

• EMPLOYABILITY SCORE • CANDIDATE BRIEF

# One candidate, *read.*

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*The readiness behind one hiring decision — the evidence,  
not the recommendation.*

A sample document. One candidate, read end to end — the readiness states, the proficiency, the evidence. All figures illustrative; the decision is yours.

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**Sample**

DEMO CANDIDATE

# Ananya Sharma

B.Tech Computer Science · Coding Track ·  
Class of 2028

AVAILABLE

PROFILE

**Tech-Anchored**

STATUS

**Interview-Competitive**

TRACK

**Software Engineering**

AS OF

**Month 3 · Season**



## Employability Score

*Verified readiness.*

- Climbed from below the bar to Interview-Competitive — a fast learner, not a plateau.
- Strongest building backends — REST APIs, concurrent writes, and debugging under load.
- Aptitude in the top tenth — quick and accurate when the clock is on.
- Communication slightly trails execution depth — clearer with a prompt than under time.

### READINESS READ

SCREENING BAR

**Cleared**

TECHNICAL INTERVIEW

**Ready**

SYSTEM DESIGN

**Ready** · one area worth probing

PROJECT WORK

**Project-ready** · contributes from week one

PRODUCTION CODE

**Deployment-ready** · with standard onboarding & review

**Where she enters your pipeline is your call** — this is the readiness behind that decision, not a recommendation.

EVIDENCE

**Verified**

proctored + timed; externally observed in interviews

LAST EVIDENCED

**14 days ago**

band held across 3 reads — no drift

SHOWN WITH CONSENT · ALL FIGURES ILLUSTRATIVE · THE SCORE GRADES EVIDENCE; THE DECISION IS YOURS

• WHAT SHE DID

# Built, cleared, rated.

*What the work achieved, what she cleared under timed evaluation, and how she rates by skill — all assessed, none self-reported.*


WHAT SHE SHIPPED · OPERATIONAL

- Handled concurrent writes safely — row-level locking, no lost updates under load, on a transaction-ledger service.
- Shipped a system design end to end inside a 45-minute limit — a load-balanced URL shortener, schema through to API.
- Debugged a race-condition failure under load and added rollback-safe transaction logic.

WHAT SHE CLEARED · TIMED

- Timed aptitude at the **90th percentile** — accuracy held under time across two proctored sittings.
- Cleared the timed technical assessment at the Recruiter-Ready threshold — applied problem-solving, not memorised patterns.

ASSESSED PROFICIENCY · BY SKILL

Data Structures & Algorithms		STRONG
Java		STRONG
SQL / Databases		STRONG
System Design		PROFICIENT
Python		PROFICIENT
React / Node.js		WORKING

SCALE OF 10 · WORKING · PROFICIENT · STRONG — DERIVED FROM TIMED ASSESSMENT, NOT SELF-REPORTED

• BEHIND THE SCORE

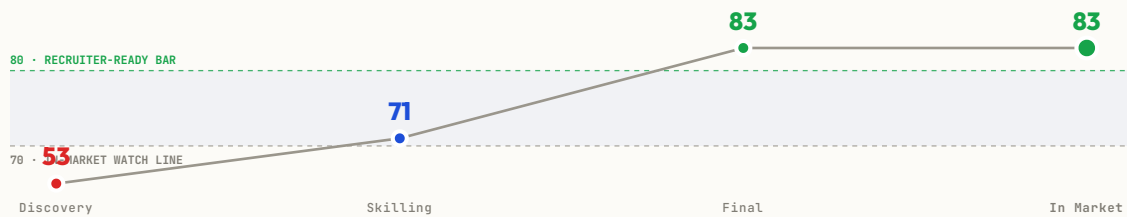
# The climb behind the 83.

*Discovery 53 to Final 83 — how she got there, what to read live, and the evidence behind the band.*

READ LIVE · COMMUNICATION (81)

Technically correct, but she **compresses her reasoning under time** — states the answer, thins the 'why.' Prompt her and she expands well. A coaching gap, not a knowledge one — the one thing worth watching in the room.

THE ARC · FROM BELOW THE BAR TO INTERVIEW-COMPETITIVE



EVIDENCE GRADE · VERIFIED

Every dimension is measured, not self-reported — **proctored and timed, repeated across three reads, and externally observed in interview rounds**. Last evidenced 14 days ago; the band has held across all three reads, with no drift.

# What you're getting.

*The readiness behind the decision — what is already evidenced, what to expect in an interview, and the range she clears. How you route her is your call.*

## GOING IN

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<b>ALREADY EVIDENCED</b>	Timed aptitude (90th percentile) and applied technical, under proctored conditions — whether to re-test is your call.
<b>IN AN INTERVIEW</b>	On system design she states the answer but compresses the 'why' under time — prompt her and she expands well.
<b>STRONGEST</b>	Building and solving live, rather than reciting theory.

## WHAT AN 83 CLEARS

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<b>Mass-recruiter roles</b> CUTOFF 65-70	● ABOVE THE BAR	Volume hiring — sits well above the screen.
<b>Mid-tier roles</b> CUTOFF 75-78	● ABOVE THE BAR	Global-capability centres, growth firms in the high 70s.
<b>Aspirational roles</b> CUTOFF 80+	● AT THE BAR	Brand-name product firms — competitive; the round decides it.

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## NEXT STEP

*Request an interview through Skillencio — she is available now and not yet placed.  
An accepted offer removes her from the active pool.*