



Aastha Rathi

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6+ years Exp

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MANARAHIRE AI

Jan 27, 2026

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FINAL VERDICT

Highly Recommended

Candidate scored **86%** based on a weighted analysis of the Resume, Technical Assessment, and AI Interview performance.



KEY STRENGTHS

- Extensive practical experience in Agile/Scrum methodologies with 6+ years in technical delivery roles.
- Proven ability to manage team change and tool adoption through empathetic leadership and process optimization.
- High degree of technical literacy that facilitates seamless coordination between engineering and business stakeholders.

POTENTIAL RISKS

- Overqualification: Candidate has 6+ years of experience for a role requesting 0-1 years, suggesting a potential flight risk.
- Incomplete Validation: Task prioritization methodology was not assessed during the interview due to early termination.
- Lack of formal PMP certification, which was a preferred qualification in the job description.

UNIFIED COMPETENCY TABLE

COMPETENCY	SCORE	SYNTHESIS	SOURCES
Agile Methodologies Must Have	9.5/10	The resume highlights over 4 years of driving Agile practices and sprint ceremonies. The interview validated this through a detailed description of managing user stories and sprint boards in Jira.	R I A
Project Management Software (Trello/Jira) Must Have	9/10	While the resume implies tool usage via coordinator roles, the interview provided concrete evidence of restructuring Trello boards to solve task ownership issues. The candidate demonstrates a strategic rather than just administrative use of these tools.	R I A
Stakeholder Management Must Have	8.5/10	Resume lists experience acting as a liaison between business and engineering. Interview answers confirmed	R I A

COMPETENCY	SCORE	SYNTHESIS	SOURCES
		their ability to communicate technical progress to non-technical stakeholders using Google Workspace.	
Risk & Dependency Management Must Have	8/10	Candidate explicitly mentioned mitigating risks in their Senior Backend Engineer role. The interview confirmed they use daily check-ins to identify and resolve blockers early.	R I A
Budgeting and Financial Management Nice to Have	4.5/10	Resume mentions cloud optimization and resource planning, suggesting financial awareness. However, the interview did not cover formal budget tracking or P&L management.	R I A

DEEP DIVE ANALYSIS

<p>Logical Reasoning 9/10</p> <p>Demonstrated highly structured thinking by breaking down a vague problem (delays) into actionable steps (Trello restructuring, ownership assignment).</p>	<p>Critical Thinking 8/10</p> <p>Analyzed the root cause of team resistance to new tools, identifying that perceived micromanagement was the barrier, not the tool itself.</p>
<p>Communication Style</p> <p>Clarity: High Fluency: Medium Vocab: High</p> <p>Articulate and professional, though uses some verbal fillers ('we broke we broke') when describing technical processes.</p>	<p>Integrity & Presence</p> <p>Vibe: Professional and Composed</p> <p>Eye Contact Consistency: 88%</p> <p>Faces Detected: 1</p> <p>Audio Flags: None</p>

AI Interview

Evaluation metrics and session transcript.

Session ID
7521fded-b92e-4c21-bc68-a0247f836682

85/100

INTERVIEW
SCORE

GOOD MATCH

The candidate demonstrated strong practical experience with project management tools like Trello and Jira, providing clear examples of how they used these tools to overcome challenges such as task ownership confusion and missed deadlines. Their approach to handling team resistance to new processes was particularly impressive, showcasing excellent communication, empathy, and change management skills by focusing on benefits and facilitating adoption. While their responses were very strong and showed real-world competence, the interview concluded before they could address task prioritization, leaving a small gap in the overall assessment of their comprehensive project management skills.

POSITIVE SIGNALS

- Extensive practical experience with Trello, Jira, and Google Workspace.
- Demonstrated ability to apply PM tools to solve real-world project challenges (e.g., improving task clarity, accountability, meeting deadlines).
- Strong problem-solving skills, clearly articulated through a specific situation.
- Excellent interpersonal and communication skills in handling team resistance to new processes.
- Proactive and empathetic approach to change management, focusing on team buy-in.
- Good understanding of agile principles and their application in project tracking.

AREAS FOR IMPROVEMENT

- Approach to task prioritization could not be assessed due to the early termination of the interview.

Detailed Transcript

MANARAHIRE AI

Great to hear that you are ready. Let's start with the first question.

Can you describe your experience with project management software and how you have used it in past projects?

AASTHA RATHI

Hello? I'm ready for my interview.

MANARAHIRE AI

It sounds like you've had practical experience with a variety of project management tools, especially Trello and Jira, and that you've applied them to support both transparency and agile workflows in your projects. That's great.

Could you tell me more about a specific situation when using one of these tools — maybe Jira or Trello — directly helped you overcome a challenge or improve the team's effectiveness? What was the challenge, and how did the tool help?

