



# Clara Rus

+40742098945   [✉ clararus98@gmail.com](mailto:clararus98@gmail.com)   [🌐 LinkedIn](#)   [Github](#)   [Google Scholar](#)

## SUMMARY

I am part of the **Information Retrieval Lab** at the University of Amsterdam with my **PhD position** being funded by the EU interdisciplinary project FINDHR [\[LINK\]](#). Research interests: **trustworthy and responsible AI** with a focus on **intersectional fairness-aware learning to rank for algorithmic hiring**.

## PUBLICATIONS

CIKM 2024	<b>AnnoRank: A Comprehensive Web-Based Framework for Collecting Annotations and Assessing Rankings</b> C Rus, G Poerwawinata, A Yates, M de Rijke <a href="#">[Paper]</a> <a href="#">[Code]</a>
ECIR 2024	<b>A Study of Pre-processing Fairness Intervention Methods for Ranking People</b> C Rus, A Yates, M de Rijke <a href="#">[Paper]</a> <a href="#">[Code]</a>
Recsys in HR 2023	<b>Counterfactual Representations for Intersectional Fair Ranking in Recruitment</b> C Rus, M de Rijke, A Yates <a href="#">[Paper]</a> <a href="#">[Code]</a>
Recsys in HR 2022	<b>Closing the gender wage gap: Adversarial fairness in job recommendation</b> C Rus, J Luppens, H Oosterhuis, GH Schoenmacker <a href="#">[Paper]</a> <a href="#">[Code]</a>

## WORK EXPERIENCE

03/2022 - 09/2022 DPG Media Netherlands	<b>DATA SCIENTIST INTERN</b> Researched debiasing techniques of word embeddings for the recruitment industry. <b>SKILLS:</b> NLP, Python, Pytorch
09/2021 - 01/2022 ASM Pacific Technology Netherlands	<b>MACHINE LEARNING RESEARCHER INTERN</b> Researched machine learning techniques for depth estimation from focal stacks for the microdevices industry. <b>SKILLS:</b> Computer Vision, Depth Estimation, Python, Pytorch
01/2020 - 09/2021 Continental Automotive Romania	<b>MACHINE LEARNING RESEARCHER INTERN</b> Researched machine learning techniques for object detection and depth estimation from stereo and monocular images in the context of autonomous driving. <b>SKILLS:</b> Computer Vision, Depth Estimation, Object Detection, Python, Pytorch
10/2018 - 01/2020 Hella Romania	<b>SOFTWARE DEVELOPER INTERN</b> Developed internal tools for processing car sensors data using C# and Java programming languages for the automotive industry. <b>SKILLS:</b> C#, Java
07/2018 - 10/2018 Microsoft Romania	<b>TECHNICAL SUPPORT ENGINEER INTERN</b> Developed a mobile application for a second hand shop using Microsoft Power Apps. <b>SKILLS:</b> Microsoft Power Apps

## EDUCATION

11/2022 - PRESENT	<b>PHD DEGREE: INFORMATION RETRIEVAL - UNIVERSITY OF AMSTERDAM</b>
09/2020 - 09/2022	<b>MASTER DEGREE: DATA SCIENCE - RADBOUD UNIVERSITY</b> <b>Relevant courses:</b> Text and Multimedia Mining, Information Retrieval, Image Processing <b>Thesis:</b> Debiasing word embeddings with respect to gender for the recruitment industry <b>SKILLS:</b> NLP, Python, Pytorch
09-2016 - 06/2020	<b>BACHELOR DEGREE: COMPUTER ENGINEERING - POLITEHNICA UNIVERSITY</b> <b>Relevant courses:</b> Object Orientated Programming, Algorithms and Data Structures. <b>Thesis:</b> Android Application - Chatbot for travelling <b>SKILLS:</b> NLP, Python, Django, Xamarin, C#

## COMPETITIONS

---

**Microsoft AI for Girls 2020**      Using Microsoft tools my team developed a tool for recognizing text information from photos (1st place)

## SOFT SKILLS

---

I have gained and shown great **leadership, organisational** and **communication** skills by:

- Volunteering for ESSIR 2024
- Collaborating with the FINDHR partners on several deliverables
- Leading the FINDHR’s deliverable: writing a Software Development Guide [\[LINK\]](#) for designing fair ranking systems
- Being a teacher assistant for the Information Retrieval Course
- Supervising master of AI students
- Participating in interpersonal courses offered by the University of Amsterdam

## LANGUAGE SKILLS

---

**MOTHER TONGUE:** ROMANIAN  
**ENGLISH** C1  
**GERMAN** B1