

Report

career potential analysis



Provime
Your AI career assistant

For: Morgan Ellis

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How to Read This Report?

A short guide to the analysis method and report structure

This report is based on your CV and questionnaire answers. We use an advanced AI model that connects your experience, skills, values, and career preferences with current labor-market signals. The model works in two modes: conservative paths that extend your current direction and creative paths that explore more ambitious options.

The first part summarizes your career potential, followed by detailed development paths and a personalized self-presentation toolkit: your career story, strengths, key achievements, value proposition, and ready-to-use wording. The CV fit section shows stronger and weaker areas of the document from a recruiter perspective.

Each recommendation includes a fit rationale and development guidance, such as courses or certifications that could strengthen your profile. Treat the report as an informed starting point, not a final verdict. The most value comes from combining these suggestions with your own reflection and, when useful, a conversation with a career advisor.

Note: the report may miss context that was not visible in your CV or questionnaire. Update your profile and rerun the analysis when your information changes.

If something in the report did not fully land... **Do not discard the value. Instead:**

- Book a session with a career adviser – together we will refine your direction
- Retake the assessment with more candour / attention

7 important reflections before you draw conclusions

1. The report is not a prediction; it is a map of directions

Provime does not tell you who to become. It gives you structured signals that you can interpret in the context of your life, priorities, and constraints.

Takeaway: do not expect a fully finished answer here.

2. The less context you provide, the less depth you get

The report is built from your answers. If they were brief, generic, or surface-level, the result will also be less nuanced.

Takeaway: input quality shapes recommendation quality. You can always return and add better context.

3. Some suggestions may surprise you, and that is useful

If a role feels unexpected or distant, treat it as a prompt for reflection rather than a mistake. Ask what attracts you, what repels you, and what you would need to learn.

Takeaway: some answers are useful because they clarify your boundaries.

4. The report may confirm what you already know, and that can be valuable

If the report confirms your intuition, that can still be valuable. Confirmation can strengthen confidence, clarify communication, and make decisions easier.

Takeaway: the value is not always novelty; sometimes it is confirmation.

5. Low work satisfaction does not always mean the profession is wrong

Frustration or burnout may come from workplace culture, relationships, management style, values mismatch, workload, or lack of meaning, not only from the occupation itself.

Takeaway: you may need a better environment or role design, not necessarily a new profession.

6. If nothing resonates, consider a conversation

If the report produces no reaction, it may be worth discussing it with someone external who can help you notice overlooked priorities, emotions, or constraints.

Takeaway: a flat reaction can itself be useful information.

7. The report is a beginning, not the final answer

You now know more. The next step is to turn insight into action: discuss the report, choose a path to test, and revisit it when your situation changes.

Takeaway: a report only matters when you use it.

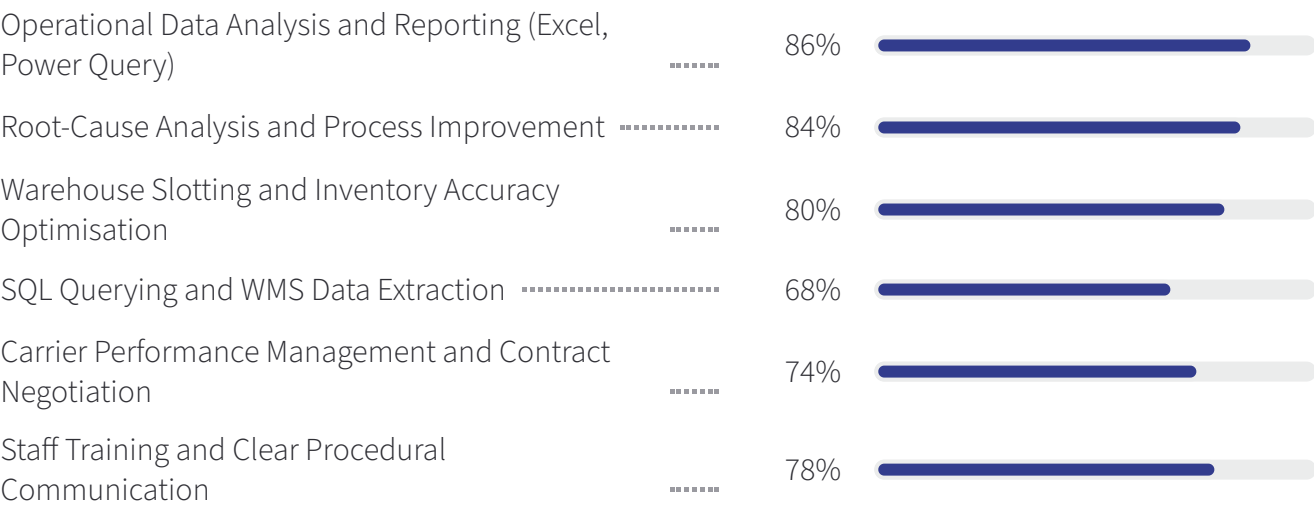
Career Potential Summary

These indicators are an overall estimate of your potential based on the CV and questionnaire. They are not hard predictions or labels. Treat them as a starting point for reflection.



Skills and Strengths Analysis

The results show the relative strength of your skills in the context of your profile. They are not absolute measures or comparisons with other candidates. A lower score points to a possible development area.



Recommended Career Directions



These are options to explore, not prescriptions. Match percentage shows alignment with your profile, but the final decision depends on your priorities and context.

Supply Chain Analyst (Logistics Analytics)

88% match



Main Responsibilities:

- Build and maintain dashboards and recurring reports on warehouse, inventory and transport KPIs such as pick accuracy, dock-to-stock time, on-time delivery and cost per unit
- Analyse operational and WMS data with SQL and Excel to find root causes of errors, delays and cost overruns
- Evaluate carrier and network performance and prepare evidence for contract reviews and supplier negotiations
- Model and measure process improvements such as slotting changes, labour planning or routing, and report the results to operations managers
- Maintain data quality and documentation, and train colleagues to use reports correctly

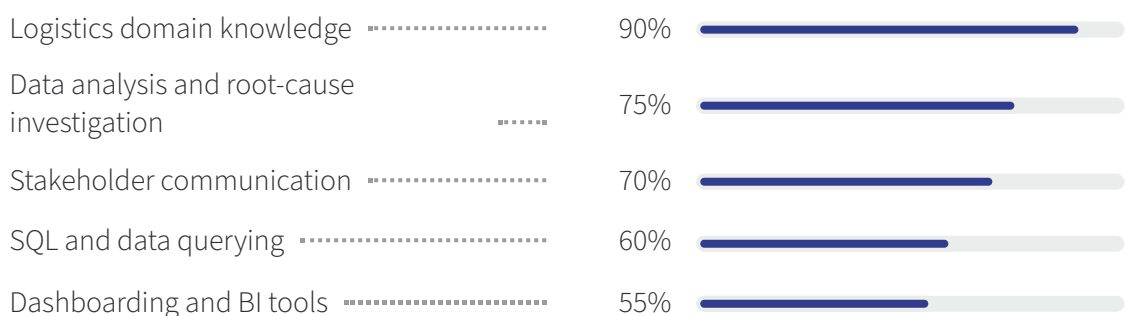


Required Skills:

