WHAT ENTERS CAREER DECISIONS?

Skills –
What can you do?

Values –
What matters to you?

Interests –
What do you enjoy doing?

Personality –
Where can you be who you are?
About the job

SENIOR / KEY RESEARCHER FOR COLLABORATIVE PERCEPTION & DECISION MAKING (F/M/D)

YOUR FUTURE RESPONSIBILITIES:
IoT and CPS applications require smart networked sensor systems for improved real-time perception and dependable AI for decision making using limited resources, resulting in complex research challenges:

- Self-organized collaborative sensor-actor systems enable improved environment perception in a resource constrained setting, even for critical use-cases. Co-design spans from sensor and the self-direction of the networked system, to system and application level decision algorithms.
- The real world application of machine learning requires AI to be dependable, trustable and verifiable. The feasibility and strengths of AI in resource constrained real-time scenarios builds on improved and novel ML approaches, optimizing their design and defining selection criteria.
- Robustness has to be proven on three levels: handling unexpected situations or environments, compensating for low signal quality in sensed data, and dealing with partial system failures and limited availability.

We build on formal and mathematical approaches to machine learning and ensuring its dependability and explainability, applying it to concrete tasks in fields ranging from Industry 4.0 and sensor networks to predictive maintenance and medical applications.
YOUR PROFILE:
You are a seasoned researcher and would like to work at the forefront of embedded systems research, translating academic work with universities into industry co-operations and funding projects.

- PhD degree in a related topic area, profound expertise in the field.
- Expert understanding of dependable embedded systems, machine learning and sensors.
- Several years of post-doc academic research or relevant experience in industrial R&D.
- Strong publication track record with high impact publications and/or patents.
- Leadership skills and experience, ability to shape our organization and the growth of SAL.
- Commitment to writing and reviewing publications, leading and coordinating research projects, acquisition of industry partners and funding grants.
- Involvement in boards, standardization and committees and a broad network are a plus.

IMPORTANT FACTS:
- Start of your employment: immediately
- This position is endowed with a gross annual salary of € 68,000 based on the collective agreement for research („Forschungs-Kollektivvertrag“) excluding bonus and depending on your experience and skills.
Our client, a global biopharmaceutical company dedicated to bringing innovative, molecular targeted and immune-oncology drugs to market for the treatment of cancer.

IQVIA’s international medical affairs team is looking for an experienced Medical Scientific Liaison to join this exciting team working in a dynamic environment and international atmosphere.

If you have an excellent scientific background and have strong communication skills. You are highly motivated with demonstrable success in Pharmaceutical industry in MSL role and you are skilled at working in an autonomous environment. This could be the role for you!

Responsibilities
Develop tactics for communicating complex medical and scientific information to the healthcare community, including support for answering unsolicited medical questions, adverse event reporting, and other clinically related medical information

Develop contacts with key clinicians, university teaching hospitals, group purchase organizations and other medical / scientific groups

Act as a clinical resource with professional and advocacy organizations with the objective of developing relationships and identifying potential business opportunities

Work closely with internal customers to develop and execute a plan designed to meet shared business/clinical objectives

Uncover scientific data that may have the potential for publication and/or abstract presentation

Knowledge/experience of Oncology disease area is essential

Benefits
Excellent Salary, Bonus and Benefits Package

Qualifications
Scientific degree preferable ideally PhD, PharmD, MD

Eligibility to work full-time in the Country

EU Driving License

We are an equal opportunity employer and value diversity at our company. We do not discriminate on the basis of race, religion, colour, national origin, gender, sexual orientation, age, marital status, veteran status, or disability status.

At IQVIA, we believe in pushing the boundaries of human science and data science to make the biggest impact possible to help our customers create a healthier world. The advanced analytics, technology solutions and contract research services we provide to the life sciences industry are made possible by our 67,000+ employees around the world who apply their insight, curiosity and intellectual courage every step of the way. Learn more at jobs.iqvia.com.

