

Candidate

Sarah Johnson

Job Title

Senior Project Manager

5
Total Gaps

2
High Impact

2
Medium Impact

1
Low Impact

 Final Recommendation

Sarah demonstrates strong foundational project coordination skills but requires development in agile methodologies and stakeholder management. Recommend hiring with a structured 3-month onboarding focused on Scrum Master certification and shadowing senior PMs during stakeholder engagements. The candidate shows excellent organizational abilities and would thrive with proper mentorship and agile training.

#	Summary	Impact on Organization	Interview Questions	Gap Bridging Ideas
1	Limited Agile Project Management Experience Candidate has managed projects but lacks formal agile methodology training and sprint-based delivery experience. HIGH	MANAGER IMPACT Manager must provide extensive guidance on sprint planning and agile ceremonies implementation. ORGANIZATION IMPACT Team velocity may be impacted during transition period and potential delays in project delivery.	 Your CV shows limited experience with agile methodology training and sprint-based delivery experience. How would you transfer your existing skills to quickly adapt in this area?	 Enroll in Certified Scrum Master (CSM) or PMI-ACP certification course  Shadow experienced Scrum Master for 2-3 sprints to learn facilitation techniques  Start with managing smaller pilot project before taking full team responsibility
2	No Experience with Stakeholder Management Candidate has not led stakeholder meetings or managed executive-level communications in previous roles. HIGH	MANAGER IMPACT Manager needs to attend critical stakeholder meetings initially and coach on communication strategies. ORGANIZATION IMPACT Risk of miscommunication with key stakeholders and misaligned project expectations.	 This role requires stakeholder meetings and executive-level communications, which isn't strongly reflected in your CV. Walk me through how you'd approach learning this if you joined us.	 Pair with senior PM on stakeholder presentations and executive briefings  Complete workshop on executive communication and influence without authority  Start managing internal stakeholders before engaging with external clients
3	Limited Budget Management Experience Experience shows project coordination but minimal financial forecasting, budget tracking, or vendor negotiation responsibilities. MEDIUM	MANAGER IMPACT Manager must review budget forecasts and provide guidance on cost control strategies regularly. ORGANIZATION IMPACT Potential budget overruns if financial tracking and vendor negotiations are not closely monitored.	 I notice your background doesn't heavily feature financial forecasting and budget tracking. Tell me about a time you successfully picked up a similar skill outside your comfort zone.	 Complete finance for non-financial managers course to understand P&L fundamentals  Work with finance team to understand budgeting processes and approval workflows  Manage smaller departmental budget before handling full project financial responsibility
4	No Experience Leading Remote Teams All previous roles involved co-located teams with no virtual collaboration or distributed leadership experience. MEDIUM	MANAGER IMPACT Manager needs to provide coaching on remote team engagement and distributed collaboration practices. ORGANIZATION IMPACT Team cohesion and productivity may suffer without effective remote leadership strategies.	 Your experience seems light on virtual collaboration and distributed leadership, but this role demands it. How do you typically handle learning something entirely new?	 Attend training on leading distributed teams and virtual collaboration best practices  Learn from experienced remote team leaders through mentorship and observation  Implement structured check-ins and use collaboration tools to maintain team connection
5	Limited Change Management Knowledge No formal change management training or experience implementing organizational change initiatives at scale. LOW	MANAGER IMPACT Manager provides guidance on change management frameworks and resistance mitigation strategies. ORGANIZATION IMPACT User adoption of new processes may be slower without structured change management approach.	 This position needs implementing organizational change initiatives at scale. What's your strategy for closing gaps like this quickly?	 Complete change management certification (e.g., Prosci ADKAR methodology)  Study internal case studies of successful organizational changes  Collaborate with organizational development team on change initiatives