- Advanced Excel and Power Query
- SQL (intermediate to advanced)
- Power BI or a similar BI tool
- Knowledge of WMS and logistics KPIs
- Root-cause analysis and structured problem solving
- Clear written and visual communication of findings
- Basic statistics and data validation



Current level of key competencies:



Match rationale

This role is the most direct way to turn your strongest and most praised skills into a full-time job. You built an Excel and Power Query dashboard that three sites now use, wrote SQL against the Manhattan WMS to find variance patterns, and cut mis-picks from 1.8% to 0.7% with a slotting redesign you proposed and measured yourself. That is the work a supply chain or logistics analyst does every day: find a pattern in messy operational data, test a hypothesis, and show the measured result. Your Google Data Analytics Certificate and your open-data map-making hobby show the interest is genuine and sustained.

The role also fits what you said you need from your working life. Analyst posts are normally planned, desk-based, Monday-to-Friday roles, and many logistics employers offer hybrid arrangements with some remote days. It matches your preferences for thinking over speaking, working behind the scenes, and being part of a small analytical team that cares about getting the data right. Your two main reasons for leaving a job, constant understaffing and decisions made without looking at the numbers, are less likely to apply in a role where the numbers drive the decisions.

Your operational background is a real advantage over candidates who come from a purely academic or IT route. You understand how a number on a dashboard connects to a pick face, a dock door or a carrier contract, so your analysis will be practical. Renegotiating two haulage contracts for about 6% annual savings shows you can link analysis to money, and employers value that. Your clear handovers and training experience will help you present findings to non-technical operations managers.

The main gaps are depth in Power BI and advanced SQL, plus a visible portfolio, and you can close both within your budget of about 2,000 pounds and 6 hours a week. You were passed over for a planning analyst post only because the site could not release you from shifts, so your capability is not in question. A realistic path is to start as an analyst at a similar salary or a little above, then move towards senior analyst or analytics lead. That would fit your goal of reaching a senior specialist position and about 45,000 pounds within three years, with a steady salary and low risk.



Development Recommendations:

- Intermediate Power BI certification, such as Microsoft PL-300 (Power Data Analyst Associate)
- Advanced SQL course (window functions, query optimisation)
- Optional: introductory Python or statistics course for analytics
- A portfolio of 2-3 public logistics data projects published on GitHub or a personal site

Inventory and Supply Planner

80% match



Main Responsibilities:

- Produce and update demand forecasts and replenishment plans using sales history, promotions and lead times
- Set and review safety stock, reorder points and inventory targets to balance service level against working capital
- Work with suppliers, carriers and warehouse teams to confirm orders, resolve shortages and manage inbound schedules
- Monitor stock health indicators such as excess, obsolete stock, stock-outs and forecast accuracy, and recommend corrective actions
- Prepare inputs for monthly sales and operations planning meetings



Required Skills:

- Demand forecasting and inventory optimisation basics
- Advanced Excel and SQL
- Experience with WMS and ERP or planning systems
- Supplier and carrier communication and negotiation
- Understanding of service levels, lead times and safety stock
- Attention to detail and structured planning



Current level of key competencies:

Inventory control and stock accuracy	85%	<div><div></div></div>
Spreadsheet modelling	80%	<div><div></div></div>
Supplier and carrier management	75%	<div><div></div></div>
ERP and planning systems	45%	<div><div></div></div>
Forecasting and planning methods	40%	<div><div></div></div>

Match rationale

Inventory and supply planning builds on your time as an Inventory Controller and your later work with slotting and carriers. You ran cycle counts and root-cause investigations in a 30,000-location warehouse, and you know how stock accuracy, replenishment and picking productivity depend on each other. Planners use forecasts, stock policy and supplier lead times to decide what to buy, move and store. You already understand the operational consequences of those decisions from the warehouse floor.

The role suits your wish for a planned, predictable and mostly daytime job. Planning work follows regular cycles such as weekly and monthly planning and S&OP preparation, which matches your strong preference for planned over flexible work. It is desk-based, often hybrid, and rewards careful thinking over constant speaking. Your calm under pressure remains useful when a supplier fails or a demand spike hits, but it would be occasional rather than the daily pattern of a 24/7 site.

Your carrier management, contract renegotiation and shift planning show you can balance cost, service and capacity. Excel, Power Query and SQL give you a good base for analysing demand history, safety stock and service levels. You would need to learn forecasting methods and planning systems, but you can do that by working on real data, which is how you prefer to learn. The Spanish at B1 could help with international suppliers.

This is a slightly more cautious option than the analyst route, which suits your dislike of risk. Planners are in steady demand across retail, manufacturing and third-party logistics, and a typical progression runs from planner to senior planner to planning or S&OP lead. That progression fits your goal of being a senior specialist with a steady salary and a gradual rise towards 45,000 pounds. The main trade-off is that planning teams can have supplier-driven pressure peaks and often more stakeholder negotiation than a pure analytics role.



Development Recommendations:

- CILT or equivalent Level 4-5 award in logistics, or CIPS or APICS-style foundation course in planning (for example CPIM Part 1 or equivalent)
- Short course in demand forecasting and safety stock methods
- Hands-on practice with an ERP or planning tool such as SAP, Oracle or Kinaxis (through a course or sandbox)
- Basic statistics refresher for forecast accuracy measurement

Operations Reporting and Business Intelligence Analyst

76% match



Main Responsibilities:

- Design, build and maintain Power BI dashboards and scheduled reports for operations and commercial teams
- Gather reporting requirements from stakeholders and translate them into clear metric definitions and data models
- Write and optimise SQL queries and data transformations to prepare reliable datasets
- Check data quality, reconcile figures between systems and document sources and business rules
- Train users and present insights so that managers can make decisions from the numbers

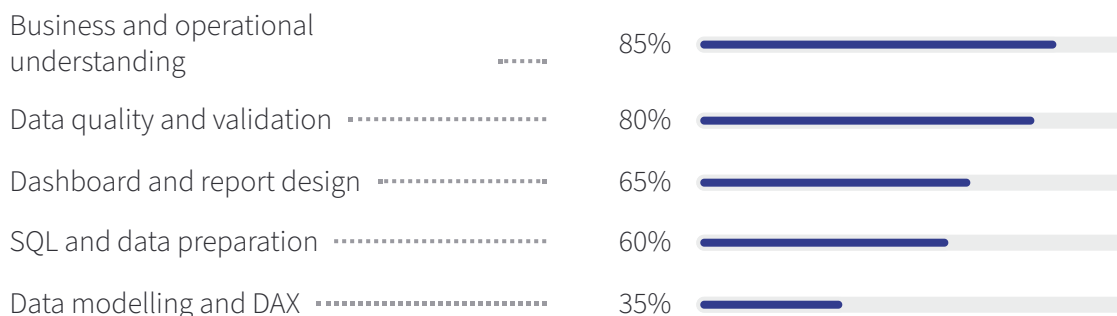


Required Skills:

- Power BI (data modelling, DAX basics, report design)
- SQL for data extraction and transformation
- Advanced Excel and Power Query
- Requirements gathering and stakeholder communication
- Data quality and documentation habits
- Knowledge of operational KPIs



Current level of key competencies:



Match rationale

This option uses your reporting strength more than your logistics planning knowledge. Building the dashboard that three sites now rely on shows that you can gather requirements, handle messy data and deliver something people use. Business intelligence analysts in operations-heavy companies do this work all the time, and logistics firms often prefer people who understand the underlying processes. Your SQL against Manhattan and your Power BI basics give you a start in the main tools.