AASTHA RATHI

In my projects, I have used project management tools primarily to plan, track, and coordinate task efficiently within a team. I am familiar with the tools such as Trello, Jira, and Google Workspace, which I have used to manage timelines, assign responsibilities, and monitor progress. For example, in one of my team projects, we use Trello to break the project into smaller tasks, set priorities, and track completion status using boards and cards. This help ensure transparency across the team and allowed us to identify delays clearly. I've also ex had exposure to Jira for tracking task and issues where I worked with a basic workflow such as creating user stories, updating tasks task status, and collaborating with team members through comments and team spirit boards.

This gave me an understanding of agile project tracking and accountability. Additionally, I regularly used Google Docs and Sheets for documentation, maintaining timelines, and sharing updates with stakeholders.

MANARAHIRE AI

That's an excellent example of how structuring work in a project management tool coupled with regular status updates can improve accountability and clarity across the team.

Thinking about that experience, how did you handle any resistance from team members who might have been reluctant to change the way they were working or to adopt the new process and check-ins?

AASTHA RATHI

Yes. One specific example was during a team project where we were facing delays and confusion around task ownership, which started affecting our dead our deadline. The situation was we were working on a multiple module project, and initially, tasks were being discussed verbally or over chat. This lead to overlap in work and some task being mislead because ownership wasn't clearly defined. The task the goal was to bring bring clarity, improve accountability, and get the project back on track without increasing pressure on the team.

The action I took that I suggested using Trello more effectively by re by restructuring the board, we broke we broke the project into smaller, well design well defined task, signed ownerships to each card, added due dates, and used labels to indicate priority. We also introduced short daily check ins where team members update their card status instead of lengthy discussion. The result was this immediately improved visibility and accountability. Everyone knew that what they were responsible for and what was pending. As a result, missed task reduced significantly, progress become easier to track, and we were able to meet our remaining milestones on time.

MANARAHIRE AI

That approach shows strong leadership sensitivity — acknowledging concerns, focusing on benefits, keeping the process lightweight, and actively supporting adoption without pushing too hard.

Let's move on to task management more generally: How do you prioritize tasks when managing multiple projects at the same time? Could you walk me through your approach?

AASTHA RATHI

That's a great question because there was some initial resistance mainly due to, restriction that the new process would add extra work or feel like micromanagement. I handled this by first acknowledging the concern rather than pushing the tool immediately. I explained that the intent wasn't to monitor individuals, but to reduce confusion and rework for everyone. I focused on how the tool, would actually save time by minimizing follow ups and repetitive status questions. To adapt to make adaption easier, I kept the process very lightweight.

The check ins were short, just quick status update, and I took responsibility for initially setting up the board and updating it during the first few days so the team could ease into it. I also encouraged feedback and adjusted the board structure based on what the team found practical.

AI Video Screening

Behavioral and communication analysis from recorded responses.

53/100
OVERALL SCORE

AI OBSERVATION

The candidate expresses motivation aligned with the company's values but fails to ground their response in the core responsibilities of the Project Manager role. There is no mention of project management methodologies, tools, or relevant experience managing projects end to end. The response is somewhat generic and misses the opportunity to highlight specific qualifications that would assure a hiring manager of their capability to deliver projects within scope, time, and budget. While grammar is strong, inconsistent company references could hurt professionalism. Overall, the answer is positive but superficial and weak in demonstrating direct job fit.

CONFIDENCE

55/100

The tone is steady and positive but does not assert strong job-relevant ideas related to project management skills or experiences.

CLARITY

50/100

While the answer is articulate in describing cultural fit, it lacks clear use of project management terminology or concrete examples related to delivering projects on time, within scope, and budget.

COHESIVENESS

50/100

The response follows a general logical flow discussing company values and personal alignment but lacks a clear structure explicitly addressing project management or specific job-related responsibilities.

RELEVANCE

40/100

The content focuses on company values and alignment but does not specifically address the candidate's qualifications or how they will manage projects following methodologies required by the role.

GRAMMAR

90/100

Minor company name inconsistencies (e.g., Qualmetrics vs Qualimatrix) occur, but overall grammar is good and did not detract from understanding.

JOB MATCH

35/100

The response fails to demonstrate concrete qualifications, experience, or skills directly applicable to the Project Manager role's key functions such as overseeing projects from inception to completion.

Video Transcript

"I want to join Qualicheck Technology Pvt Ltd because the company focuses on quality, innovation, and practical problem-solving, which aligns well with the way I want to grow professionally. Qualicheck Technology Pvt Ltd doesn't just build technology for the sake of it. It builds solutions that improve processes, decision-making, and overall efficiency, and that really resonates with me. What practically attracts me is the company's emphasis on continuous improvement and structured systems. I believe this environment will allow me to learn from experienced professionals, apply my skills in real-world scenarios, and contribute meaningfully from an early stage. Additionally, Qualicheck Technology Pvt Ltd's culture of learning, accountability, and collaboration matches my own work ethic. I am eager to be part of the team where quality is a priority, feedback is valued, and growth is driven by both individual performance and team success."