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Date of birth: x xxxx xxxx

# DAVID GRAUS

AI, IR & NLP

With a background in humanities and computer science, I bridge these domains to ensure technology moves forward responsibly. I stay critical yet optimistic about what AI can do, always aiming for positive outcomes that resonate beyond the lab. I enjoy communication; I'm comfortable speaking to diverse audiences and holding conversations that connect ideas across fields.



## EXPERIENCE

- Present**  
February 2025  
**ASSISTANT PROFESSOR** | *ILLC, University of Amsterdam*  
AI for OpenGov ICAI Lab Manager at the Institute for Logic, Language and Computation. The OpenGov lab is set up in partnership with the Rijksorganisatie voor Informatiehuishouding (RvIHH), and focuses on applied Information Retrieval and Natural Language Processing for increasing government transparency.
- December 2024**  
August 2023  
**LEAD DATA SCIENTIST** | *Randstad N.V., Diemen, NL*  
I work on responsible AI at Randstad Global at the intersection of technology, legal, data protection, and compliance teams. I've initiated and led projects including internal auditing of our job seeker recommender systems, provided consultation for bias measurement and mitigation strategies for vector-based search systems, and participated in EU AI Act study groups as an (internal) AI expert. I am frequently invited as a speaker/panelist on AI ethics, bias, and bias mitigation in HR contexts.
- July 2023**  
March 2020  
**LEAD DATA SCIENTIST & CHAPTER LEAD** | *Randstad Groep Nederland, Diemen, NL*  
I led the data science chapter at Randstad Groep Nederland, the global leader in the HR services industry. The chapter spanned over a dozen data scientists across multiple teams and departments. We worked on recommender systems, natural language processing and information extraction, forecasting, and projects around fairness and bias. As chapter lead I acted as line manager for several data scientists, handling their development, coaching, hiring, and additional HR responsibilities.
- December 2019**  
April 2018  
**LEAD DATA SCIENTIST** | *FD Mediagroep, Amsterdam, NL*  
I led a team of data scientists on the Google DNI-funded BNR SMART Radio and FD SMART Journalism projects, which revolved around personalization. I did hands-on work, coached the team, planned, and set up the roadmap and research direction. We delivered several products, such as a content-based news recommender and automated tagger for the journalist's CMS. Our projects resulted in awards, talks at international conferences and two peer-reviewed academic publications.
- September 2018**  
October 2016  
**DATA SCIENTIST** | *Company.info (part of FD Mediagroep), Amsterdam, NL*  
As Company.info's first data scientist, I worked on machine learning with financial and company information. Projects included productizing an end-to-end custom-KB entity linking system to replace human labeling, sentiment classification of news, and business sector classification.
- 2011**  
2008  
**SCIENCE EDITOR** | *NTR, Hilversum, NL*  
After acquiring my BA in media studies I worked for several stints as science editor for public broadcaster NTR, for radio and online science portal Wetenschap24.
- September 2015**  
June 2015  
**RESEARCH INTERN** | *Microsoft Research, Redmond, WA, USA*  
Published a paper on a large-scale analysis of Cortana user logs, which received a best paper award at UMAP 2016, and a filed patent. I was mentored by Paul N. Bennett, Ryen White, and Eric Horvitz.
- February 2014**  
January 2014  
**VISITING RESEARCHER** | *University of Maryland, College Park, MD, USA*  
I visited prof. dr. Doug Oard's E-Discovery lab, where I followed a course on E-Discovery, and worked with the "Avocado" email corpus, which resulted in a publication at SIGIR 2014.



