CIJO GEORGE

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SUMMARY

A Technology Leader with 12 years of experience in Engineering, Research, & Leadership roles across AI/ML & Platform Engineering, with a passion for building innovative tech & high-performance teams.

EDUCATION

Indian Institute of Science (IISc)   2010 - 2012
Supercomputer Education & Research Centre

Degree: **Master of Science in Engineering (Research)**
Thesis: Fault Tolerance Strategies for Large Scale Systems

Cochin University of Science & Technology (CUSAT)   2005 - 2009
Govt. Model Engineering College

Degree: **Bachelor of Technology, Computer Science & Engineering**

WORK EXPERIENCE

Head of Platform & AI   Dec 2019 - Dec 2020
Belong.co   *Bengaluru*

· Responsible for building/ maintaining stable and scalable AI/ML and Platform Services for all SaaS products of Belong, serving enterprise customers in the recruitment domain.
· Led a team of Researchers/ Data Scientists and Backend Engineers working on *Machine Learning/ Deep Learning* algorithms and scalable *API services* for *Contextual Candidate/ Job Search*, *Resume Parsing*, *Personalized Content Generation* and *Content Delivery*.
· Led efforts to revamp Belong's *Resume Parsing* algorithm and service, making it scalable, with performance metrics at par with the best in the industry, ending dependence on paid third-party parsing services and enabling an additional revenue stream for the company.
· Architected and developed (hands-on) a revamped version of *Contextual Candidate/ Job Search* ranking algorithm, making it vertical/ domain agnostic, to serve different job verticals in international markets.
· Worked closely with Product Management to understand product requirements and influence product roadmap based on technology strategy and roadmap.

Lead Data Scientist   Jan 2019 - Nov 2019
Belong.co   *Bengaluru*

· Architected and developed (hands-on + leading the team) automated *feedback loops* that incorporate Candidate preferences learned from previous engagements into the core *Search Ranking* algorithm.
· Led the efforts in experimenting and building AI tools for a candidate-facing product under development.
· Hired, on-boarded and mentored Researchers/ Data Scientists and Interns; and led campus recruitment efforts for tech hiring.

Senior Data Scientist   Feb 2018 - Dec 2018
Belong.co   *Bengaluru*

· Worked on improving the core recommendation system for Belong's flagship *Contextual People Search Engine* using techniques from across *Information Retrieval*, *Machine Learning*, *Deep Learning*, *Natural Language Processing* and *Statistical Analysis*.

· Implemented, *A/B tested* and launched multiple incremental updates to the core *Search Ranking* algorithm with new signals, improving performance metrics by more than 50%.
· Built the first version of *Belong Knowledge Graph*, powered by a scalable graph database, to capture relationships between Candidates, Skills, Designations, Employers, Schools etc., enabling efficient Ad hoc complex queries across multiple dimensions for various use cases.

Researcher (Advanced Technology Group, CTO Office)　　　　Aug 2012 - Jan 2018
NetApp, Inc.　　　　　　　　　　　　　　　　　　　　　　　　　　　　　*Bengaluru*

· Led advanced development projects with responsibility of studying the problem, proposing a solution, developing a working prototype/ proof-of-concept and taking prototypes into production.
· Worked on applying classical *Machine Learning*, *Neural Networks* and *Time-series Analysis* (*Forecasting*, *Anomaly Detection*) on System Performance Metrics and Log data for various use cases.
· Co-authored multiple peer-reviewed external publications, and several internal reports to influence long-term technology strategy of NetApp.

Software Engineer (R&D)　　　　　　　　　　　　　　　　　　Jun 2009 - Jul 2010
Nokia Siemens Networks　　　　　　　　　　　　　　　　　　　　　　　*Bengaluru*

· Part of the development team for *HLR (Home Location Register)*, a key component for call handling and value-added services in the telecommunications core network. Involved in feature development for the next generation *HLR* release versions as well as maintenance of older versions.

EXTERNAL PUBLICATIONS

· Rukma Talwadker, **Cijo George**, "Yodea: Workload Pattern Assessment Tool for Cloud Migration", *CloudCom '18: Proceedings of the 10th IEEE International Conference on Cloud Computing Technology and Science*, Nicosia, Cyprus, December 2018.

· **Cijo George**, Sathish Vadhiyar, "Fault Tolerance on Large Scale Systems using Adaptive Process Replication", *IEEE Transactions on Computers*, September 2014.

· Vipul Mathur, **Cijo George**, Jayanta Basak, "Anode: Empirical Detection of Performance Problems in Storage Systems using Time-Series Analysis of Periodic Measurements", *MSST '14: Proceedings of the 30th International Conference on Massive Storage Systems and Technology (IEEE)*, Santa Clara, California, June 2014.

· **Cijo George**, Sathish Vadhiyar, "AdFT: An Adaptive Framework for Fault Tolerance on Large Scale Systems using Application Malleability", *ICCS '12: Proceedings of the International Conference on Computational Science (Elsevier)*, Omaha, Nebraska, June 2012.

FAMILIAR TECHNIQUES, TOOLS & TECH STACK

· **Data Science**: Working knowledge of *Deep Learning/ Neural Networks* for *Natural Language Processing* (*Embeddings*, *Recurrent Models*, *Convolutional Models*, *Attention-based Models*, *Transformer-based Models*), *Gibbs Sampling*, *Latent Dirichlet Allocation*, *Hidden Markov Models*, *Page-Rank*, Classical Machine Learning (*Regression*, *Trees & Forests*, *SVN*, *KNN*), *Time-series Analysis*.
· **Math**: Intuitive understanding of math behind familiar Data Science techniques.
· **Programming**: Most familiar with *Python*. Have worked with *Shell scripting*, *SQL*, *R*, *Java*, *C*, *C++*, *MPI*, *CUDA*, *Perl*, *PHP*, *HTML*.
· **Tools & Tech Stack**: Familiar with *Django*, *Celery*, *Jupyter*, *Git*, *Dgraph* (Graph Database), *Docker*, *Nginx*, *Gunicorn*, *Kubernetes*, *AWS*, *Hadoop* (*Hive*, *MapReduce*).
· **Others**: *RESTful API Design*, *Agile* Development, Working Knowledge of Operating Systems, Storage Systems and Networks.