PERFECT FIT RECRUITERS — CANDIDATE REVIEW

Jane Doe

Senior Software Engineer

PERFECT FIT SCORE

92 / 100

Recruiter Summary

Jane is a senior full-stack engineer with 6+ years building and scaling cloud-native web platforms. She currently leads a microservices platform at TechNova Solutions, where she has measurably improved system performance and mentored a team of junior engineers. Her blend of hands-on engineering, architectural thinking, and AWS / Kubernetes certifications makes her a strong fit for teams shipping production SaaS at scale.

Why This Candidate Fits

- 6+ years of full-stack experience with clear progression from Junior → Senior IC.
- Direct ownership of microservices in production, including performance work.
- Both AWS Solutions Architect and CKAD certified — rare combo for an IC SWE.
- Mentors junior engineers, which translates well to small/mid teams that need leverage.

Strengths

- Modern stack: TypeScript, React/Next.js on the frontend; Node.js/Express, Django, Spring Boot on the backend.
- Production cloud experience on AWS with Docker and Kubernetes.
- Comfortable across SQL (PostgreSQL, MySQL) and NoSQL (MongoDB) data layers.
- Track record of leading architectural improvements rather than just delivering tickets.

Areas to Probe in Interview

- Concrete example of the microservices migration: what was the before/after, and what tradeoffs did she own?
- Specifics of the performance improvements she led — what metrics moved, and by how much?
- How she structures mentorship: code review style, pairing cadence, growth plans for reports.
- Comfort with on-call rotations and incident response.

Background Snapshot

- Senior Software Engineer, TechNova Solutions (2023 – Present)
- Software Engineer, BrightApps Inc. (2020 – 2022)
- Junior Developer, CodeWorks LLC (2018 – 2020)
- B.S. Computer Science, UC San Diego (2018)
- AWS Certified Solutions Architect – Associate; Certified Kubernetes Application Developer.

Compensation & Availability

Target base: USD $90,000 – $115,000 (nearshore, full-time, remote). Available with 2 weeks' notice. Open to U.S. business hours.

Recommendation

Top Pick — strongly recommended for first-round interview. Jane is the highest-scoring engineer in this shortlist and a low-risk hire for any team needing a senior IC with cloud and platform chops. Recommend a 45-minute systems design conversation as the next step.

Prepared by Perfect Fit Recruiters — Nearshore talent for U.S. companies. This review is confidential and intended for the named client.