Seniority Level
Associate
Postgraduate Training Manager for Cancer Research
UK City of London Centre

The Francis Crick Institute - The Academic Training Team at the Crick and within the CRUK CoL Centre’s Management Support Team at the UCL Cancer Institute

Full Time, FTC until 31 March 2022 (potential 5 year extension subject to programme renewal)

The Postgraduate Training Manager will be responsible for developing, implementing and managing the recruitment to and operation of this training programme, and supporting its trainees and supervisors.

The post holder will work across the CRUK CoL Centre, based both within the Academic Training Team at the Crick and within the CRUK CoL Centre’s management support team at the UCL Cancer Institute.

Key responsibilities

- Develop and deliver recruitment and admissions procedures for the Centre’s training programme, agreed with the Centre partners.
- Manage the Centre’s non-clinical and clinical PhD programmes including progression monitoring and training opportunities across the Centre, agreed with the Centre’s partners.
- Put in place appropriate financial arrangements for the Centre trainees training accounts, including associated consumable budgets.
- Work with the partner institutions’ education teams, finance departments and CRUK Centre Managers to generate award letters, contracts and implement cross-institutional projects.
- Work with trainees and their supervisory teams to identify research placements and training activities for each trainee’s programme.
- Develop and organise networking and training events for all students based on student feedback.
- Maintain the recruitment and student webpages of the Centre’s website and all student related communications (monthly student newsletter and Instagram account).
- Act as the principal contact point for the Centre’s trainees and supervisors, actively networking with trainees to understand their needs and how the Centre network can provide then with effective support.
- Administer the Centre’s Training Steering Committee and any other related committees.
- Report on the Centre’s training programme to appropriate committees and to CRUK.
- Support the Centre and the Crick in their ongoing operations as required.
Key experience and competencies

The post holder should embody and demonstrate the Crick’s core values: bold, imaginative, open, dynamic and collegial, in addition to the following:

Essential

- Significant experience of working in an administrative or operations role in a higher education institution and/or research setting.
- Educated to PhD level, or with experience of working in postgraduate education.
- A good understanding of scientific and/or clinical academic training and career pathways including PhD programmes.
- Ability to develop effective and collaborative working relationships with academic and professional colleagues, liaising and negotiating with multiple internal and external stakeholders.
- Ability to work across organisations and organisational hierarchies with competence, sensitivity and a collegiate attitude.
- Experience of working with minimal supervision in a project management capacity with responsibility for setting and meeting project delivery and outcome targets.
- Ability to work flexibly and efficiently under pressure, and manage competing priorities while working on a number of projects simultaneously.
- Excellent communication (written and oral) and IT skills (e.g. MS Office software).
- A methodical and accurate approach to work with good attention to detail.
- Self-motivated and proactive with drive to take initiative and create positive change.

Desirable

- Experience of managing training programmes for academic and/or clinical academic researchers.
ACADEMIC CV

- No limit regarding length, tradition of accumulation
- Skills not an important section → Degrees, publications, reference letters
- Mission or search statement not required
- Teaching, grants, publications, memberships to societies → academic content
- Research intensive Assistant Professor positions: Potential of candidate extremely important → what will you be able to achieve in the future (5-10 years)
- Teaching focused positions: hired to teach a particular set of courses, develop new courses
RESUME

• 1-2 page
• For non-academic positions
• Skills section highly relevant (including soft skills)
• Professional experience highly relevant
• Usually hired to carry out a job → will you be able to do that successfully, potential for development may be important (trainee programs, consulting)
• Your task is to provide evidence that you will be able to do this
What is the primary purpose of a resume?
Resumes & Cover Letters for PhD Students
Akila Arap  
akila@fas.harvard.edu • 617-555-555

Education

Harvard University, Graduate School of Arts and Sciences  
Ph.D., Biological Sciences in Public Health, GPA: 3.60/4.00  
- Graduate Research Fellowship Recipient
- GRE Scores: Quantitative 780 Verbal 530
  Jan 2020

