

# CIJO GEORGE

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## SUMMARY

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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

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**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

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**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)**  
*NetApp, Inc.*

Aug 2012 - Jan 2018  
*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)**  
*Nokia Siemens Networks*

Jun 2009 - Jul 2010  
*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

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- 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

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- **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.