

OneMatch Shortlist Report

Prepared for Beckett & Rowe Chartered Accountants

SAMPLE REPORT · The employer name and all candidates below are synthetic and used for demonstration only.

ROLE Accounts Assistant	SCORING BLEND 50% Attitude, Values & Logistics / 50% Experience, Knowledge & Aptitude
EMPLOYER Beckett & Rowe Chartered Accountants	CATEGORY Finance Entry-Level Graduate

4

Applications screened

4

Scored assessment

1

Recommended for review

Yes

Consultant check completed

Ranked shortlist

#	App Ref	Candidate	AVL	EKA	OneMatch	Recommendation
1	IH-0003-HW08	Hannah Wright	99.1	67.2	83.2%	Interview: strongest fit, review recommended
2	IH-0003-DO09	Daniel Osei	78.6	40.0	59.3%	Hold: borderline, more experience but narrower skills
3	IH-0003-SB10	Sophie Bennett	67.2	23.9	45.5%	Decline: transferable skills only, no finance grounding
4	IH-0003-RD11	Ryan Doyle	28.4	19.0	23.7%	Decline: no relevant skills or sector experience

AVL = Attitude, Values & Logistics. EKA = Experience, Knowledge & Aptitude. OneMatch blends the two at the ratio set for this role's seniority and function.

Why Hannah Wright scored 83.2%: full component breakdown

Every score is traceable. Each component below is measured from the CV or the candidate questionnaire, weighted according to what this role demands, then blended.

Attitude, Values & Logistics: 99.1

Soft skill alignment (40%)	100
Questionnaire score (30%)	97
Work environment alignment (20%)	100
Values coverage (10%)	100

Experience, Knowledge & Aptitude: 67.2

Hard skill alignment (40%)	100
Industry-specific experience (20%)	0
Job stability / average job tenure (20%)	56
Highest education level (10%)	60
Skill coverage (10%)	100

Note the hard skill alignment of 100. Hannah's CV says "Budgeting", not "Budget Management"; the alias layer matched them. Under exact-match scoring she would have registered zero on the role's must-have skill. Her only weak component is industry-specific experience (0), which this role weights at 20%, which is normal and expected for a graduate hire, and on a role blended 50/50 it still leaves her comfortably ahead.

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Notes on the remaining candidates

Daniel Osei (59.3%)

More experience than the leading candidate and a solid attitude profile, but his hard skills cover only the must-have and miss both forecasting and risk. On a Finance role weighted evenly between the two dimensions, that shortfall costs him more than his extra experience earns.

Sophie Bennett (45.5%)

Organised and adaptable with clean administrative experience, but no finance grounding at all: neither required hard skill is present. A credible candidate for a general administrator role, re-matched to the pool.

Ryan Doyle (23.7%)

No relevant skills, no sector experience, and short average tenure across two unrelated roles. Declined with feedback available on request.

Method. OneMatch scores every applicant on nine weighted components across two dimensions. The weighting is set per role: the blend between the two dimensions follows the role's seniority and function, and each required skill is weighted by how much this particular vacancy demands it. Right to work is a hard gate, not a weighted factor.

Oversight. No candidate is shortlisted or rejected by the score alone; a consultant reviews every recommendation before it reaches you, and the component-level rationale behind any score is available to the client and to the candidate on request.