Cambridge University, Faculty of Science  
MSci, Molecular Biology and Genetics, GPA: 3.90/4.00  
- Fellowship recipient (Scientific and Technological Research Council)
  May 2014

University of Oxford, Faculty of Engineering and Natural Sciences  
BSc, Biological Sciences and Bioengineering, GPA: 3.90/4.00  
2008 - 2012

Leadership and Teamwork

Harvard Graduate Consulting Club | Harvard University  
Co-President  
- Leading one of the largest clubs on campus with 15-person executive board and 2500+ members
- Led organization of 5 panels, 7 skills workshops, 4 employer info sessions, 2 social events and consulting career fairs; increased total number of yearly events by 40% from previous year
- Facilitated discussion of women’s challenges in consulting by organizing 3 events
- Coordinate with MIT Consulting Club to organize annual Harvard vs. MIT case competition
  Jan 2019 - Present

Harvard Business School | Commercializing Science Field Course  
Co-Vice President  
- Organized and facilitated 31 weekly case-practice sessions, attended by 5-15 per session
- Organized and co-led nanoscale workshop for 25 Harvard graduate students and postdocs
- Fall 2018

Harvard Business School | Commercializing Science Field Course  
Co-Vice President  
- Organized and facilitated 31 weekly case-practice sessions, attended by 5-15 per session
- Organized and co-led nanoscale workshop for 25 Harvard graduate students and postdocs
- Fall 2018

Nature | The first fact-checking initiative for Turkish media and politics  
Co-founder, Scientific Editor  
- Published total 15 articles, achieved 2k+ social media followers and 46k hits within first year
  June 2017 - 2018

Research Experience

PhD Researcher | Harvard University  
- Spurred collaboration between 2 principal investigators for thesis work
- Investigated novel genetic requirement for dietary restriction-mediated beneficial effects in mice
- Worked at local and international scientific meetings
  Sept 2014 - Present

Msc Researcher | Cambridge University  
- Worked in 3 laboratories in Turkey and France to characterize epigenetic regulation in liver cancer
- Defended thesis to jury of 3 professors and department of 40 researchers
  2012 - 2014

Skills and Interests

Computer: Proficient in programming with C++, Perl, Python, using Photoshop, Illustrator, Graphpad Prism English, Turkish (native), French (beginner)
Languages: Bahasa, English, Dutch, graphic design, board games

Publications


1 PAGE RESUME

- Education is relevant, institution and field of study, don’t mention name of the supervisor
- Experience and evidence of achievements is vital
- Summarize major achievements in a job, tell how you did it and what the results were
- Focus on description of results, outcomes, facts
SUMMARY SECTION

• US/international resumes
• No longer unusual in German CVs
• Concise summary of applicant
• Teaser for rest of application
• Reminder during interview rounds

James C. Gould, PhD
PhD level scientist seeking transition from bench research into a career in Graduate and Postdoctoral Affairs

SUMMARY

• 9 years of biomedical research experience in various fields including kidney disease, signal transduction and cancer metabolism.
• Demonstrated leadership experience at every stage of career from undergraduate student to postdoctoral scholar.
• Passion for promoting graduate and postdoctoral training issues and working with committees to develop policy to improve the overall training experience.
• Highly organized, with previous experience building institutional partnership and delivering campus-wide events.
• Ability to set goals, meet deadlines and build consensus among peers and senior stakeholders.
PROCESS

- Carefully read job ad and identify skills
- Compare to your skills, translate them if necessary
- Use STAR method (Situation, Task, Action, Result) to identify situations when you demonstrated skills
- Turns these experiences into 1-liners
- Add them to the experience section
APPLICATION TRACKING SYSTEM