The role fits your career anchor towards technical and functional expertise: you want to specialise narrowly and become a senior specialist or lead rather than a general manager. It is individual, desk-based and behind the scenes, with a strong focus on data accuracy, and it often runs on a stable Monday-to-Friday schedule with hybrid options. You would work in a small analytical team with a manager who sets priorities, which matches your preference for having a boss and for a team that cares about getting the data right.

Your tendency to challenge the status quo is useful here. A good BI analyst questions how metrics are defined, spots flawed numbers, and pushes for decisions based on evidence, and that matches your reason for leaving jobs where decisions ignore the data. Your clear handovers and training experience help in documenting reports and teaching colleagues to use them.

This route is slightly less tied to supply chain knowledge, so it widens your options across sectors such as retail, manufacturing, healthcare and public services. That reduces risk if the logistics market changes. The gaps are formal data modelling and stronger Power BI skills, which you can fill with a certification and portfolio projects within your budget. It may start at a similar salary to your current one, but progression to senior analyst, BI developer or analytics lead can reach 45,000 pounds within a few years, especially with SQL and data modelling skills.



Development Recommendations:

- Microsoft PL-300 Power BI Data Analyst certification or equivalent
- Course in data modelling (star schema) and DAX
- Advanced SQL course
- Portfolio of 2-3 dashboards built on public logistics or transport data

Geospatial Logistics Analyst (Network and Transport Planning)

88% match



Main Responsibilities:

- Analyse delivery, carrier and warehouse data spatially to find inefficient lanes, depot catchment gaps and cost-to-serve patterns
- Build maps, dashboards and scenario models that support decisions on depot locations, routing and carrier allocation
- Support transport procurement and carrier reviews with lane-level evidence and benchmarking
- Clean, join and validate large operational and open datasets, such as road networks, postcodes and demographic data
- Present findings to operations, commercial and planning stakeholders in clear visual formats and written recommendations

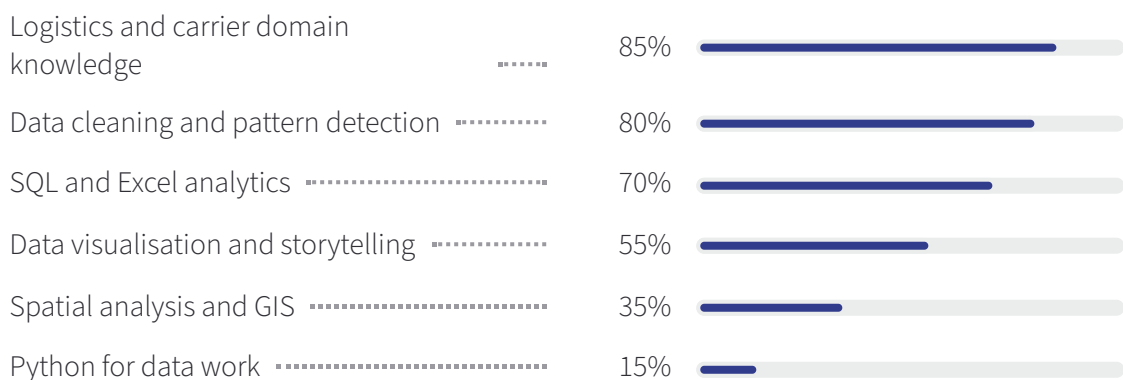


Required Skills:

- GIS tools (QGIS or ArcGIS) and basic spatial analysis
- SQL and Excel or Power Query for data preparation
- Power BI or similar dashboarding
- Understanding of transport, carrier and warehouse operations
- Clear data storytelling and documentation
- Basic Python (useful for automation and spatial libraries)



Current level of key competencies:



Match rationale

This role combines three things that rarely meet in one person: a Geography degree, nine years of real distribution experience, and a hobby of map-making with open data. Most logistics analysts learn the operations without the spatial thinking, or the reverse. You already have both. You have renegotiated haulage contracts, run carrier performance reviews and seen how delivery routes, dock times and carrier behaviour play out on the ground. A map-making habit suggests you think in layers, patterns and place, which is what network planning needs. Your hidden superskill is turning messy operational data into a picture that decision-makers grasp quickly.

The work suits the flow conditions you describe. It is desk-based, analytical and planned, and it rewards the pattern-spotting you named as a talent. A typical project might ask where a new depot should go, which carrier lanes are inefficient, or how delivery catchments overlap. You would build the analysis, test it against the numbers and present a recommendation. That fits your preference for thinking over speaking, for working behind the scenes and for challenging the status quo with evidence. It also answers your reason for leaving a job, decisions made without looking at the numbers, because the role exists to put the numbers in front of decisions.

The transformational value is that you stop being the person who absorbs the pressure of operational problems and become the person who prevents them upstream. Roles like this are often in planning teams, consultancies or software and mapping firms. Many offer 9-to-5 hours and hybrid working, and they have a clear senior specialist or lead path. Risk is low because the core of the work, SQL, Excel, Power BI and logistics knowledge, is already yours. Your portfolio of public logistics data projects could become the proof that counters the missed planning analyst post: a visible body of work that does not depend on being released from shifts.

A staged route fits your fast-change-in-stages preference. Spend the first months learning QGIS and building two or three public portfolio maps, such as freight flows, depot catchments or road-network accessibility. Then apply for hybrid analyst roles in transport planning, retail or 3PL network teams. Your 2,000 pound budget and six hours a week are enough, because most of the tooling is free and you learn by doing.



