

Senior Backend Engineer

CV screening report · 10 candidates assessed · 4 shortlisted

Screened 06 September 2026 at 23:33

Rubric config/rubric.csv

Threshold 60/100

Model (from out/raw/)

Wall clock 0.1s

ALL CANDIDATES, RANKED

#	CANDIDATE	SCORE	DECISION	ONE-LINE REASON
1	Marta Lindqvist	96.8	SHORTLIST	Ten years of production Python, extensive fintech background, and demonstrated end-to-end migration ownership.
2	Carlos Mendes	88.6	BLOCKED	Blocking gap: eu remote eligibility. Exceptional technical and domain fit, but disqualified by lacking EU/EEA residency and work authorization.
3	Elena Vasquez	85.4	SHORTLIST	Nine years of primary Python experience, exceptional platform decomposition ownership, and strong AWS production credentials.
4	Tomas Rehak	80.6	SHORTLIST	Seven years of production Python and four years of payments experience with successful GCP migration leadership.
5	Rajesh Menon	66.8	SHORTLIST	Strong leadership and fintech background with solid AWS skills, but falls short of the five years of primary Python required.
6	Dmitri Sokolov	54	BELOW BAR	Strong Kubernetes and AWS infrastructure background, but lacks deep production backend Python service ownership.
7	Aoife Brennan	52.4	BELOW BAR	Solid Python and GCP background with monolith decomposition experience, looking to step into full technical ownership.
8	Nils Brandt	46.4	BLOCKED	Blocking gap: ownership and scope. Strong Python and AWS production experience based in Germany, but lacks end-to-end migration ownership.
9	Priya Raghunathan	18.2	BLOCKED	Blocking gap: python depth, cloud platform. Ten years of frontend and React experience with strong migration leadership, but lacking backend Python and cloud infrastructure depth.
10	Jamie Okonkwo	15.4	BLOCKED	Blocking gap: python depth, cloud platform, ownership and scope, eu remote eligibility. This junior candidate has only eighteen months of Python experience and lacks EU work authorization.

WHY EACH CANDIDATE SCORED WHAT THEY SCORED

Marta Lindqvist

SHORTLIST 96.8

Ten years of production Python, extensive fintech background, and demonstrated end-to-end migration ownership.

python depth ●●●●● must-30 Ten years of Python experience, building high-volume services and payment systems.

cloud platform ●●●●● must-20 Designed and operated Python services on AWS with years of on-call responsibility.

ownership and scope ●●●●● must-20 Led the twenty-two month replatforming of the invoicing system across multiple teams.

eu remote eligibility ●●●●● must-10 Based in Stockholm, Sweden, placing her in the EU.

kubernetes ●●●●● nice-8 Competent at reading and debugging manifests on AWS EKS.

mentoring ●●●●● nice-7 Formal mentor to six engineers and runs quarterly internal workshops.

fintech domain ●●●●● nice-5 Extensive experience in banking and payment services with PSD2 and SCA.

Carlos Mendes

BLOCKED 88.6

Exceptional technical and domain fit, but disqualified by lacking EU/EEA residency and work authorization.

Blocked on must-have: eu remote eligibility (below 2/5)

python depth ●●●●● must-30 Eight years of professional Python experience building production payment and ledger services.

cloud platform ●●●●● must-20 Extensive hands-on AWS production experience operating core ledgers and EKS clusters.

ownership and scope ●●●●● must-20 Led the twenty-month migration of the core ledger off an Oracle monolith onto AWS.

eu remote eligibility ●●●●● must-10 Based in Brazil, lacks EU/EEA work authorization, and requires visa sponsorship.

kubernetes ●●●●● nice-8 Manages two EKS clusters and ninety services using Kubernetes and ArgoCD.

mentoring ●●●●● nice-7 Acted as formal mentor to four engineers, resulting in two promotions to senior.

fintech domain ●●●●● nice-5 Deep experience in payments, card acquiring, ledgers, PCI-DSS, and regulatory reporting.