- Software to automatize the recruiting process, e.g. using machine learning
- Most larger companies use ATS
- Screens upon keywords
- Use keywords customized for the job in skills and experience section and in cover letter
- Try to use important keywords more than once
- Change/add current job title, e.g. postdoctoral fellow → postdoctoral fellow/research associate
- Don’t let your CV get too fancy
- Use full acronyms and titles
- Do not put important information in header/footer
- Avoid images, charts, and other graphics
Postgraduate Training Manager for Cancer Research
UK City of London Centre

The Francis Crick Institute - The Academic Training Team at the Crick and within the CRUK CoL Centre’s Management Support Team at the UCL Cancer Institute

Full Time, FTC until 31 March 2022 (potential 5 year extension subject to programme renewal)

The Postgraduate Training Manager will be responsible for developing, implementing and managing the recruitment to and operation of this training programme, and supporting its trainees and supervisors.

The post holder will work across the CRUK CoL Centre, based both within the Academic Training Team at the Crick and within the CRUK CoL Centre’s management support team at the UCL Cancer Institute.

Key responsibilities

- Develop and deliver recruitment and admissions procedures for the Centre’s training programme, agreed with the Centre partners.
- Manage the Centre’s non-clinical and clinical PhD programmes including progression monitoring and training opportunities across the Centre, agreed with the Centre’s partners.
- Put in place appropriate financial arrangements for the Centre trainees training accounts, including associated consumable budgets.
- Work with the partner institutions’ education teams, finance departments and CRUK Centre Managers to generate award letters, contracts and implement cross-institutional projects.
- Work with trainees and their supervisory teams to identify research placements and training activities for each trainee’s programme.
- Develop and organise networking and training events for all students based on student feedback.
- Maintain the recruitment and student webpages of the Centre’s website and all student related communications (monthly student newsletter and Instagram account).
- Act as the principal contact point for the Centre’s trainees and supervisors, actively networking with trainees to understand their needs and how the Centre network can provide them with effective support.
- Administer the Centre’s Training Steering Committee and any other related committees.
- Report on the Centre’s training programme to appropriate committees and to CRUK.
- Support the Centre and the Crick in their ongoing operations as required.
Jerry Li
54 Dummer Street, Cambridge, MA 02140
(323) 525-5255
xxxx@fas.harvard.edu

EDUCATION

Harvard University
Ph.D. in Social Anthropology
Cambridge, MA
Expected May 2020

University of California-Berkeley
B.A. in Anthropology with Highest Honors

University of Tokyo
Coursework in Japanese, Gender Studies, and Cultural Studies.

HIGHER EDUCATION EXPERIENCE

Harvard University, Office of Admissions
Graduate Admissions Associate
Cambridge, MA
Sep. 2018 - Present
- Supported recruitment and outreach efforts, including Diversity Recruitment Program, 1 open house, 2 information sessions, and 2 interview days (for doctoral applicant finalists).
- Conducted and contacted 27 new marketing opportunities to advertise graduate programs.
- Prepared comparative marketing report on higher education recruitment and outreach strategies for Assistant Director and Director of Admissions.
- Analyzed trends in applicant survey data to improve future recruitment and outreach efforts.
- Pre-screened 400+ graduate program applications.
- Evaluated 8 applications in mock admissions review session held by Assistant Directors.
- Provided assistance to 100+ prospective graduate students on application process.
- Assisted Assistant Directors with research projects and administrative tasks.

Harvard University
Teaching Fellow
Cambridge, MA
Sep. 2018 - Present
- Taught and facilitated 4 tutorial sections for undergraduates in medical anthropology, environmental policy, and gender studies.
- Advised 60 students on course material, research design, and extracurricular opportunities.
- Received excellent student evaluation scores that surpassed course benchmarks for teaching quality (4.67/5, with course benchmark of 4.07; and 4.47/5, with course benchmark of 4.17).
- Assisted faculty with administrative tasks and curriculum development.