Development Recommendations:

- QGIS or ArcGIS fundamentals, using free QGIS training and open-data projects
- Power BI Data Analyst Associate (PL-300) to move from basic to confident
- Introductory Python for data analysis (pandas, geopandas)
- Optional: a short GIS or transport planning course, or a CILT module in transport planning, if budget allows
- Two or three published portfolio projects using public logistics and transport data

Warehouse Systems Analyst (WMS Business Analyst)

84% match



Main Responsibilities:

- Gather and document requirements from warehouse teams and translate them into clear specifications for WMS configuration or change
- Investigate stock, pick and putaway exceptions using SQL and system logs to find root causes
- Test system changes, write user acceptance scripts and coordinate go-live support
- Create training material, process maps and clear handover documentation for operational teams
- Maintain reporting and dashboards that track system and process performance
- Work with vendors and IT teams to prioritise fixes and improvements by operational impact

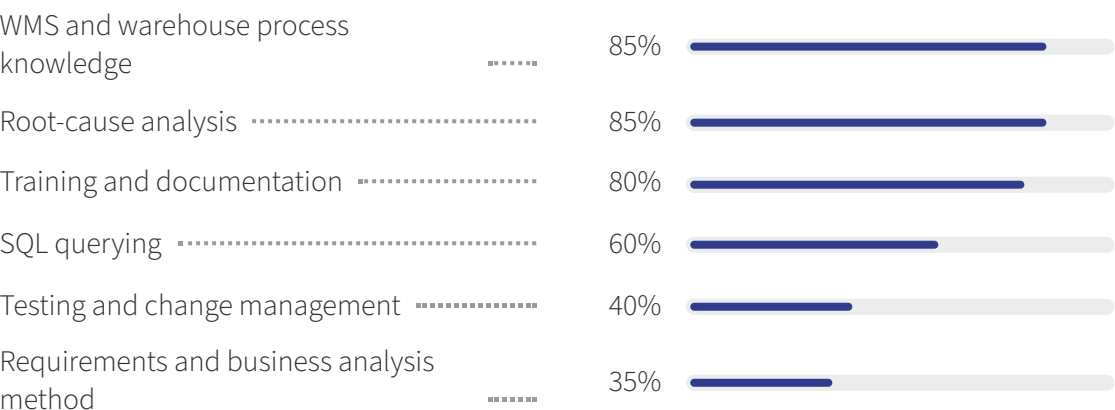


Required Skills:

- Intermediate to advanced SQL
- Working knowledge of a WMS such as Manhattan
- Business analysis techniques: requirements, process mapping, user stories
- Test planning and UAT coordination
- Clear technical and procedural writing
- Stakeholder communication across IT and operations



Current level of key competencies:



Match rationale

This role puts you where operations and IT meet, a place many warehouses lack a competent translator. You have run a Manhattan WMS floor, written SQL against it to find variance patterns, and built a dashboard that three sites now use. You also train people and have colleagues who praise your clear handovers. That combination is the core of a systems analyst: understanding how work really happens, finding where the system and the process disagree, and explaining the fix in terms both sides can act on.

Your hidden microtalent is the clear handover. Systems projects often fail because requirements are vague, testing is shallow and training is an afterthought. Your root-cause habits, your calm under pressure and your instinct for procedures written for people on the floor are exactly what implementation teams, WMS vendors and 3PL systems groups need. In flow terms, the work offers a steady loop of problem, investigation, fix and measured result. That is the same loop you enjoyed when you redesigned slotting and measured mis-picks falling from 1.8% to 0.7%.

The role also fits your practical needs. It is mostly desk-based, planned and project-driven. It usually runs on office hours with some hybrid or remote days, apart from the occasional go-live support. It sits behind the scenes in a small analytical or IT-operations team where data accuracy matters. There is a clear senior path to lead analyst, solutions consultant or product owner for warehouse systems. Because you know the system already, the risk is low. You could even trial it internally, for example by volunteering for a WMS upgrade or process-improvement project, before moving externally.

The transformation is a shift from absorbing operational chaos to shaping the systems that reduce it. Salary progression into the mid-forties is realistic with a few years of analyst experience, but check live market listings to confirm. Your path would be to formalise the analysis side with a business analysis foundation, deepen SQL, and document two or three process-improvement case studies, using anonymised results from your slotting and dashboard work.



Development Recommendations:

- Business analysis foundation, such as BCS Foundation Certificate in Business Analysis or IIBA ECBA
- Advanced SQL practice, covering joins, window functions and performance
- Process mapping (BPMN) basics
- Optional: vendor WMS configuration training or certification
- Agile or project delivery fundamentals, such as a short Scrum or Prince2 Foundation course

Warehouse Layout and Slotting Optimisation Analyst (Operations Modelling Specialist)

80% match



Main Responsibilities:

- Analyse order profiles, SKU velocity and affinity to design and refresh slotting strategies
- Model warehouse layout, replenishment and pick-path scenarios and quantify productivity, accuracy and space benefits
- Track results after implementation and report accuracy, travel time and labour impact
- Support continuous-improvement projects and Lean events with data and clear recommendations
- Prepare business cases for layout changes, racking or automation investments
- Document standards and train site teams so improvements are sustained



Required Skills:

- Advanced Excel, Power Query and SQL
- Slotting and inventory profiling methods (ABC, velocity, cube-per-order index)
- Lean and continuous-improvement methodology
- Data visualisation in Power BI or similar
- Basic scripting or modelling (Python or simulation tools) for scenario testing
- Business case writing and stakeholder presentation



Current level of key competencies:

Slotting and warehouse optimisation	80%	<div><div></div></div>
Inventory and root-cause analysis	80%	<div><div></div></div>
Excel, SQL and Power Query	75%	<div><div></div></div>
Lean and continuous improvement	50%	<div><div></div></div>
Business case and stakeholder communication	50%	<div><div></div></div>
Scenario modelling and simulation	25%	<div><div></div></div>

Match rationale

This path builds a niche around your most distinctive proof point: you proposed a slotting redesign for the 200 fastest-moving lines, measured it yourself and cut mis-picks by more than half. Few analysts can say they designed an optimisation and then lived with its operational results. Warehouse optimisation is an emerging specialism as sites chase labour productivity, automation readiness and space efficiency, and many companies cannot staff it with people who know how a pick face works at 3 a.m. You would be that person, with a stronger analytical toolkit.

Your hidden superskill is evidence-led improvement under real constraints. You combine Lean basics, inventory control experience, cycle-count root-cause analysis and dashboard building with an eye for patterns in messy data. In this role you would model slotting, replenishment, pick paths, labour profiles and layout scenarios. You would then recommend changes, quantify the benefit and track results afterwards. It is a flow-friendly job: concrete problems, fast feedback and measurable improvement. It also matches your wish to specialise narrowly, work mostly individually and challenge the status quo with numbers.

The working pattern is consistent with your need for planned daytime work. Such roles exist in 3PLs, retailers, consultancies, automation integrators and central continuous-improvement teams. Many are hybrid, project-based and office-hours, with occasional site visits that are scheduled rather than on call. The route is conservative, not risky, because everything you would do builds on your current strengths. Progression leads to senior or lead optimisation analyst, then perhaps to supply chain design or automation planning specialist.

The transformation is one of status as well as schedule. You move from being the coordinator who covers gaps to being the specialist who designs how the warehouse works, using analysis the site depends on. A practical plan would be to turn your slotting redesign into a documented case study, learn a bit of Python or simulation tooling, and build a portfolio piece using public or synthetic order data. Add a recognised Lean qualification, and you will have both the evidence and the credentials to be taken seriously without relying on your current site releasing you.