## EDUCATION

- June 2017  
May 2012 • **PHD INFORMATION RETRIEVAL** | *Informatics Institute, University of Amsterdam, NL*  
I did my PhD at the IRLab, a world-leading research group in Information Retrieval. My research focused on semantic search and entity retrieval, applied to digital traces. In June 2017, I defended my PhD thesis "Entities of Interest – Discovery in Digital Traces." Promotor: Prof. dr. Maarten de Rijke. Co-promotor: dr. Manos Tsagkias
- May 2012  
September 2009 • **MSC MEDIA TECHNOLOGY** | *LIACS, Universiteit Leiden, Leiden, NL*  
Thesis: "Automatic Annotation of Cyttron Entries using the NCIthesaurus"
- September 2008  
September 2004 • **BA MEDIA STUDIES** | *Faculty of Humanities, University of Amsterdam, NL*  
Minor: American Studies



## PROFESSIONAL ACTIVITIES

- Present**  
May 2025 • **COMMITTEE MEMBER** | *Commissie Persoonsgegevens Amsterdam (CPA)*  
The CPA advises the City of Amsterdam on matters related to personal data processing, algorithms, data ethics, digital (human) rights, and the disclosure of personal data.
- Present**  
July 2024 • **ADVISORY BOARD MEMBER** | *AIQUNITY*  
I am member of the advisory board of AIQUNITY, and NGO that advocates for the use of inclusive algorithms and AI in systems, processes and institutions to accelerate an equal and fair society.
- Present**  
June 2020 • **BOARD SECRETARY** | *SETUP, Utrecht, NL*  
SETUP is a media lab whose mission it is to create a wide group of media, algorithm and data-literate people, with a nuanced view on the significance and influence of technology on our lives.
- January 2025  
March 2021 • **CO-ORGANIZER** | *RecSys in HR Workshop*  
Organizing committee member of the "Workshop on Recommender Systems for Human Resources," fourth edition co-located in 2024 with the 18th ACM Conference on Recommender Systems in Bari, Italy, first in Amsterdam in 2021, second in Seattle in 2022, and third in Singapore in 2023.
- December 2024  
September 2022 • **COMMITTEE MEMBER** | *Veld Adviesraad Master Program Applied AI*  
I am a committee member at the advisory board of the Applied AI Master program of the University of Applied Sciences Amsterdam (Hogeschool van Amsterdam) to provide input to the curriculum, and represent the industry's perspective.
- August 2024  
November 2022 • **PRINCIPAL INVESTIGATOR & WP LEADER** | *FINDHR project*  
I am Randstad's PI in the "Fairness and Intersectional Non-Discrimination in Human Recommendation" (FINDHR) project, a Horizon Europe-funded research project with a budget of over EUR 3.3M. I participated in writing the proposal, and lead a work package on exploitation and demonstration.
- August 2024  
October 2020 • **CO-CHAIR** | *DDMA AI Committee, Amsterdam, NL*  
The Artificial Intelligence committee of the Data Driven Marketing Association (DDMA) aims to promote the use of responsible AI for marketing and other forms of interaction with customers.
- November 2021  
September 2020 • **LOCAL OUTREACH CHAIR** | *ACM RecSys 2021, Amsterdam, NL*  
I joined the organizing committee of the 15th ACM Conference on Recommender Systems, as local outreach chair. In this role I assist the other chairs with local matters, and link the (local) industry and companies to the conference.
- December 2019  
September 2018 • **COMMITTEE MEMBER** | *"Beroepenveldcommissie" at Hogeschool Utrecht, Utrecht, NL*  
As part of the HU University of Applied Sciences Utrecht School of Journalism's committee that represents the (media) industry, I provided my perspective on the school's education and curriculum.

- November 2019 • **CO-ORGANIZER** | *DIR 2019, Amsterdam, NL*  
January 2019 I co-organized DIR 2019, the Dutch Information Retrieval Workshop. DIR is a yearly conference that showcases the best Information Retrieval work in The Netherlands and Belgium. Responsibilities included everything from venue, attracting sponsors, website, program, and local organization.
- 2015 • **COMMUNICATIONS OFFICER** | *ILPS, University of Amsterdam, Amsterdam, NL*  
2014 To increase exposure of our research group I wrote articles of our group's publications in collaboration with the university's communication department. Some of our articles gained (inter)national press coverage on tech sites and in newspapers.
- 2015 • **PHD COUNCIL CHAIR** | *Informatics Institute, University of Amsterdam, Amsterdam, NL*  
2013 The Informatics Institute PhD Council promotes interaction between members of the institute's PhD community and communication between the PhD community and staff of the institute. I founded the council, held regular meetings with the institute management, and organized social and informational events for PhD candidates.
- 2015 • **PUBLICITY CHAIR** | *ECIR 2014, Amsterdam, NL*  
2014 Responsible for all communication of The 36th European Conference on Information Retrieval, i.e., social media, website, calls for papers and sponsors. Supervised the design of the conference materials, e.g., logo, flyers, posters, and program booklet.