Harvard University, Political Ecology Working Group
Program Coordinator
Cambridge, MA
Sep. 2018 - Present
- Planned and implemented workshop program (~14 workshop sessions per academic year).
- Facilitated introduction of speakers and discussion during workshop sessions.
- Trained incoming coordinator to assist with program, budget, and recruitment.
- Managed annual budget of $3,000.
- Developed and launched recruitment campaign (increased membership by 50% and increased membership diversity by 4 academic disciplines and 2 university affiliations).
- Organized, executed, and fundraised $1,000 for graduate student conference (~90 attendees).
## Demonstration of Skills

<table>
<thead>
<tr>
<th>Box 1 Identification of transferable skills</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Transferable skill</strong></td>
</tr>
<tr>
<td>------------------------------------------------</td>
</tr>
<tr>
<td>Project management</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>Writing</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>Communication</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>Leadership and teamwork</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>
Key Differences between American and German CVs

Take a look at this sample CV. Right away, you will notice a number of key differences between English- and German-language formatting for resumes:

- Photo is still the norm
- Birthplace, Birthdate, citizenship common
- Marital status and religion uncommon
- For entry jobs, not uncommon to send university diplomas and certificate with grades
Swiss Army Knife of job-sites
WAYS TO MAKE YOUR PROFILE MORE EFFECTIVE

• (Only) provide content that serves your professional goal

• Photo is mandatory – well lit, smile, dress appropriately

• Job title – use your company job title and a more conventional one if necessary

• Past jobs/experience \(\rightarrow\) tell a story like you would on your CV

• Specialties: keywords that lead search engine to find job that you want

• Add links to webpages that help you stand out (your twitter account, blog, etc)

• Fill in the complete profile to give an idea of you as a person

• Join groups that are relevant for your career goal
LET’S TALK ABOUT YOUR SKILLS
## TOP 10 SKILLS OF EMPLOYERS

<table>
<thead>
<tr>
<th>#</th>
<th>Skill</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td><strong>Verbal communication</strong></td>
<td>Able to express your ideas clearly and confidently in speech.</td>
</tr>
<tr>
<td>2</td>
<td><strong>Teamwork</strong></td>
<td>Work confidently within a group.</td>
</tr>
<tr>
<td>3</td>
<td><strong>Commercial awareness</strong></td>
<td>Understand the commercial realities affecting the organization.</td>
</tr>
<tr>
<td>4</td>
<td><strong>Analysing &amp; investigating</strong></td>
<td>Gather information systematically to establish facts &amp; principles. Problem solving.</td>
</tr>
<tr>
<td>5</td>
<td><strong>Initiative / self motivation</strong></td>
<td>Ability to act on initiative, identify opportunities, proactive in putting forward ideas &amp; solutions.</td>
</tr>
<tr>
<td>6</td>
<td><strong>Drive</strong></td>
<td>Determination to get things done. Make things happen &amp; constantly looking for better ways of doing things.</td>
</tr>
<tr>
<td>7</td>
<td><strong>Written communication</strong></td>
<td>Ability to express yourself clearly in writing.</td>
</tr>
<tr>
<td>8</td>
<td><strong>Planning and organizing</strong></td>
<td>Ability to plan activities &amp; carry them through effectively.</td>
</tr>
<tr>
<td>9</td>
<td><strong>Flexibility</strong></td>
<td>Adapt to successfully to changing situations &amp; environments.</td>
</tr>
<tr>
<td>10</td>
<td><strong>Time Management</strong></td>
<td>Manage time effectively, prioritizing tasks and ability to work to deadlines.</td>
</tr>
</tbody>
</table>
AT A TECH STARTUP TALK. THIS IS WHAT THEY SAY ABOUT WORKING W ACADEMICS

**Working with academics**

- Annoying
- Terrible time management
- Have different goals
- Usually don’t have money
HARD SKILLS

• Acquired via education or experience
• Easy to provide evidence, via formal education of technical interview
• You are all experts in certain hard skills
  • Microscopy techniques
  • Lab skills
  • Programming skills
  • Solving PhDs
  • Ability to develop new algorithms
  • Data analysis
  • Numerical simulations
  • Ability to develop a quantum technology
  • Statistical analysis
  • Ability to read and understand scientific literature
  • Languages
Technical skills section very often first impression
→ make it easy to understand your profile.