Development Recommendations:

- Lean Six Sigma Green Belt (accredited, online options within budget)
- Power BI PL-300 or equivalent to strengthen reporting skills
- Introductory Python for data analysis and optimisation
- Short course in warehouse design or supply chain analytics, such as a CILT or university micro-credential
- A documented slotting case study and one portfolio project using public or synthetic order data

Your Self-Presentation Guide



These are suggestions to adapt, not scripts to recite. Use them as a base and adjust them to your communication style. Authenticity matters more than repeating the wording exactly.

Your Career Story

I started on the warehouse floor, moved into inventory control where I found I enjoyed tracing stock discrepancies back to their root cause with SQL, and then into shift coordination, where I used data to make real operational improvements, such as cutting mis-picks from 1.8% to 0.7%. Over nine years, the most satisfying part of each role has been the analysis that makes operations run better, so I am now moving into a planning or analytical role where that is the core of the job.

Your Strengths

- Spotting patterns in messy data: at Northway I wrote SQL queries against the Manhattan WMS to find recurring stock-variance patterns, then redesigned slotting for the 200 fastest-moving lines based on what the data showed.
- Turning analysis into measurable operational change: I proposed and measured the slotting redesign myself, and mis-picks fell from 1.8% to 0.7% within twelve months.
- Building reporting that other people rely on: my Excel and Power Query dashboard for pick accuracy and dock-to-stock time is now used by three sites.
- Clear communication of procedures and findings: I trained 12 new starters as an Inventory Controller and am regularly praised for clear handovers, which helps when explaining analysis to non-analysts.
- Staying calm and dependable under pressure: I coordinate 45 staff across rotating shifts, handle carrier escalations, and have covered two roles at once during vacancies without letting standards slip.

Key Achievements

- Reduced mis-picks from 1.8% to 0.7% in twelve months by redesigning slotting for the 200 fastest-moving lines, an idea I proposed and measured myself.
- Built a pick-accuracy and dock-to-stock dashboard in Excel and Power Query that is now used across three sites.
- Renegotiated two haulage contracts through weekly carrier performance reviews, saving about 6% a year.
- Ran cycle counts and root-cause analysis in a 30,000-location warehouse and trained 12 new starters on scanning and stock-adjustment procedures.

Your Unique Value

I combine nine years of hands-on warehouse and carrier experience with practical SQL, Excel and dashboard skills, so I can analyse logistics data and also understand what is happening on the floor behind the numbers. I turn that analysis into changes that are measured and that stick.

Elevator Pitch (30–60 seconds)

Hi, I'm [Name]. I've spent nine years in third-party logistics, starting on the warehouse floor and moving through inventory control into shift coordination at Northway Logistics. The part of the job I do best is analysis. I used SQL to find stock-variance patterns, then redesigned slotting for our 200 fastest-moving lines and cut mis-picks from 1.8% to 0.7%. I also built a performance dashboard that three sites now use. I've added a Google Data Analytics Certificate and I'm building a portfolio of projects on public logistics data. I'm now looking for a planning or analyst role where I can work with data every day and bring real operational experience to it.

Strengths Summary

I'm good at finding patterns in messy operational data and turning them into changes that can be measured, like the slotting redesign that cut mis-picks by more than half. I build reports people actually use, and I explain procedures and findings clearly, which is why colleagues value my handovers. I stay calm and methodical when things get busy.

Career Goals

I want to move into a planning or logistics analyst role in a stable, daytime, data-focused team, then grow over the next few years into a senior specialist or lead position in supply chain analytics or planning.

Interview Talking Points

- The slotting redesign: use a short story with situation, what the data showed, what you changed, and the result (1.8% to 0.7% in twelve months). Stress that you proposed it and measured it yourself, which shows analytical initiative.
- Why you are moving from operations to analysis: 'I've spent nine years seeing how operational decisions play out on the floor. I want to be the person who analyses the data and shapes those decisions, and my domain knowledge helps me ask better questions of the data.'
- Why you were not released for the planning analyst post: keep it factual and forward-looking, for example 'The site couldn't release me from shifts at the time. It confirmed that I want a role where analysis is the main job, so I've since completed the Google Data Analytics Certificate and started a portfolio.'

- Your technical level, honestly stated: 'Excel and Power Query are strong, SQL is intermediate and I use it against a live WMS, and Power BI is at a basic level that I'm actively building through portfolio projects.' Employers value accurate self-assessment, and a concrete learning plan shows reliability.
- Working with people and stakeholders: give examples of leading weekly carrier reviews, renegotiating two haulage contracts (about 6% saved a year), and training 12 new starters. These show you can influence others with evidence even though you prefer working behind the scenes.
- What you need in a role and why: say you do your best work in planned, mostly daytime roles with a small team that cares about data quality. Frame your reasons positively, for example 'I do my best analytical work with focus time and consistent hours.' Avoid criticising your current employer over the 52-hour weeks. If asked about salary, say you are flexible for the right role and looking to grow into the mid-£40,000s over the next few years.

Your Development Path

No recommended roles or fit score were provided, so this guide is built on your CV and stated preferences, which point towards logistics or supply chain analyst, planning analyst, inventory planning, or operations analyst roles. A natural next step is a junior-to-mid analyst or planning role, ideally in a logistics, retail or distribution business where your domain knowledge counts as an advantage. To prepare, finish two or three public-data portfolio projects (for example a carrier-performance or slotting analysis, possibly using your map-making skills), strengthen Power BI and SQL, and network with analysts in the sector. From there, you can progress towards senior analyst or planning lead, matching your goal of a steady specialist path and a salary of around £45,000.

Fit Analysis - overall CV quality score

This analysis evaluates how well your CV presents you from a recruiter perspective. It does not judge your professional potential. Lower scores indicate areas to improve in the document, not gaps in your competence.

Overall Score: **75.0%**

Employment stability: 100% The higher the score, the lower the risk of leaving a job early

Over the last five years you have stayed with one employer, Northway Logistics, progressing from Inventory Controller to Shift Operations Coordinator, which counts as stability. Your overall pattern shows long-term tenure with a single earlier move in 2016, so resignation risk is low.

Independence in the role: 70% The higher the score, the lower the onboarding and management cost

Your CV shows a managerial role in which you coordinate 45 staff across shifts and take initiative with measurable results, such as redesigning slotting, building a dashboard used by three sites, and renegotiating haulage contracts. You also work with limited oversight on operational decisions, which indicates low management cost.

What to improve: State the decision-making authority you hold, such as budget, contract sign-off, or headcount decisions, so the level of independence is visible at a glance.