Elena Vasquez

SHORTLIST 85.4

Nine years of primary Python experience, exceptional platform decomposition ownership, and strong AWS production credentials.

python depth ●●●●● must-30 Nine years building and running Python services in production as primary language.

cloud platform ●●●●● must-20 Owned AWS infrastructure including ECS, RDS, SQS, Terraform while on primary on-call rotation.

ownership and scope ●●●●● must-20 Led the migration of a monolith to eleven Python services with zero unplanned downtime.

eu remote eligibility ●●●●● must-10 Located in Valencia, Spain as an EU citizen working remotely.

kubernetes ●●●●● nice-8 Introduced Kubernetes (EKS) for batch-processing and ran it for two years.

mentoring ●●●●● nice-7 Ran the internal Python guild and mentored four engineers to senior level.

fintech domain ●●●●● nice-5 Experience is in logistics and telematics rather than fintech or regulated finance.

Tomas Rehak

SHORTLIST 80.6

Seven years of production Python and four years of payments experience with successful GCP migration leadership.

python depth ●●●●● must-30 Seven years of Python experience, with the last four in payments.

cloud platform ●●●●● must-20 Led migration onto GCP and operated production services including being on call.

ownership and scope ●●●●● must-20 Led a fourteen-month data center migration onto GCP for the settlement platform.

eu remote eligibility ●●●●● must-10 Czech and EU citizen based in Prague.

kubernetes ●●●●● nice-8 Ran self-managed and GKE Kubernetes clusters for the ingestion tier.

mentoring ●●●●● nice-7 Onboarded three junior engineers, with two still on the team.

fintech domain ●●●●● nice-5 Spent four years in payments working on card settlement and chargebacks.

Rajesh Menon

SHORTLIST 66.8

Strong leadership and fintech background with solid AWS skills, but falls short of the five years of primary Python required.

python depth ●●●●● must-30 Writing Python for about three years, mostly on data and integration services.

cloud platform ●●●●● must-20 Strong AWS background with hands-on production experience in ECS, MSK, DynamoDB, and RDS.

ownership and scope ●●●●● must-20 Led the eighteen month migration from Kafka and Cassandra to AWS MSK and DynamoDB.

eu remote eligibility ●●●●● must-10 Portuguese resident since 2019 and EU Blue Card holder living in Lisbon.

kubernetes ●●●●● nice-8 Kubernetes EKS with working knowledge.

mentoring ●●●●● nice-7 Grew three engineers from mid to senior and run the backend hiring loop.

fintech domain ●●●●● nice-5 Payments and banking domain throughout career at Vantiro Payments and Halcyon Systems.

Dmitri Sokolov

BELOW BAR 54

Strong Kubernetes and AWS infrastructure background, but lacks deep production backend Python service ownership.

python depth ●●●●● must-30 Python used for automation, tooling, and scripts rather than large product services.

cloud platform ●●●●● must-20 Managed four EKS clusters, built cost-attribution pipeline, and AWS infrastructure.

ownership and scope ●●●●● must-20 Built pipelines for migration, but plan and sequencing were done by the architect.

eu remote eligibility ●●●●● must-10 Based in Berlin with German permanent residence.

kubernetes ●●●●● nice-8 Expert level with CKA, CKAD, managing four EKS clusters, ArgoCD, and Istio.

mentoring ●●●●● nice-7 No mention of mentoring or growing other engineers in the CV.

fintech domain ●●●●● nice-5 No experience in fintech, payments, banking, insurance, or healthcare.