Some CVs contain long list of technical keywords or mixed list of technical and business skills.
→ difficult for the hiring manager to understand or evaluate your profile.

- Organize your technical skills by category or concept; and
- Indicate the proficiency level for programming languages and perhaps some of the essential tools you use.

Categories like programming, databases, visualization, statistics, mathematics, analytics, and modeling help guide your reader and enable human resources to understand your profile. Use categories to organize and highlight your skills profile.

Alternatively (or even additionally), you can use concepts like data analytics, science, and engineering, or machine and deep learning for profiling your technical skills. Such concepts highlight how you match the typical roles in a company.

Especially for Python, R, and SQL, it makes a difference if you have been a regular user for 1 or 3 years. Indicate your level of proficiency, e.g., state the number of years or use a visual system (like dots) to enable your reader to grasp your skills level at a glance.
Machine Learning

ML engineering
3+ years data modelling (Postgres), feature engineering (Spark), backend services (Flask), and job orchestration (Airflow).

ML Ops
4 times: Technical (co-)lead for securing quality deployment (K8s, Helm, AWS), with testing (pytest), and monitoring (Prometheus, Grafana).

NLP
Cross-lingual and multilingual text classification using BiLSTM, HAN (spaCy, TF, fastText).
JOEL PRINCE VARGHESE
XXX.ABC Street Apt XXXX Berkeley, CA XXXX
[XXX XXX XXXXXX] [joelprince25@gmail.com]

EDUCATION

University of California, Berkeley Berkeley, CA May 2016
- Master of Engineering (MEng), Industrial Engineering & Operations Research. GPA: X.X/X.X
- Relevant coursework: Risk Modeling, Optimization Analytics, Database Management, Engineering Leadership, Machine Learning, Applications of Data Analysis, Data Mining & Analytics.
- Focus on Engineering Leadership; Engineering, Business and Leadership training with industry integration.
- Elected as an Academic Representative for the Student Leadership Committee of the MEng program.
- Selected as Admissions interviewer for the incoming Master of Engineering class of 2017.

Delhi Technological University, New Delhi, India Delhi, India June 2015
- Bachelor of Technology, Mechanical Engineering
- Percentage: XX.XXX > GPA: X.X/X.X - Department Rank X (among XXX students).

SKILLS

R (cran, dplyr, ggplot2, etc), Python (pandas, scikit-learn, nltk, etc), Tableau, MATLAB, SQL, MS Excel, C++, UNIX commands (Basic) |
Public Speaking, Presentations (2nd Position [AA-India Level] in the Speak Out for Engineering Competition organised by [Mtech], India)

WORK EXPERIENCE

NetApp Sunnyvale, CA
- Virtual Intern (Data Analytics & Predictive Modeling), Sales Operations Department Sep 2015 – May 2016
  - Built a predictive model that can predict the end of month sales bookings from the current sales pipeline in Salesforce.
  - Used monthly snapshots of the sales pipeline data over the past 4 years to carry out the data analysis and modeling in R.
  - Developed a random forest model having an AUC of 0.82 which prioritizes sales opportunities by their likelihood of getting booked at the end of the month. Used existing pipeline features and derived sales rep features to train models.

Daimler India Commercial Vehicles (Subsidiary of the German Daimler AG) Chennai, India
- Summer Intern, Quality Management Department Jun – Jul 2014
  - Augmented organizational efficiency and subsequently enabled savings of 5X/year by designing a Business Process Portal, facilitating organizational-wide structured access to business process documents.
  - Interacted with stakeholders from 20 departments. Determined limitations of the existing system, benchmarked with current commercially available process portals and developed a novel design based on specific company requirements.

