Cloud & Infrastructure (5 pts):** 5=Extensive cloud ML with MLOps; 3-4=Good cloud with ML services; 1-2=Basic; 0=None

## 2. PROFESSIONAL EXPERIENCE & TRACK RECORD (30 points)

**2.1 Years of Experience (10 pts):** 10=7+ years; 8-9=5-6 years; 5-7=3-4 years; 2-4=1-2 years; 0-1=<1 year

**2.2 Project Complexity & Impact (10 pts):** 9-10=Led complex, high-impact projects with quantifiable results; 7-8=Significant projects with measurable outcomes; 5-6=Moderate complexity; 3-4=Small-scale; 0-2=Academic only

**2.3 Leadership & Mentoring (5 pts):** 5=Clear leadership, team management, active mentoring; 3-4=Some mentoring/tech lead; 1-2=Limited; 0=None

**2.4 Industry Relevance (5 pts):** 5=Direct experience in highly relevant industry; 3-4=Related industry; 1-2=Different industry; 0=No relevant experience

## 3. EDUCATION & CERTIFICATIONS (20 points)

**3.1 Educational Background (15 pts):** 13-15=PhD in relevant field; 10-12=Master's in CS/Stats/Math; 7-9=Master's in related field OR Bachelor's in highly relevant field; 4-6=Bachelor's in related field; 0-3=Bachelor's in unrelated field

**3.2 Professional Certifications (5 pts):** 5=Multiple relevant certifications; 3-4=1-2 certifications; 1-2=General tech certs; 0=None

## 4. COMMUNICATION & COLLABORATION (10 points)

**4.1 Resume Clarity (3 pts):** 3=Excellent presentation; 2=Good; 1=Adequate; 0=Poor

**4.2 Technical Communication (4 pts):** 4=Clear evidence of stakeholder communication; 3=Some evidence; 1-2=Limited; 0=None

**4.3 Collaboration & Teamwork (3 pts):** 3=Strong cross-functional collaboration; 2=Good teamwork; 1=Some; 0=None

## 5. ADDITIONAL FACTORS (5 points)

**5.1 Publications & Research (2 pts):** 2=Top-tier publications; 1=Some publications/GitHub presence; 0=None

**5.2 Open Source & Community (2 pts):** 2=Active contributor/maintainer; 1=Some activity; 0=None

**5.3 Career Trajectory (1 pt):** 1=Clear upward progression; 0=Stagnant/unclear

## RED FLAGS (Note in evaluation):

• Frequent job changes (<1 year at multiple positions) without progression • Significant unexplained employment gaps • Inflated/vague descriptions without details • Lack of quantifiable achievements • Missing fundamental skills • Poor resume quality

## POSITIVE INDICATORS (Note in evaluation):

• Clear career progression • Quantifiable achievements with metrics • Relevant industry experience • Strong educational background • Active learning (certifications, courses) • Leadership and mentoring • Open-source contributions

## EVALUATION INSTRUCTIONS

1. Read entire resume before scoring • 2. Score objectively based on evidence • 3. Provide specific justifications citing resume content • 4. Calculate total score and determine recommendation • 5. Be consistent across all candidates • 6. Base evaluation solely on facts, not assumptions