

# Candidate Suitability Report

Role: Technical Project Manager | Candidate: Ahmad Bin Razak

## Recruiter's Executive Summary

"Ahmad Bin Razak is a Mechanical Engineer with 6 years of experience in technical project management within the Malaysian automotive manufacturing sector. His experience aligns well with the requirements of the Technical Project Manager role, demonstrating proficiency in project lifecycle management, client communication, and problem-solving. Although he doesn't have direct experience in simulation, his background in mechanical engineering and project management makes him a strong candidate, pending further assessment of his experience with budget and risk management."

Suitability Score

82%

Alignment with Job Description

Fit Assessment

GOOD FIT

SOLID MATCH

Experience Level

6 years

Bachelor of Engineering (Hons) in Mechanical Engineering

## Candidate Profile

Current Role Senior Project Engineer

Education Bachelor of Engineering (Hons) in Mechanical Engineering

Experience 6 years

## Skill Gaps Identified

No critical gaps found.

## Suggested Interview Questions

### BUDGET MANAGEMENT

"Describe a time when you had to manage a project with a tight budget. How did you ensure the project stayed within budget while still meeting the project goals?"

### RISK MANAGEMENT

"Describe your experience in risk management. Can you provide an example of a project where you successfully identified and mitigated risks?"

### CROSS-CULTURAL COMPETENCE

"Can you share an example of a situation where you had to collaborate with a cross-cultural team? What challenges did you face, and how did you overcome them?"

## Detailed Requirement Match

### EXPERIENCE

#### Job Requirement:

Manage the full project lifecycle, from initial client consultation and scope definition to project execution, delivery, and lessons learnt.

#### Candidate Evidence:

Lead the full project lifecycle for automotive structural components, ensuring alignment with client technical specifications and quality standards.

MATCH

**Recommendation:** Confirm experience aligns with full project lifecycle expectations.

EXPERIENCE

MATCH

**Job Requirement:**  
Serve as the primary point of contact for clients, providing regular updates, managing expectations, and ensuring project goals are met on time and within budget.

**Candidate Evidence:**  
*Serve as the primary liaison for local clients, conducting weekly progress meetings and managing scope creep to ensure project milestones are met.*

**Recommendation:** Confirm client management style and approach.

EXPERIENCE

MATCH

**Job Requirement:**  
Develop detailed project plans, timelines, and resource allocation strategies.

**Candidate Evidence:**  
*Develop detailed Gantt charts and resource plans using MS Project to track fabrication and assembly timelines.*

**Recommendation:** Verify experience in project planning and resource allocation.

EXPERIENCE

MATCH

**Job Requirement:**  
Effectively prioritize tasks and manage priorities to ensure project success.

**Candidate Evidence:**  
*Successfully delivered 4 major car model facelift projects with a 95% on-time delivery rate.*

**Recommendation:** Assess prioritization and time management skills.

EXPERIENCE

PARTIAL

**Job Requirement:**  
Collaborate with internal technical experts and project team to ensure the technical accuracy and quality of all simulation results and reports.

**Candidate Evidence:**  
*Collaborate with the internal design and QA teams to resolve technical issues during the molding and stamping phases.*

**Recommendation:** Assess technical understanding of simulation results and reports.

EXPERIENCE

MATCH

**Job Requirement:**  
Identify and mitigate project risks, resolving technical challenges proactively.

**Candidate Evidence:**  
*Identified risks in the supply chain and implemented mitigation strategies to prevent production line stoppages.*

**Recommendation:** Determine depth of risk management experience.

EDUCATION

MATCH

**Job Requirement:**  
Bachelor's or Master's Degree in Mechanical / Aerospace / Automotive / Structural Engineering or equivalent.

**Candidate Evidence:**  
*Bachelor of Engineering (Hons) in Mechanical Engineering*

**Recommendation:** Verify degree during background check.

EXPERIENCE

MATCH

**Job Requirement:**  
Proven experience (5+ years) in technical and project management, preferably in mechanical engineering field.

**Candidate Evidence:**  
*6 years of experience in technical project management within the Malaysian automotive manufacturing sector.*

**Recommendation:** Confirm relevance of experience in mechanical engineering field.

SOFT\_SKILLS

MATCH

Job Requirement:  
Excellent communication and interpersonal skills, with the ability to work in an international environment with a strong cross-cultural competence.

Candidate Evidence:  
*Strong communicator adept at coordinating between clients and technical teams to ensure on-time delivery.*

**Recommendation:** Assess communication and interpersonal skills during interview.

EXPERIENCE

MATCH

Job Requirement:  
Experience with client management and a strong problem - solving mindset.

Candidate Evidence:  
*Serve as the primary liaison for local clients*

**Recommendation:** Verify experience with client management.

SOFT\_SKILLS

PARTIAL

Job Requirement:  
Self - starter with enthusiasm, flexibility and motivation.

Candidate Evidence:  
*N/A*

**Recommendation:** Assess self-motivation, flexibility and enthusiasm during the interview.

LOCATION/LANG

MATCH

Job Requirement:  
Fluent in spoken and written English.

Candidate Evidence:  
*English (Fluent - Spoken & Written), Malay (Native).*

**Recommendation:** Confirm fluency in English.

LOCATION/LANG

MATCH

Job Requirement:  
Only open to Malaysian.

Candidate Evidence:  
*Nationality: Malaysian*

**Recommendation:** Verify Malaysian nationality.