ACADEMIC PROJECTS

- Analyzed text in the filings of firms to the SEC to determine any correlation to financial performance. Used Python to carry out the web scraping, natural language processing and sentiment analysis.
- Performed Principal Component Analysis to visualize firms based on their 10-K test content in a 2-D space to evaluate any relation to Return on Equity (ROE). Used Tableau for visualizations.

Bay Area Food Access Database Sep 2015 – Dec 2015
- Designed and developed a relational database using MySQL. Worked to capture various metrics related to food availability in the counties, cities and census tracts of the Bay Area using publicly available census data.
- Used HTML and PHP to develop a front end user interface to view the outputs of various relevant queries.

- Predicted the optimal time interval for preventive maintenance to maximize system availability and minimize maintenance cost using semi-Markov Models, Monte Carlo Simulation, Golden Section Search and Particle Swarm Optimization.

CERTIFICATIONS

Intro to Hadopp and MapReduce – Cloudera (www.udacity.com) - in progress
The Analytics Edge - MIT (www.mit.edu)
- Topics Covered (Using R): Linear Regression, Logistic Regression, Decision Trees, Random Forests, Clustering, Text Analytics, Visualization, Linear Optimization, and Integer Optimization.
- Kaggle Competition (Course Project) – Predicted with an AUC of 0.84 that an iPad listed on eBay will be sold using a GMM classifier. Used 10-fold cross validation to determine optimal tuning parameters for the model. Augmented the existing feature space by creating new features from the text of customer reviews using various text mining methods.

Jack Simmons
Data Scientist

EXPERIENCE

Data Scientist ZYX Corporation 05/2017 – Present
- Improved marketing strategies and increased profits by 17% by developing sentiment analysis model based on 150M+ dollars.
- Increased conversion rate by 10% by designing and building real-time recommendation engine to rank sales leads for sales opportunity.
- Refined personalization algorithms for 1.5M+ customers on web and mobile, boosting engagement and time spent on platform by 21%.

Data Scientist XYZ Company 11/2014 – 05/2016
- Increased team efficiency by 20% and reduced the company’s costs by 25% by solving complex business problems using Machine Learning techniques like Regression, Classification, Supervised and Unsupervised algorithms.
- Increased the company revenue by 15% by locating and refining new process improvement opportunities.
- Worked closely with management to prioritize reporting needs, provided analysis and deep insights around critical indicators of the company performance, like volume, gross profit, and warehouse efficiency.

EDUCATION

Statistics Victoria University 2015
- PhD in Statistics

Computational Mathematics Victoria University 2015
- Master of Science

Computer Science Melbourne University 2013
- Bachelor of Science

SUMMARY

Data Scientist with 4+ years of experience in driving business value using advanced data analysis and machine learning techniques. Involved in the Python open-source community and passionate about deep learning.

SKILLS

Machine Learning Expert
- Data Mining Expert
- Data Management Expert
- Big Data Expert
- Quantitative Analysis Expert
- Visualization Tools Expert
- Python Advanced
- Tensorflow Advanced
- PyTorch Advanced
- Haproxy Intermediate
- NDK Advanced
- SQL Advanced
- Spark Advanced
- Excel Advanced
- SAS Advanced
- MetLab Advanced
- R Advanced

LANGUAGES

English Native
- German Intermediate

SUPPORT

617 2345 6709
- example@woob.com
- www.woob.com
- Melbourne, Australia
SOFT SKILLS

Over time you will have acquired a lot of skills, some of which are harder to measure