Aoife Brennan

BELOW BAR

52.4

Solid Python and GCP background with monolith decomposition experience, looking to step into full technical ownership.

python depth ●●●● must-30 Five years of Python experience building services with Django and FastAPI.

cloud platform ●●●● must-20 Operated Python services on GCP including Cloud Run, Cloud SQL, and Pub/Sub with second-line on call.

ownership and scope ●●●● must-20 Owned two of seven extracted services end-to-end, but did not lead the overall migration.

eu remote eligibility ●●●● must-10 Irish citizen based in Dublin, Ireland.

kubernetes ●●●● nice-8 No production Kubernetes experience, only used GKE in a personal project.

mentoring ●●●● nice-7 Buddied two new joiners through onboarding but has not done formal mentoring.

fintech domain ●●●● nice-5 No fintech, payments, or regulated domain experience mentioned in the CV.

Nils Brandt

BLOCKED

46.4

Strong Python and AWS production experience based in Germany, but lacks end-to-end migration ownership.

Blocked on must-have: ownership and scope (below 2/5)

python depth ●●●● must-30 Five and a half years of Python on AWS.

cloud platform ●●●● must-20 AWS services including ECS, RDS, S3, Lambda, and on-call rotation since 2022.

ownership and scope ●●●● must-20 I have not led a migration or owned a system end to end.

eu remote eligibility ●●●● must-10 German citizen, Hamburg based.

kubernetes ●●●● nice-8 Kubernetes: no production experience.

mentoring ●●●● nice-7 Mentoring: none formally. I answer questions in code review.

fintech domain ●●●● nice-5 Port-logistics platform and agency clients.

Priya Raghunathan

BLOCKED

18.2

Ten years of frontend and React experience with strong migration leadership, but lacking backend Python and cloud infrastructure depth.

Blocked on must-have: python depth, cloud platform (below 2/5)

python depth ●●●● must-30 Touched a Python data script or two, but not a backend engineer.

cloud platform ●●●● must-20 Vercel and Netlify for frontends, no AWS or GCP infrastructure work.

ownership and scope ●●●● must-20 Led the migration from Angular to React across five teams.

eu remote eligibility ●●●● must-10 Dutch permanent resident, Amsterdam based, EU work authorisation.

kubernetes ●●●● nice-8 Kubernetes is not mentioned anywhere in the CV.

mentoring ●●●● nice-7 Mentor two mid-level engineers and run the frontend guild.

fintech domain ●●●● nice-5 Experience is in e-commerce and web interfaces, no regulated domain.

Jamie Okonkwo

BLOCKED

15.4

This junior candidate has only eighteen months of Python experience and lacks EU work authorization.

Blocked on must-have: python depth, cloud platform, ownership and scope, eu remote eligibility (below 2/5)

python depth ●●●● must-30 Eighteen months into software after a bootcamp.

cloud platform ●●●● must-20 Helped move the app onto AWS Elastic Beanstalk following a runbook.

ownership and scope ●●●● must-20 Worked mostly on CRUD endpoints and bug fixes from tickets.

eu remote eligibility ●●●● must-10 Would need visa sponsorship for any EU-based employment.

kubernetes ●●●● nice-8 Kubernetes is not mentioned in the CV.

mentoring ●●●● nice-7 Prior experience as a head of department in secondary education.

fintech domain ●●●● nice-5 No fintech, banking, insurance, or healthcare experience mentioned.

HOW THESE SCORES WERE PRODUCED

The model does not compute the score. It reads one CV at a time and returns a whole number from 0 to 5 for each criterion, with one sentence of evidence. It is never shown the weights or the threshold.

The weighting is arithmetic. Each criterion's raw score is multiplied by its weight from `config/rubric.csv` and normalised to 100: python depth (30), cloud platform (20), ownership and scope (20), eu remote eligibility (10), kubernetes (8), mentoring (7), fintech domain (5). Change a weight in that spreadsheet and the ranking changes - no code edit, no re-run against the model.

A blocking gap overrides the total. Any must-have scored below 2/5 keeps a candidate off the shortlist however high their weighted score is, and the report names which requirement failed.

Cost of this run: 0 input tokens (0 served from cache), 0 output tokens across 10 candidates.

All CVs in this report are fictional test data written for this demo. No real person's data appears in it.