Lifelong learning: 60% Formal education, certifications, and professional development scale

Your CV shows a relevant professional certificate in logistics (CILT Level 3, 2018) and a recent data analytics certificate from 2023, along with growing practical skills in SQL, Power Query and Power BI. Recent formal learning is limited to that single 2023 certificate, though, and your Lean and Power BI skills are listed without evidence of structured training.

What to improve: List any courses, workshops or online modules you have completed since 2023 (including in-progress study) with dates, and add a short line on how you applied the Power BI and SQL skills in your work.

Career path consistency: 80% The higher the score, the more consistent and clear the career direction



Your career stays within warehouse and distribution logistics, moving from operative to inventory controller to operations coordinator, with each step building on the last. Your SQL, Excel and data training connect that progression to your stated aim of moving into analytical or planning work.

What to improve: Add a short line under your profile or the 2019 role that links your dashboard and slotting work to planning or analytical outcomes, so the move toward analytics reads as a deliberate next step.

CV quality assessment: 80% Clarity of professional experience presentation scale



The CV is clear, well structured and concrete, with dated roles, quantified results such as the mis-pick reduction from 1.8% to 0.7% and the roughly 6% haulage saving, and relevant certifications. It conveys a strong operational track record that matches the stated goal of moving into analytical or planning work.

What to improve: Add a short line to the profile or the top role showing an analytical or planning project you led, such as a forecast or capacity model, so the move you want is evident from the evidence rather than only stated.

Reputation management: 50% Recognizability of workplaces and educational institutions scale



Your employers are a regional third-party logistics firm and a mid-sized retail distributor, both largely unknown outside the logistics sector, and your education is a solid redbrick university degree plus a professional CILT certificate and a Google certificate. The signal is medium: credible and professional, but not the kind of brand names that carry much weight with English-market recruiters.

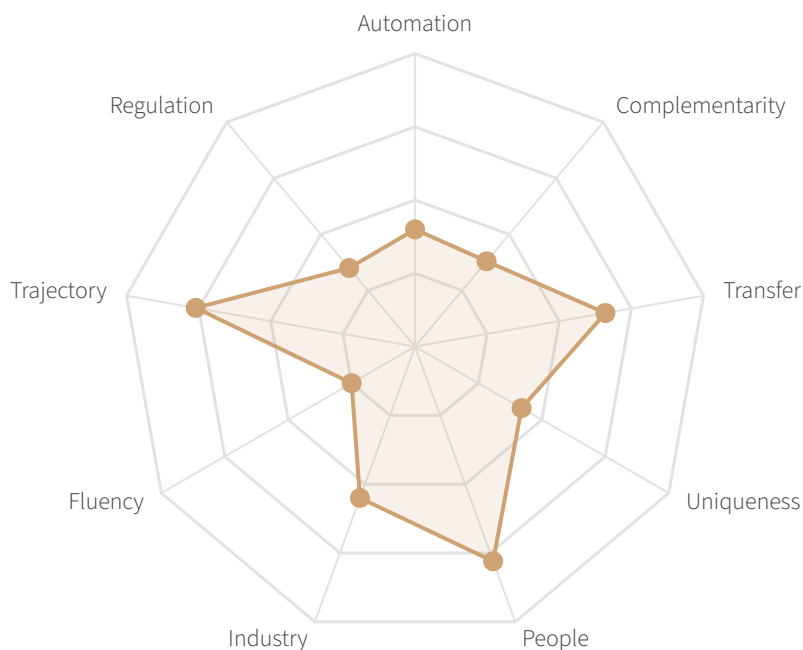
What to improve: Add quantified outcomes to the profile and a short line on any larger clients or sites you supported at Northway, so the scale and reputation of your work are easier for recruiters to recognise.

Career Stability (AI)

This analysis shows how typical tasks in your role may be affected by automation and AI. It is not an assessment of you as an employee. A higher stability index suggests a stronger buffer against technology substitution, but it does not guarantee job security.

**Overall
Stability
Index**

53%



Why this score?

Simple average of nine dimensions with Automation inverted (40 becomes 60). Based on the three most recent roles, with current-role tasks driving Automation. Assumes UK logistics context, no target industry, and unstated health and safety duties. Complementarity and Fluency are capped below 40 because the CV shows no AI use; evidence of AI use would raise Complementarity, Fluency and Transfer and could lift the overall index by roughly 8-12 points.

Summary

You combine hands-on logistics operations with growing analytical skills, which is a solid base for stability. About 40% of your current tasks could be automated within 12-36 months, mainly the reporting, SQL and analysis work you want to move towards. The people-heavy parts (leading 45 staff across shifts, carrier negotiation, floor firefighting) are much harder to automate. The CV shows no evidence of AI use, so Fluency and Complementarity are held low even though the real potential is higher. Your trajectory is strong, with steady progression over eleven years, and a few visible AI-assisted analytics projects would raise your stability most.

Task map

Shift Operations Coordinator (2019-present)

Task	Automation score	Comment
Coordinating 45 staff across rotating shifts, with on-call cover	0.25	Leadership and real-time judgement stay human. The rota and labour-planning part is increasingly handled by scheduling tools.
Building the Excel/Power Query dashboard for pick accuracy and dock-to-stock time	0.75	Copilots can now generate queries, measures and visuals. The value shifts to deciding which metrics matter.
Slotting redesign for the 200 fastest lines and mis-pick reduction	0.5	Optimisation and WMS tools can propose slotting. Validating it on the floor and managing the change still needs a person.
Weekly carrier reviews and haulage contract renegotiation	0.25	Preparing the KPI packs is highly automatable. The negotiation and the relationship are not.
Covering vacancies and handling escalations on the floor	0.25	Exception tracking can be automated. On-site decisions and presence cannot.

Average for the current role: 0.40, so Automation is 40.

Inventory Controller (2016-2019)

Task	Automation score	Comment
Cycle counts in a 30,000-location warehouse	0.25	RFID, scanning and drones help, but physical verification remains.
Root-cause analysis of stock discrepancies	0.5	AI can surface patterns quickly. Investigating causes on site still needs judgement.
SQL queries against Manhattan WMS for variance patterns	0.75	Natural-language-to-SQL tools cover much of this.
Training 12 new starters	0.25	Content can be automated. Hands-on coaching cannot.

Average: about 0.44.

Warehouse Operative (2014-2016)

Task	Automation score	Comment
Picking, packing and goods-in	0.5	Automation is advancing, but adoption varies by site.
Team trainer duties	0.25	Mostly human.

Average: about 0.42. This is context only, since the score reflects your current tasks.

