

Evaluator Guide

Inbound Freight Transformation Exercise · Confidential

Purpose

This package is confidential and should not be sent to candidates. It explains the planted issues, expected outcomes, scoring model, and interview extension. The exercise tests whether a candidate can translate messy business context into accurate, usable work with AI-enabled speed.

Recommended administration

- Send only Candidate_Packet.zip.
- Ask candidates to spend no more than four hours and disclose their tools.
- Do not require one technical stack or visual format.
- Have the candidate present for five minutes before asking detailed questions.
- Pay a fixed stipend if practical; do not use candidate output as production work.

What matters most

- Did the candidate preserve the relationship between purchase orders and containers?
- Did they find the delivered/not-released contradiction, cancelled booking, rolled sailing, quantity shortage, malformed unmatched record, and stale updates?
- Did they preserve uncertainty and provenance?
- Can Darrin understand the priority list quickly?
- Can the candidate explain what AI produced and how it was validated?

Source-resolution guidance

Prefer the newest credible evidence, but do not use recency mechanically. Email FU follow-up sets MAEU1234567 to October 4, while the operations override says October 6; a strong answer chooses October 4 provisionally and flags confirmation. TGHU8492013 must not be treated as delivered because the terminal email and operations note contradict the ERP. A cancelled booking has no defensible ETA.

Strong-hire pattern

A strong candidate creates a coherent model, finds nearly all high/critical issues, offers a compact action board, shows reconciliation checks, and proposes staged automation with human approval before ERP writes. Polish is secondary to correct judgment.

Automatic concern

Major concern if the candidate invents dates, force-matches ZZZU12345, accepts ERP delivered status blindly, misses the 25-unit shortage, or cannot explain generated code/queries.