

# Wen YANG

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## EDUCATION AND QUALIFICATIONS

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### MSc in Biotechnology and Management

University of Glasgow (U of G), Glasgow, United Kingdom

09/2018–12/2019

- Main Courses: Marketing Management, Contemporary Issues in Human Resource Management, Managing Creativity and Innovation, Managing Strategic Change, Project Management, Technology transfer and Commercialisation of Bioscience Research, etc.

### BSc in Biotechnology

Northwest A&F University (NWAUFU) (Honoured Graduate), Yangling, China

09/2018–12/2019

- The University is in Tier 1 in China and in the list of Chinese Project “985” and “211”.

### Introduce to Bioethics (Summer School)

University of Helsinki, Helsinki, Finland

8/2014

## RESEARCH EXPERIENCE

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### 1. Master Thesis, *Research on Problems of the Current Salary System and Optimization of Employee Incentive Mechanism in Public Hospitals in China*

Adam Smith Business School, University of Glasgow, Glasgow.

01/2019 - 08/2019

**Summary:** By using both quantitative and qualitative analysis methods, combined with professional experience and knowledge, this study summarized the possible problems in the salary system of public hospitals in China and proposed an optimization plan for the employee incentive mechanism.

This study provided theoretical support and suggestions for improving and optimizing employee incentive mechanisms in public hospitals with similar backgrounds.

### 2. Leader of an Independent Experiment, *Study on The Screening of Livestock Fertility - Related Gene Based on Text Mining and the Establishment of Database Platform*

College of Life Science, Northwest A&F University, Yangling.

06/2015 – 07/2016

### 3. Leader of an Independent Experiment, *Study on Effects of Drought Stress on Activities of Key Photosynthetic Enzymes in Seedling Leaves of Wheats with Different Drought Resistance*

College of Life Science, Northwest A&F University, Yangling.

09/2013 - 11/2015

### 4. Leader of an Independent Experiment, *Study on Difference of SPS1 Gene Expression in Different Drought Resistant Seedling Leaves of Wheat under Water Deficit (School Key Project)*

College of Life Science, Northwest A&F University, Yangling.

11/2013 - 04/2015

## WORK EXPERIENCE

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### 1. HR Manager, Sichuan Jiuzhou Yuntu Technology Co., Ltd, Chengdu, China.

01/2018 - 07/2018

- Supported and processed all HR Admin related paperwork throughout the full employment cycle, from dealing with recruitment matters, new starter documentation and internal changes.
- Maintained and acquired adequate support from relevant government.
- Maintained company's organization structure.
- Developed and Maintained competitive salary structure for the company.
- Led to establish the Performance appraisal system.
- Established the process to manage employee archives and employment contract conclusion, alteration, renewal and termination.
- Planed recruitment and ensure the execution.
- Implement employee enrolment, demission and transfer according to the process.

- 2. HR Manager, Chengdu Kunda Heavy Duty Truck Parts Co., Ltd, Chengdu, China.** 08/2016 – 12/2017
- Supported and processed all HR Admin related paperwork throughout the full employment cycle, from dealing with recruitment matters, new starter documentation and internal changes.
  - Led to optimize current salary system and employee incentive mechanism.
  - Developed and Maintained competitive salary structure for the company.
  - Maintained and acquired adequate support from relevant government.
  - Supported other departments.
- 3. HR Assistant, Chengdu Kunda Heavy Duty Truck Parts Co., Ltd, Chengdu, China.** 08/2016 – 12/2017
- Processed HR forms for employees and submit to Central HR and Payroll
  - Maintained HR records on all employee attendance and sickness
  - Managed the Time & Attendance system running reports
  - Ensured people's record keeping if of a high standard including regular audits
  - Undertook all other tasks as reasonably requested by management.
- 4. Volunteer, SJ VIETNAM, Hanoi, Vietnam** 10/2013
- Program name: *Taking care of disadvantaged children in youth centre.*

## **PUBLICATIONS**

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**Co-Author of a Paper, [GED: A manually curated comprehensive resource for epigenetic modification of gametogenesis.](#)**

College of Life Science, Northwest A&F University, Yangling.

- Covered skills including Perl, Database, Apache, PHP, MySQL, JavaScript, etc.
- Covered branches of knowledge including Genomics & Proteomics, Bioinformatics, Animal physiology, etc.
- Has been accepted for publication in *Briefings in Bioinformatics*. (OXFORD UNIV PRESS, ISSN: 1467-5463, Impact Factor: 9.617)

Published Online:  
February 5, 2016

## **OTHER PROFESIONAL CERTIFICATIONS**

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Piano (Top Grade);

Bridge (Cards Game, Player);

Scottish Football Association Coach Licence Level 1 (equivalent to UEFA D Licence).