

Candidate Report — Full Stack Java Developer

Client: Northwind Bank

Full Stack Java Developer with expertise in Spring Boot, microservices, and Angular for enterprise application development. The role involves designing and building scalable, high-performance software solutions with REST APIs and Oracle database integration.

92#1 **Kowalczyk Marta**

Senior

Senior Java Developer

Marta covers almost the whole stack the role asks for: 8 years of Java on enterprise platforms, Spring Boot and Spring Batch on Oracle with JPA/Hibernate, Quartz-scheduled jobs and Angular 12 front ends. She has led small teams and owned releases end to end.

Skill Match

- ✓ Communication
- ✓ Flexibility
- ✓ Goal Orientation
- ✗ Priority Management
- ✓ Problem Solving
- ✓ Team Collaboration
- ✓ Angular
- ✓ Apache Maven
- ✓ Hibernate ORM
- ✓ Java
- ✓ Java Persistence API (JPA)
- ✓ Oracle Database
- ✓ PL/SQL
- ✓ Quartz Scheduler
- ✓ REST API
- ✓ Spring Batch
- ✓ Spring Boot
- ✓ Spring Framework
- ✓ SQL

★ Strengths

- + Every core technology in the JD used in production: Java 17, Spring Boot, Spring Batch, JPA/Hibernate, Oracle PL/SQL, Maven
- + Built and ran Quartz-scheduled batch jobs processing nightly settlements for a retail bank
- + Angular 12 front ends on the same projects, so she can work across the whole stack

⚠ Gaps

- Priority management not evidenced in the CV: worth exploring at interview — minor gap
- Degree in Physics rather than Computer Science; the JD marks the degree as preferred, not mandatory — minor gap

Availability: 1 month notice · **Rate:** €450/day

86#2 **Ferraro Luca**

Senior

Java Backend Developer

Luca is a strong backend match: 7 years of Java with Spring Boot, Spring Batch, JPA/Hibernate and Oracle PL/SQL, plus Quartz-scheduled jobs. His Angular work is real but lighter, mostly internal tools, so the front end would need some ramp-up.

Skill Match

- ✓ Communication
- ✓ Flexibility
- ✗ Goal Orientation
- ✓ Priority Management
- ✓ Problem Solving
- ✓ Team Collaboration
- ✓ Angular
- ✓ Apache Maven
- ✓ Hibernate ORM
- ✓ Java
- ✓ Java Persistence API (JPA)
- ✓ Oracle Database
- ✓ PL/SQL
- ✓ Quartz Scheduler
- ✓ REST API
- ✓ Spring Batch
- ✓ Spring Boot
- ✓ Spring Framework
- ✓ SQL

★ Strengths

- + Deep backend fit: Spring Boot, Spring Batch, JPA/Hibernate and Oracle PL/SQL across three employers
- + Quartz Scheduler and batch processing are his daily work: billing runs and data imports
- + Available immediately

⚠ Gaps

- Angular limited to internal admin tools on Angular 8–10; less front-end depth than the role implies — moderate gap
- Goal orientation not evidenced in the CV — minor gap

Availability: Immediate · **Rate:** €400/day

74

#3 Almeida Sofia

Mid

Java Developer

Sofia has a solid Java and Spring Boot base with JPA/Hibernate and clean REST design, but her databases are PostgreSQL rather than Oracle and her front-end work is in React, not Angular. A good candidate if the client can accept some ramp-up on Oracle and Angular.

Skill Match

- ✓ Communication
- ✓ Flexibility
- ✓ Goal Orientation
- ✗ Priority Management
- ✓ Problem Solving
- ✓ Team Collaboration
- ✗ Angular
- ✓ Apache Maven
- ✓ Hibernate ORM
- ✓ Java
- ✓ Java Persistence API (JPA)
- ✗ Oracle Database
- ✗ PL/SQL
- ✗ Quartz Scheduler
- ✓ REST API
- ✗ Spring Batch
- ✓ Spring Boot
- ✓ Spring Framework
- ✓ SQL

★ Strengths

- + Java 17 and Spring Boot microservices in production, with JPA/Hibernate and well-tested REST APIs
- + Strong SQL on PostgreSQL; the relational skills transfer to Oracle
- + Clear communicator: ran API design reviews with three client teams

⚠ Gaps

- No Oracle or PL/SQL experience: PostgreSQL only — moderate gap
- Front end in React, not Angular — moderate gap
- No Spring Batch or Quartz; batch jobs so far built with plain schedulers — moderate gap

Availability: 2 weeks notice · **Rate:** €330/day

63

#4 Novak Tomas

Mid

Full Stack Developer

Tomas is the strongest on the Angular side, with 5 years of complex Angular applications, but his Java is limited to simple Spring Boot REST services. JPA/Hibernate, batch processing and PL/SQL are not in his CV, so he would fit a front-end-heavy version of the role better than this one.

Skill Match

- ✓ Communication
- ✓ Flexibility
- ✗ Goal Orientation
- ✓ Priority Management
- ✓ Problem Solving
- ✓ Team Collaboration
- ✓ Angular
- ✓ Apache Maven
- ✗ Hibernate ORM
- ✓ Java
- ✗ Java Persistence API (JPA)
- ✓ Oracle Database
- ✗ PL/SQL
- ✗ Quartz Scheduler
- ✓ REST API
- ✗ Spring Batch
- ✓ Spring Boot
- ✓ Spring Framework
- ✓ SQL

★ Strengths

- + Angular 12–16 in depth: large forms, state management, performance tuning
- + Has built Spring Boot REST services on Oracle, so he can follow the backend work
- + Available immediately

⚠ Gaps

- Backend limited to simple REST services: no JPA/Hibernate, Spring Batch or Quartz — significant gap for the backend half of the role
- Oracle used through the application only; no PL/SQL — moderate gap

Availability: Immediate · **Rate:** €300/day