



**PATH  
FIVE**

# FINALIST INSIGHTS REPORT

## SOFTWARE ENGINEER - ABC COMPANY

### EXPANDED CANDIDATE SUMMARY

Education: BS in IT vs. finalists MS in CS/EE.

- Career trajectory: 1 year small firm vs. finalists averaging 4.3 years in larger environments.
- Differentiators: Weak GitHub presence vs. finalists showcasing active open-source contributors.

### KEYWORD MATCH SCORE & MARKET BENCHMARK

- Keyword match: 48% vs. finalists averaging 87%.
- Missing keywords: AWS, Microservices, Distributed Systems, CI/CD.
- Overused terms: Detail-oriented, problem solver - finalists avoided vague descriptors.
- Percentile Rank: Bottom 20% for cloud-related terms.

### FINALIST PROFILE COMPARISON

- 5/5 finalists had systems architecture exposure.
- 4/5 finalists had internships or roles at top-tier tech firms.
- Finalists highlighted 'scaled systems handling 1M+ requests/day' vs 'maintained web app.'

### RESUME FORMAT & ATS AUDIT

- ATS score: 59/100 vs 90/100 average.
- Inconsistent section headers and missing projects section.
- Overloaded with soft skills instead of technical detail.

### IMPROVEMENT ROADMAP

- Short-term (2 weeks): Add AWS & cloud certs to resume.
- Medium-term (3-6 months): Contribute to open-source projects with measurable GitHub activity.
- Long-term (12 months): Gain large-scale systems experience to compete with big tech finalists.



**PATH  
FIVE**

# FINALIST INSIGHTS REPORT

## DATA ANALYST - ABC COMPANY

### EXPANDED CANDIDATE SUMMARY

Education: BA Business Administration from regional school. Finalists had BS or MS in Statistics/CS from top tier programs including Stanford and UC Berkeley.

- Career trajectory: 2 years in junior analysis role vs. finalists averaging 5.1 years in progressive analytics positions.
- Differentiators: no certifications vs. finalists with SQL, Tableau, Google Analytics credentials.

### KEYWORD MATCH SCORE & MARKET BENCHMARK

- Keyword match: 54% vs. finalists averaging 81%.
- Missing keywords: SQL, Tableau, data visualization, regression.
- Overused terms: Hardworking, team player - finalists avoided vague descriptors.
- Percentile Rank: Bottom 25% in technical keyword coverage.

### FINALIST PROFILE COMPARISON

- 4/5 finalists had 4+ years in data analytics.
- 3/5 finalists had healthcare industry experience.
- Finalists emphasized measurable outcomes. Reduced reporting time 30% vs. responsible for reports.

### RESUME FORMAT & ATS AUDIT

- ATS score: 62/100 vs 88/100 average. Resume lacked clear section headers, reducing parsing accuracy.
- Finalists used standardized section order: Summary → Skills → Experience → Education.

### IMPROVEMENT ROADMAP

- Short-term (2 weeks): Add SQL & Tableau keywords, reformat for ATS.
- Medium-term (3-6 months): Obtain SQL certification, build public Tableau portfolio.
- Long-term (12 months): Target analytics role in healthcare for domain experience.