## ACADEMIC ACTIVITIES

- Conference PC • RecSys Industry (2024), UMAP (2021-2023), SIGIR (2015-2022), CIKM (2015, 2017)
- Workshop PC • European Workshop on Algorithmic Fairness (EWAf '24), Workshop on AI for Human Resources and Public Employment Services (2023, 2024), PodRecs@RecSys 2020, NewsIR@ECIR 2016
- Journal Editor • Frontiers in Big Data "Recommender Systems for Human Resources" Research Topic
- Misc • TalentCLEF Scientific Committee member



## TEACHING

### INVITED LECTURES

- June 16, 2023 • **LECTURER** | *The ACM Summer School on Recommender Systems, Copenhagen, Denmark*  
I gave a lecture at the RecSys Summerschool with Mesut Kaya on "Job recommendations."
- September 23, 2022 • **LECTURER** | *UvA in DeLaMar Business Seminar Series, DeLaMar Theatre, Amsterdam*  
I was invited to give a seminar to around 800 master students of the Amsterdam Business School (ABS) of the University of Amsterdam on the future of the labor market.
- February 10, 2021 • **GUEST LECTURER** | *BSc. Business Information Technology, Universiteit Twente, Online*  
Lectured on "recommender systems, algorithmic bias, and bias mitigation in hiring and recruitment."
- November 12, 2020 • **LECTURER** | *"Leergang Artificial Intelligence voor juristen," Universiteit Leiden, Leiden, NL*  
At the post-academic "AI for lawyers" course at Universiteit Leiden I gave a lecture on using AI in practice for bringing news to news readers and jobs to job seekers.
- September 11, 2019 • **LECTURER** | *The ACM Summer School on Recommender Systems, Gothenburg, Sweden*  
I gave a lecture and hands-on workshop at the RecSys Summerschool with Daan Odijk on "Recommender Systems in the Media Industry – Relevance, Recency, Popularity, and Diversity." Our hands-on session included iPython notebooks with a custom Wikinews dataset, and an assignment of implementing re-ranking strategies for related article finding.

### STUDENT SUPERVISION

- 2023 • **HILKE SCHUURMANS** | MSc. International Technology Law, Vrije Universiteit Amsterdam. Thesis internship at Randstad Groep Nederland. Hilke wrote her thesis "Bridging liability gaps for discriminatory AI systems—A study on the effectiveness of the reforms of the liability framework by the European Union in addressing algorithmic discrimination". Hilke's thesis was awarded an 8.5/10.