→ Soft skills
<table>
<thead>
<tr>
<th>Intellectual/cognitive competences</th>
<th>Personal competences</th>
<th>Social competences</th>
</tr>
</thead>
<tbody>
<tr>
<td>Problem solving skills</td>
<td>Ability for self-reflection</td>
<td>Ability to build professional relationships</td>
</tr>
<tr>
<td>Analytical thinking</td>
<td>Ability to find motivation</td>
<td>Understanding other people’s perspective</td>
</tr>
<tr>
<td>Ability to understand the big picture</td>
<td>Ability to set boundaries</td>
<td>Understanding difference between self-perception and perception by others</td>
</tr>
<tr>
<td>Time management</td>
<td>Assertiveness</td>
<td>Ability to handle conflict</td>
</tr>
<tr>
<td>Planning skills</td>
<td>Discipline, ability to deliver results even if you not motivated</td>
<td></td>
</tr>
<tr>
<td>Conceptual thinking skills</td>
<td>Frustration tolerance</td>
<td></td>
</tr>
<tr>
<td>...</td>
<td>...</td>
<td>...</td>
</tr>
</tbody>
</table>

SOFT SKILLS
SOFT SKILLS

• Lack of soft skills just a euphemism for “difficult person”? Skills vs personality?
• Can you learn soft skills?
• Little tradition to learn soft skills in school → changing?
• Usually/often part of company trainings and programs
SOCIAL COMPETENCES

Two main components

- **Assertiveness**: The skill to protect your own interests against someone else’s interests
- **Relationship building**: The skill to engage in and maintain positive (professional) relationships with others

You need both components to navigate the work place.
SOCIAL COMPETENCES

Second differentiation

- Social sensitivity, i.e. how well you can “read” and understand other people
- Social interaction competence, i.e. how well you can master social interactions

Interaction competence requires social sensitivity, not the other way round.
Psychologists failed to develop a test that measures social sensitivity.
# IDEAS TO IMPROVE SOFT SKILLS

<table>
<thead>
<tr>
<th>Intellectual/cognitive competences</th>
<th>Personal competences</th>
<th>Social competences</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Learn time management methods and practice</td>
<td>• Expose yourself to different environments</td>
<td>• Expose yourself to range of different people and/or group activities</td>
</tr>
<tr>
<td>• Learn project management skills and practice</td>
<td>• Learn about your patterns</td>
<td>• Learn about communication and conflict</td>
</tr>
<tr>
<td>• ...</td>
<td>• Practice self-reflection</td>
<td>• Use communications and leadership trainings offered by employer</td>
</tr>
<tr>
<td></td>
<td>• Trainings regarding self-leadership, resilience</td>
<td>• Practice peer mentoring</td>
</tr>
<tr>
<td></td>
<td>• Use EAP or occupational psychologist to reflect on difficult situations</td>
<td>• ...</td>
</tr>
<tr>
<td></td>
<td>• ...</td>
<td></td>
</tr>
</tbody>
</table>
## Communication Skills

<table>
<thead>
<tr>
<th>Conversations/meetings</th>
<th>Writing and presenting</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Clarity</td>
<td>• Flexibility: Appropriate for readership/audience/</td>
</tr>
<tr>
<td>• Empathy</td>
<td>conversation partner</td>
</tr>
<tr>
<td>• Respect</td>
<td>• Interesting for readership/audience</td>
</tr>
<tr>
<td>• Active listening</td>
<td>• Story telling</td>
</tr>
<tr>
<td>• Friendliness/agreeableness</td>
<td>• Coherence</td>
</tr>
<tr>
<td>• Confidence</td>
<td>• Clarity</td>
</tr>
<tr>
<td>• ...</td>
<td><strong>Cover letter, (research plan), Interview</strong></td>
</tr>
</tbody>
</table>
Where do you get the chance to develop and practice communication and interpersonal skills at IST?
**Hard Skills**

Specific knowledge and abilities such as foreign language and programming.

Hard skills are teachable and measurable. They are easy to quantify.

Hard skills are easy to prove with diplomas, certificates or awards.

Hard skills are crucial for technical positions such as software developer.

Hard skills can get your foot to a job interview.

**versus**

**Soft Skills**

Personal qualities such as leadership, networking and decision making.

Soft skills are personal and subjective. They are hard to measure.

Soft skills are related with your characteristics and difficult to prove.

Soft skills are sought after in managerial positions such as HR manager.

Soft skills can get you hired in a job interview.