Top 5 exposed activities

- 1. Dashboard and report building (0.75)
- 2. SQL variance and pattern queries (0.75)
- 3. Slotting and root-cause analysis (0.5)
- 4. Carrier performance pack preparation (the data part of the reviews)
- 5. Rota and labour-planning scheduling (the planning part of shift coordination)

Dimension table

Dimension	Score	Rationale
Automation (higher = worse)	40%	Reporting, SQL and standard analysis are highly exposed. Shift leadership, negotiation and floor work lower the overall figure.
Complementarity	38%	Copilots and optimisation tools could clearly help your analytics and planning work. The score is capped because the CV shows no AI use. Real potential is higher.
Transfer	66%	SQL, Power Query, Power BI, the Google Data Analytics Certificate and CILT Level 3 move well into planning and analyst roles. Your results are quantified, but you have no portfolio or AI-linked credentials yet.
Uniqueness	42%	The mix of operations, WMS and data skills is useful but not rare. There are no licences or other formal barriers.
People	78%	You lead 45 people across shifts, negotiate with carriers, train staff and work on-site with on-call duties.

Dimension	Score	Rationale
Industry	55%	Third-party logistics is adopting AI in forecasting, robotics and planning, which creates analytical roles. Without personal AI use, you may not benefit from that shift.
Fluency	25%	There is no mention of prompts, AI tools, automation workflows or AI training. Your data tooling is a good foundation.
Trajectory	76%	You progressed from operative to trainer, inventory controller and coordinator, with long tenure and results. Working 52 hours a week and the narrow employer base are mild risks.
Regulation	35%	Warehouse safety responsibility is likely but not stated. Contract work is commercial rather than regulatory.

Working assumptions

- Health and safety duties are assumed but unstated, which keeps Regulation moderate rather than high.
- Tasks for earlier roles are inferred from the achievements listed.
- Your target is analytical or planning work in UK logistics, with no specific target industry given.
- If you do use AI tools without having listed them, Fluency and Complementarity would rise by 20-30 points each.

Risks and levers

Main risks: your most transferable skills are the most exposed ones, you show no AI use in an industry that is adopting it, and long hours leave little room to reskill.

Actions for the next 90 days

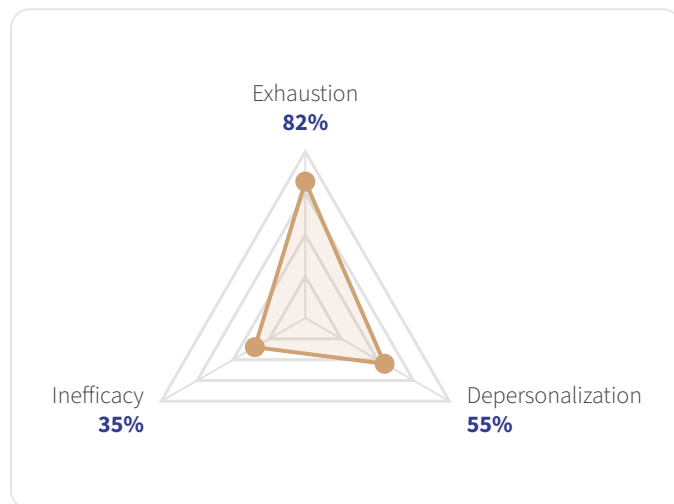
1. **Add AI to your analytics work (weeks 1-4).** Use Copilot, ChatGPT or similar for Power Query, DAX and SQL, and record two or three examples with time saved.
2. **Automate one report end to end (weeks 3-8).** Move a dashboard to scheduled refresh in Power BI with AI-drafted commentary, and show the three sites the result.
3. **Turn your best results into a portfolio (weeks 2-6).** Write anonymised case studies on the mis-pick reduction (1.8% to 0.7%) and the 6% haulage saving, plus a small labour or demand planning model.
4. **Get one credential (weeks 4-12).** Microsoft PL-300 (Power BI Data Analyst) is the best fit, with AI-900 as a lighter option.
5. **Pitch an internal move.** Propose a secondment or part-time role in network planning, continuous improvement or analytics, using your dashboards as evidence.
6. **Protect learning time.** Negotiate two or three hours a week, or use quieter shift periods, so overwork does not stall the move.

7. **Update your CV for planning roles.** Quantify the dashboard's reach (hours saved, three sites) and add AI-assisted workflows and target keywords such as logistics analyst, supply chain planner and demand planner.

Burnout Risk (MBI) and Misfit (Six Areas of Worklife)

This is an estimate of typical burnout risk for your role type and tasks, not a diagnosis of your current mental state. Values show probability of issues, not their presence. Treat them as hypotheses to verify in your context, for example with a manager or specialist. Indicators 0-100: MBI = risk level; Worklife areas = misfit (higher is worse).

MBI Triad



Indicator definitions:

Exhaustion

– likelihood of feeling overloaded and emotionally drained by work.

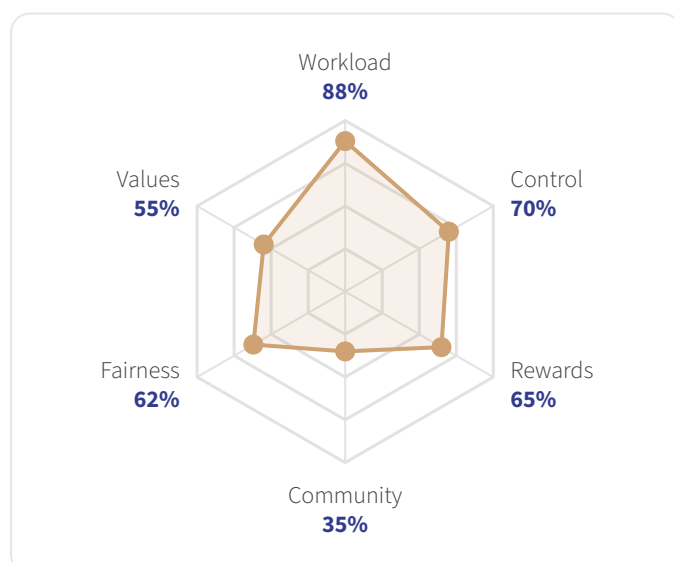
Depersonalisation

– risk of distancing yourself or adopting an indifferent or cynical attitude towards work and the people connected with it.

Inefficacy

– risk of feeling less competent, accomplished, or effective at work.

Six Areas of Worklife (Misfit)



Indicator definitions:

Workload

– likelihood of a mismatch between responsibilities and the time and resources available to complete them.

Control

– risk of feeling that you have limited influence over decisions and over how or how quickly you do your work.

Rewards

– potential burnout risk caused by insufficient financial, social, or intrinsic recognition for the effort invested.

Community

– burnout risk caused by weak workplace relationships, limited support, or a low sense of belonging in the team or workplace.

Fairness

– likelihood of feeling that treatment, transparency, or organisational rules are unfair.

Values

– burnout risk caused by a mismatch between personal values and workplace expectations or rules.

Recommended Interventions

job crafting

Effort: low

Description: Automate and standardise your recurring reports and shift handovers so they take less of your week. Use the time you free up for analysis work that fits your next role.

1. List every recurring report, handover and escalation task you do in a normal week, with the time each one takes.
2. Pick the two that take the most time and rebuild them in Power Query or Power BI so they refresh with little manual work.
3. Turn your praised handovers into a one-page template that the shift team fills in, so you stop writing them yourself.
4. Move the time you save into a protected block each week for one analysis question, such as slotting or dock-to-stock delays.
5. Tell your manager what you automated and how many hours it saved.