- 2023 • **LOIS RINK** | MSc. Data Science, Universiteit van Amsterdam. Thesis internship at Randstad Groep Nederland. Lois wrote her thesis *"Aspect-Based Sentiment Analysis for Open-Ended Survey Responses"* under supervision of myself, Job Meijdam (Randstad Groep Nederland). Lois' thesis was awarded a 9/10. A paper based on her thesis was published at the RecSys in HR '23 Workshop at ACM RecSys.
- 2022 • **ADAM ARAFAN** | MSc. Data Science, Universiteit van Amsterdam. Thesis internship at Randstad Groep Nederland. Adam wrote his thesis *"End-to-end bias mitigation in candidate recommender systems with fairness gates"* under supervision of myself, Fernando Santos (Civic AI Lab) and Emma Beaxis-Aussalet (Civic AI Lab). Adam's thesis was awarded a 9/10, and he published his thesis at the RecSys in HR '22 Workshop at ACM RecSys.
- 2022 • **ANNA LÓRINCZ** | MSc. Data Science, Universiteit van Amsterdam. Thesis internship at Randstad Groep Nederland. Anna worked on her thesis *"Transfer learning for multilingual vacancy text generation"* under supervision of myself, Dor Lavi, and Joao L. M. Pereira (UvA). Anna's thesis was graded a 9/10. Her thesis was published at the Generation, Evaluation & Metrics 2022 Workshop at EMNLP.
- 2021 • **SARAH-JANE VAN ELS** | MSc. Information Sciences, Vrije Universiteit Amsterdam. Thesis internship at Randstad Groep Nederland. Sarah-Jane worked on her thesis *"Using synthetic data to identify bias in recommender systems for recruitment"* under supervision of prof. Emma Beaxis-Aussalet (Civic AI Lab), and myself. Her thesis was published at the CompJobs '22 Workshop at WSDM.
- 2021 • **MAURITS DE GROOT** | MSc. ICT in Business, Universiteit Leiden. Thesis internship at Randstad Groep Nederland. Maurits worked on skills knowledge graphs and wrote his thesis *"Evaluating the Skills Gap in the Labor Market."* under my supervision. Maurits graduated with a 8/10, and published his thesis at the RecSys in HR '21 Workshop, at ACM RecSys.
- 2021 • **MAURICE VERBRUGGE** | MSc. Data Science, Radboud Universiteit. Research internship at Randstad Groep Nederland. Maurice worked on Reinforcement Learning for algorithmic planning of personnel.
- 2019 • **OBERON BERLAGE** | MSc. Data Science, University of Amsterdam. Thesis internship at FD Mediagroep. Oberon successfully defended his thesis *"Improving automated segmentation of radio shows with audio embeddings,"* and graduated with a 9/10. His thesis was accepted as a research paper at the IEEE ICASSP 2020 Conference.
- 2019 • **KLAUS-MICHAEL LUX** | MSc. AI & MSc. Data Science, Radboud Universiteit Nijmegen. Internship at FD Mediagroep. Klaus worked on implementing a deep learning-based audio segmentation model and co-authored Oberon's ICASSP 2020 publication.

## UNIVERSITY COURSES

- 2015 • **WEB SEARCH** | MSc. Information Studies, University of Amsterdam  
Teaching assistant responsible for lab sessions, project supervision, and grading.
- 2014 • **COMPLEX CRIME SCENES** | MSc. Forensic Science, University of Amsterdam  
Co-lecturer, gave lectures on text-mining, social network analysis, and search engines. Co-responsible for lab sessions, assignments, and grading.
- 2013 • **SOCIAL NETWORK ANALYSIS** | BSc. Information Studies, University of Amsterdam  
Teaching assistant responsible for lab sessions and grading.



## SELECTED PUBLICATIONS

### GENERAL PUBLIC

- 2021 • **Forget the Trolley Problem; Pragmatic and Fair AI in the Real World.** *TowardsDataScience*.  
Opinion piece on pragmatic fair AI. Published in TowardsDataScience and selected as "editors' pick."
- 2016 • **D. Graus, M. de Rijke. Wij zijn racisten, daarom Google ook.** *NRC Handelsblad, NRC.next*.  
Op-ed in daily Dutch newspaper of record, on how algorithms aren't neutral by design.

