Matrix Ready SAMPLE

Candidate Shortlist — Full Stack Software Developer (Kubernetes / AWS)

Req posted by Glint Tech Solutions LLC · Job ID **424afdd6-89fb-46ba-b2dd-b8f48ec8f547** · Hybrid, Reston, VA; candidate must be in DC/MD/VA · Contractor · public posting

EXAMPLE CANDIDATES — FICTIONAL. The three profiles below are invented to show the format. They are not real people. For a real req, each row would be sourced, screened and verified before it reaches you.

Skill matrix vs. the posting's mandatory skills

Mandatory skill (from posting)	Candidate A – Example	Candidate B – Example	Candidate C – Example
8+ years full-stack (~70% backend / 30% frontend)	10 yrs — Strong	8 yrs — Strong	9 yrs — Partial (frontend-heavy)
Angular 16+, React, HTML/CSS	Angular 17, React	Angular 16	Angular 17, React 18
Java 17+, Spring Boot, JUnit/TestNG	Java 17, Spring Boot, JUnit	Java 17, Spring Boot, TestNG	Java 11 — **gap**
MongoDB and Aurora PostgreSQL	Both	MongoDB; Postgres (RDS)	MongoDB only — **gap**
AWS EKS + Kubernetes, on-prem to cloud migration	EKS, 2 migrations	EKS, 1 migration	Kubernetes; EKS limited
AWS Certified Developer and/or Architect (required)	Developer Associate	Solutions Architect Associate	None — **gap (required)**
Agile/Scrum; strong English; BS or +4 yrs	Yes	Yes	Yes
Nice-to-have: CKA/CKAD, API mgmt, Git/BitBucket, Amazon Q	CKAD, Git	Git, BitBucket, Amazon Q	Git
Location (DC/MD/VA for submission)	Reston, VA	Rockville, MD	Raleigh, NC — **fails location**
Match summary	**Strong** — meets all mandatory items	**Strong** — meets all mandatory items	**Weak** — 3 gaps; not recommended

Tailored resume summaries (examples)

Candidate A

Senior full-stack engineer with 10 years building Java 17/Spring Boot services and Angular front ends. Led two on-prem-to-AWS migrations onto EKS. AWS Certified Developer – Associate; CKAD. Experienced in Agile/Scrum teams; based in Reston, VA.

Candidate B

Full-stack engineer with 8 years delivering Java 17/Spring Boot APIs and Angular 16 interfaces, tested with TestNG. Moved an on-prem application to AWS EKS with MongoDB and PostgreSQL (RDS) data stores. AWS Certified Solutions Architect – Associate; uses Git, BitBucket and Amazon Q. Agile/Scrum team member based in Rockville, MD.

Candidate C

Not tailored: this candidate misses the required AWS certification, Java 17 and Aurora PostgreSQL, and is outside the DC/MD/VA area. On a real req we would flag the gaps and offer a replacement instead of polishing a resume that doesn't qualify.

How we'd deliver this on a real req

- You send the job ID or posting link by email. Within one business day we return a 3-candidate shortlist and matrix like this one.
- Resumes are tailored to the req's required skills; nothing is invented, and you do the final screening.
- $300–$500 per shortlist. Handled by email; a call only if you want one.