Rationale: Your 2024 average of 52 hours a week and covering two roles point to Workload overload. Your strongest results (the Excel/Power Query dashboard, mis-picks cut from 1.8% to 0.7%) and the praise for handovers show these are skills you can use right away. You want analytical work, and you said constant understaffing and decisions made without numbers would make you leave. Building this evidence also supports Control and Values.

Resources: About 2 to 3 hours a week of your 6 weekly learning hours, existing Excel and Power BI access, and no extra budget.

Metric (4–8 weeks): Weekly hours spent on manual reporting and handovers (target: down 3 or more hours within 6 weeks), plus a daily energy rating from 1 to 5.

Risks: Automation can break when source data changes, and a visible time saving may just attract extra work. Mitigate by documenting each refresh process, testing it against the manual version for two weeks, and agreeing with your manager that saved time goes to analysis rather than extra shifts.

First step (7 days): Log your recurring reporting and handover tasks with time estimates for five working days, then choose the two biggest to automate.

MBI: exhaustion, inefficacy | **Areas:** workload, control | **Estimated improvement:** 12

Description: Ask your manager for a written agreement on a weekly hours cap, no covering two roles without backfill, a fairer weekend on-call rota, and a time-limited trial of analyst-type work in daytime hours. Use your measured results as evidence.

1. Collect evidence: your 2024 hours, the vacancies you covered, the 0.7% mis-pick result and the roughly 6% haulage saving.
2. Write a one-page proposal covering a hours cap, a limit on dual-role cover, a rotated on-call rota and a 3-month trial of 1 to 2 day-based analytics days a week.
3. Book a 30-minute meeting and present it as a way to keep the site's reporting reliable and reduce the risk of you leaving.
4. Agree what you will stop or hand over, who covers the gaps, and a review date in 4 to 6 weeks.
5. Confirm the outcome by email and ask for the trial to be recorded in your objectives, so analytics work counts towards promotion.

Rationale: Workload is the biggest mismatch: 52-hour weeks, covering two roles, rotating nights and weekend on-call. You said you want to stop working nights and weekends and stop covering two roles. Reward and Fairness are affected because you were passed over for the planning analyst post as the site could not release you from shifts, and you earn about £34,000. You want a steady salary and a 9-to-5 schedule. Control is weak because cover decisions are made for you.

Resources: About 3 hours to prepare, one 30-minute meeting and a follow-up review, plus your manager's agreement and possibly HR or operations leadership support.

Metric (4–8 weeks): Weekly hours worked (target 45 or fewer), number of weekend or night cover shifts and days with two roles covered, and the average end-of-day energy rating, tracked for 6 weeks.

Risks: Your manager may say staffing prevents change or may react defensively. Mitigate by asking for a trial instead of a permanent change, offering a handover plan, and naming one or two shifts you can still cover. If nothing changes by the review date, treat that as a reason to move to the role-change plan.

First step (7 days): Draft the one-page proposal with your numbers and send a meeting request to your manager.

MBI: exhaustion, depersonalization | **Areas:** workload, control, fairness, rewards | **Estimated improvement:** 20

role change

Effort: high

Description: Move to a daytime analytical or planning role (for example supply chain, inventory or logistics analyst) in stages, while keeping your current job for financial safety. Build proof of your skills through a small public-data portfolio and targeted networking.

1. Define 2 or 3 target job titles and a salary range of £36,000 to £45,000, with day-based hours and some remote days as must-haves.
2. Build two portfolio projects on public logistics data, such as a delivery performance dashboard and a map-based analysis, using 6 hours a week of study time.
3. Use part of your £2,000 budget on one recognised credential, such as a Power BI certification, to close your basic Power BI gap.
4. Rewrite your CV around results and SQL, Power BI and Excel analysis, and contact 3 people a week in analyst or planning roles.
5. Apply to a few well-matched roles each week and set a rule to stay in your current job until you have a written offer that meets your hours and pay needs.

Rationale: Your profile says you want to move away from shift work, and you want a steady salary and a path towards £45,000. You have the skills, including SQL on Manhattan, Power Query dashboards, root-cause analysis and the Google Data Analytics Certificate, but little formal analyst title. This affects Reward and Fairness. Values also matter because you want decisions based on numbers, and you want a small analytical team. You dislike risk and have about four months of savings, so a staged move fits better than a sudden one.

Resources: About 6 hours a week for study and portfolio work over 2 to 3 months, up to £2,000 for training, and support from your network and contacts.

Metric (4–8 weeks): Weekly count of portfolio hours, networking conversations and applications sent, with the number of interviews as a result, tracked for 8 weeks.

Risks: Studying on days off could add to tiredness, and the job search could be slow. Mitigate by keeping one full rest day a week, adding the extra study only after the manager agreement reduces your hours, and using your savings buffer as a reason to be selective rather than desperate.

First step (7 days): Write down your target job titles and salary range, then pick one public logistics dataset for your first portfolio project.

MBI: exhaustion, depersonalization, inefficacy | **Areas:** workload, rewards, values, control |
Estimated improvement: 30

30-day plan

Week 1

Log your recurring reporting and handover tasks with time estimates, rate your energy from 1 to 5 each evening, and draft the one-page workload proposal with your 2024 hours and results.

Week 2

Automate or template your biggest recurring report and handover, protect one 90-minute block for analysis, and book the meeting with your manager.

Week 3

Present the proposal to your manager: a hours cap, no dual-role cover without backfill, a fairer on-call rota and a 3-month analytics trial. Agree a review date and send a confirmation email.

Week 4

Review your energy ratings, weekly hours and time saved, then start your first portfolio project and contact 3 people in analyst or planning roles. Decide next month's priorities based on how your manager responded.

Expectation Notes

You chose to generate the report despite the following notes:

Your goals are achievable, and your CV already gives you a strong base: SQL, Power Query dashboards, WMS data work, and carrier contract experience all map well to analytical and planning roles in logistics. The main tension is between the speed and scope of the change and the time you can currently put into it. You want a move to daytime, planned work with a salary rise to 45,000 within three years and a "fast change in stages" pace, but you have about 6 hours a week plus two evenings for study, a 2,000 budget, and roughly four months of savings. Your recent average of 52 hours a week and covering two roles also leaves little room for learning. Consider these steps: first, reduce your current workload or set firm limits on cover shifts, since this will free the most study time; second, pick one target role, such as logistics analyst or planning analyst, and build a focused 12-month plan around it, using your existing data skills and a portfolio of public logistics projects; third, check the salary and remote-work expectations for that role in your local market early, so the 45,000 target and the daytime or remote requirements are based on real job postings. With those adjustments, a staged transition is realistic.



Thanks and Contact

Thank you for using Provime. We encourage you to discuss the results with a career advisor or coach so you can turn insights into practical change.

BizYou Team
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