### PEER-REVIEWED SCHOLARLY ARTICLES

- 2024 • A. Fabris, N. Baranowska, M. J. Dennis, **D. Graus**, P. Hacker, J. Saldivar, F. Z. Borgesius, and A. J. Biega. **Fairness and bias in algorithmic hiring: a multidisciplinary survey.** *ACM TOIS*
- 2022 • A.M. Arafan, **D. Graus**, F.P. Santos, E. Beaxis-Aussalet. **End-to-End Bias Mitigation in Candidate Recommender Systems with Fairness Gates.** *RecSys in HR '22*

- 2021 • D. Lavi, V. Medentsiy, **D. Graus**. **conSultantBERT: Fine-tuned Siamese Sentence-BERT for Matching Jobs and Job Seekers**. *RecSys in HR '21*
- 2020 • F. Lu, A. Dumitrache, **D. Graus**. **Beyond Optimizing for Clicks: Incorporating Editorial Values in News Recommendation**. *Conference on User Modeling, Adaptation, and Personalization (UMAP)*
- 2020 • O. Berlage, K.-M. Lux, **D. Graus**. **Improving automated segmentation of radio shows with audio embeddings**. *International Conference on Acoustics, Speech, and Signal Processing (ICASSP)*, Barcelona, Spain
- 2018 • **D. Graus**, D. Odijk, M. de Rijke. **The Birth of Collective Memories: Analyzing Emerging Entities in Text Streams**. *Journal of the Association for Information Science and Technology (JASIST)*
- 2016 • **D. Graus**, P. N. Bennett, R. White, E. Horvitz. **Analyzing and Predicting Task Reminders**. *Conference on User Modeling, Adaptation, and Personalization (UMAP)*, Halifax, Canada
- 2016 • **D. Graus**, E. Tsagkias, W. Weerkamp, E. Meij, M. de Rijke. **Dynamic Collective Entity Representations for Entity Ranking**. *International Conference on Web Search and Data Mining (WSDM)*, San Francisco, US
- 2014 • **D. Graus**, D. van Dijk, E. Tsagkias, W. Weerkamp, M. de Rijke. **Recipient Recommendation in Enterprises using Communication Graphs and Email Content**. *ACM SIGIR Conference on Research & Development in Information Retrieval (SIGIR)*
- IN THE PRESS**
- November 29, 2024 • **FILOSOFIE IN ACTIE PODCAST** *In gesprek met David Graus*. Podcast in which I discuss my background, interests, and ideas about recommender systems and developing ethical AI.
- July 9, 2024 • **ING SECTOR MAGAZINE** *Generatieve AI in de zakelijke dienstverlening: sneller, efficiënter en preciezer*. Interview in which I share a few words about Randstad's efforts in generative AI.
- July 6, 2023 • **SHAPING THE FUTURE PODCAST** *Inclusiviteit in algoritmes: niet discrimineren of proactieve inclusie?* Podcast episode where I discuss "inclusive algorithms" alongside Tekla de Veer (DEPT).
- June 9, 2023 • **THE NETHERLANDS INSTITUTE FOR HUMAN RIGHTS** *Interview: 'Collega's zullen nooit volledig afgaan op wat onze algoritmes zeggen'*. Interview on ethical AI in the context of HR and recruitment.
- November 16, 2022 • **RECSPERTS PODCAST** *Recommender systems in Human Resources with David Graus*. Podcast with Marcel Kurovski where we touch on many topics, from vacancy over talent recommendation to mitigating biases effectively.
- February 22, 2022 • **REFLEX MAGAZINE** (ABU), *Dwarsdenkers: 'AI is onbevooroordeeld en leidt tot meer inclusieve arbeidsmarkt.'* Interview on the promises of AI in the labor market.
- June 4, 2019 • **EUROPEAN SCIENCE-MEDIA HUB**, *A scientist's opinion: Interview with David Graus about AI-tools for journalists*. Interview in the context of a three-day Summer School AI and journalism on how we apply AI in Journalism at FD Mediagroep.
- May 10, 2019 • **DE NATIONALE AI CURSUS**, *Geef niet het algoritme de schuld*. Interview in response to my op-ed on the alleged promoting of anti-vaxx books by Bol.com's algorithms in Het Parool.
- November 26, 2018 • **BNR**, *The case of: AI in Media*. BNR Podcast where I talk about our goals in the SMART Journalism project in the context of "applied AI" in the media industry.
- October 12, 2018 • **DE VOLKSKRANT**, *Met deze eigen zoekmachine spit de politie schatten aan digitaal bewijs door*. Interview about the search engine at the Netherlands Forensic Institute, and its use in the high-profile "Mocromaffia" court cases, with my perspective on the role of such technology in collecting digital evidence.
- October 2, 2018 • **NRC**, *Waar blijft de Nederlandse robotjournalist?* Article on automated journalism, where I mention our SMART Journalism project.
- July 10, 2018 • **COMMUNICATIONS OF THE ACM**, *Dutch Police Fight Crime by Cracking PGP Phones*. Article about my work as an expert in digital forensics and search engines for Inez Weski on the "Ennetcom" case.
- November 12, 2017 • **DENKTANK**, *Baas over brein*. Television show for youngsters on futuristic topics. In this episode: how companies influence us online through persuasion/behavior analysis.
- June 17, 2017 • **NOS**, *David onderzocht de sporen die wij onbewust online achterlaten*. Article on my research and PhD thesis: *Entities of Interest – Discovery in Digital Traces*.



