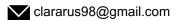


# Clara Rus



+40742098945 clararus98@gmail.com <u>LinkedIn</u> <u>Github</u> <u>Google Scholar</u>

#### 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**

AnnoRank: A Comprehensive Web-Based Framework for Collecting Annotations and Assessing Rankings **CIKM 2024** 

C Rus, G Poerwawinata, A Yates, M de Rijke [Paper][Code]

A Study of Pre-processing Fairness Intervention Methods for Ranking People **ECIR 2024** 

C Rus, A Yates, M de Rijke [Paper][Code]

Counterfactual Representations for Intersectional Fair Ranking in Recruitment Recsys in HR

C Rus, M de Rijke, A Yates [Paper][Code] 2023

Closing the gender wage gap: Adversarial fairness in job recommendation Recsys in HR

C Rus, J Luppes, H Oosterhuis, GH Schoenmacker [Paper][Code] 2022

#### WORK EXPERIENCE

03/2022 - 09/2022 DATA SCIENTIST INTERN

**DPG Media** Researched debiasing techniques of word embeddings for the recruitment industry. **Netherlands** 

SKILLS: NLP, Python, Pytorch

09/2021 - 01/2022 MACHINE LEARNING RESEARCHER INTERN

**ASM Pacific** Researched machine learning techniques for depth estimation from focal stacks for the **Technology** microdevices industry. SKILLS: Computer Vision, Depth Estimation, Python, Pytorch **Netherlands** 

01/2020 - 09/2021 MACHINE LEARNING RESEARCHER INTERN

Continetal Researched machine learning techniques for object detection and depth estimation from stereo

and monocular images in the context of autonomous driving.

Romania SKILLS: Computer Vision, Depth Estimation, Object Detection, Python, Pytorch

10/2018 - 01/2020 SOFTWARE DEVELOPER INTERN

Developed internal tools for processing car sensors data using C# and Java programming Hella

languages for the automotive industry. SKILLS: C#, Java

07/2018 - 10/2018 TECHNICAL SUPPORT ENGINEER INTERN

Developed a mobile application for a second hand shop using Microsoft Power Apps. **Microsoft** 

Romania SKILLS: Microsoft Power Apps

**EDUCATION** 

**Automotive** 

Romania

11/2022- PRESENT PHD DEGREE: INFORMATION RETRIEVAL - UNIVERSITY OF AMSTERDAM

MASTER DEGREE: DATA SCIENCE - RADBOUD UNIVERSITY 09/2020 - 09/2022

> Relevant courses: Text and Multimedia Mining, Information Retrieval, Image Processing Thesis: Debiasing word embeddings with respect to gender for the recuirtment industry

SKILLS: NLP, Python, Pytorch

BACHELOR DEGREE: COMPUTER ENGINEERING - POLITEHNICA UNIVERSITY 09-2016 - 06/2020

Relevant courses: Object Orientated Programming, Algorithms and Data Structures.

Thesis: Android Application - Chatbot for travelling SKILLS: NLP, Python, Django, Xamarin, C#

## COMPETITIONS

Microsoft Al 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