## SELECTION OF INVITED TALKS

- October 8, 2024 • **INVITED SPEAKER** | *UWV IV-Conference, Nieuwegein, The Netherlands*  
I was invited to give a talk at the UWV (Dutch Employment Insurance Agency) titled: "Challenge Accepted: Responsible Algorithms in the World of Work and News."
- March 21, 2024 • **INVITED SPEAKER** | *NLP4HR Workshop at EACL2024, St. Julians, Malta*  
I gave the opening keynote at the First Workshop on NLP4HR at EACL 2024, titled: "Recommender systems, bias, and bias mitigation in hiring."
- June 22, 2023 • **PANELIST** | *CPDP 2023, Brussels, Belgium*  
Panelist on "Beyond Ethics Washing: Impact Assessments, Audits, and Oversight for AI" moderated by Mirko Tobias Schäfer (Utrecht University) with Iris Muis (Utrecht Data School), Paul Nemitz (European Commission), and Maria Koomen (Open Governance Network for Europe).
- October 31, 2022 • **GUEST** | *Felix Meritis, Amsterdam*  
I was invited as a guest at the "AI for Good" series, organized at Felix Meritis to discuss the opportunities of AI, alongside Dasha Simons (IBM) and Oumaima Hajri (Hogeschool Rotterdam).
- October 14, 2022 • **PANELIST** | *Reshaping Work 2022 Conference. De Rode Hoed, Amsterdam*  
I was invited as an "AI and Ethics" panelist, moderated by Ting Li (Erasmus University Rotterdam), alongside Robert Seamans (New York University) and Anastasia Sergeeva (Vrije University Amsterdam).
- May 18, 2022 • **PANELIST** | *"Hey Siri: Vind een geschikte kandidaat," DeFabrique, Utrecht*  
I was invited as a panelist to talk about AI in HR and recruitment for a more inclusive labor market, alongside Siri Beerends (SETUP), Rina Joosten-Rabou (Seedlink) and Hans de Zwart (HvA).
- September 17, 2021 • **KEYNOTE SPEAKER** | *FEAST Workshop, Online*  
I was invited as the keynote speaker on "Data Science in HR: recommender systems, knowledge graphs, vacancies and resumes" at the International Workshop on Fair, Effective And Sustainable Talent management using data science (FEAST) at ECML-PKDD 2021.
- September 1, 2021 • **PANELIST** | *Dataiku Webinar, online*  
Together with Helen Hulsker (Senior International Legal Counsel Randstad) I joined a webinar "Conversations on Governing AI with Randstad & Dataiku" where we discussed implementing AI in our high-risk domain from technical, practical, and legal perspectives.
- February 11, 2021 • **PANELIST** | *ICT.Open 2021, Online*  
I was invited as a panelist on "Challenges of responsible use of data and algorithms in practice," the session was part of the Responsible Data Science track in the Digital Society research program of de Vereniging van Universiteiten (VSNU).
- October 31, 2020 • **KEYNOTE SPEAKER** | *Anti-Discrimination Hackathon, Online*  
I was invited to give an online keynote on "Algorithmic matching, bias, and bias mitigation" in automated recruitment at the Anti-Discrimination Hackathon co-organized by the Netherlands Ministry of Education, Culture and Science and Ministry of the Interior and Kingdom Relations of Netherlands.
- January 23, 2020 • **PANELIST** | *CPDP 2020, Brussels, Belgium*  
I was invited to join a panel on "Algorithms and AI-driven technologies in the information society" with privacy and legal scholars on the role of AI-driven innovation such as news recommender systems, chatbots, deepfakes in society.
- June 20, 2019 • **SPEAKER AND PANELIST** | *Academisch-Cultureel Centrum SPUI25, Amsterdam, NL*  
At the "Explainable AI: Should companies justify algorithmic decisions?" event I gave a talk on our "Reading News with a Purpose" work on explainable recommender systems, and participated in a panel with prof. Marcel Worring (UvA) and Hinda Haned (Ahold).
- March 28, 2018 • **SPEAKER** | *VOGIN-IP-lezing 2018: Zoeken & Vinden, Amsterdam, NL*  
At the VOGIN-IP Lezing I gave a lecture on recommender systems and (the need for) personalization.

June 18, 2017

### OPENING ADDRESS AND PANELIST | *De Balie, Amsterdam, NL*

I gave the opening address on AI and machine learning, and participated in a panel on the impact of algorithms on our daily lives, at an evening at De Balie on the topic of "the power of data."

November 22, 2016

### BIG DATA & MACHINE LEARNING—MOGELIJKHEDEN & VALKUILEN | *Koninklijke Marechaussee Intelligence Dag, Koning Willem III-kazerne, Apeldoorn, NL*

At the Intelligence Day of the KMar, I gave the opening keynote on machine learning and algorithmic discrimination.



## PATENTS

July 21, 2020

### US10719757B2 | *System for interpreting and managing imprecise temporal expressions*

Assigned to Microsoft Technology Licensing LLC. Authors: Adam Fourney, Paul N. Bennett, Ryan White, Eric Horvitz, Xin Rong, David Graus. This patent is based on Rong's internship work, which in turn was a follow-up from my work at Microsoft Research.



## AWARDS

2019

**DUTCH INTERACTIVE AWARDS** For BNR SMART Radio we won two Dutch Interactive Awards: Gold in the category "Content," and silver in category "Disruptor."

2019

**ANNUAL MASTERS OF MEDIA (AMMA) AWARDS** Our news personalization efforts at FD Mediagroep won the AMMA 2019 Award in the category "Best Media Innovation."

2019

**MARCONI ONLINE AWARD** Our BNR SMART Radio project won the first Marconi Online Award for innovative radio at "het RadioGala van het Jaar."

2016

**BEST STUDENT PAPER AWARD** James Chen Best Student Paper Award at UMAP 2016 for "Analyzing and Predicting Task Reminders," the publication from my internship at Microsoft Research.

2014

**ILPS MVP** Most Valuable Player Award given (by peer votes) to an ILPS member that has made significant contributions to the group.



## SOFTWARE SKILLS

Coding & scripting

Python, bash, Clojure, C#, LaTeX, JavaScript, HTML, CSS

Tools/libraries

scikit-learn, xgboost, numpy, pandas, spaCy, NLTK, D3, git

AWS

Lambda, ECS, ECR, SSM, Redshift, ElastiCache, SageMaker

Databases

MongoDB, elasticsearch, SQL, Redis, redshift

Software

Adobe Creative Suite, Microsoft Office



## LANGUAGES

Dutch

Native language

English

Fluent in speaking, reading and writing, both technical and conversational

French

Conversationally fluent and reading and writing with high proficiency

German

Basic level of speaking, reading and writing



## HOBBIES

I enjoy visiting **museums** and **art galleries** (contemporary art and photography), **reading** (science fiction), **craft beer**, and **photography**. I like to dabble in **graphic design**, to **travel** the world, and **running** and **yoga**.