HAYDEN SO

haydenso.hk@gmail.com ◇ linkedin.com/in/haydenso ◇ haydenso.com

+852 6178 3026 ◇ Hong Kong ◇ Norway

'Technical guy' to the policy and governance folks. 'Politics guy' to the technical folks. I'm a bridge.

GOVERNMENT AND POLICY EXPERIENCE

Hong Kong Government, Administrative Officer Intern (Public Administration)   May 2025 - July 2025
Home Affairs Department, Central and Western District Office

- Proposed and presented policy suggestion on increasing access to government services via AI (later mentioned in Chief Executive's Policy Address)
- Domestic administration and governance on a district level. Involved in district council matters.

Hong Kong Economic and Trade Office (HKETO), Brussels, Summer Intern   May 2024 - July 2024
HKSAR Government's Europe head office, representative for the EU and 13 countries

- Researching political and economic affairs (EU elections) for HK representatives and memos for the *Special Representative to the European Union (Ms. Shirley Yung, JP)*.
- Participation in public-facing events, marketing and internal administrative tasks

Energy Infrastructure Policy   Nov 2023 - April 2024
Advised by Prof. Magdalena Klemun - Division of Public Policy, HKUST (now at Johns Hopkins)   *Hong Kong*

- *"Understanding the costs of local opposition to energy infrastructure: Insights from wind energy"* in preparation
- Building a novel database on NIMBY costs involved in wind energy infrastructure projects and investigating contributing factors

PRIVATE SECTOR EXPERIENCE

Deloitte, Consulting Intern   Dec 2025 - Jan 2026

- Deloitte Digital, Tech Strategy and Transformation. Staffed on client project for Hong Kong's Largest Taxpayer.

Copenhagen Infrastructure Partners (CIP), Analyst (Part-time)   Oct 2024 - Feb 2025
(CIP invests in renewables infrastructure and private equity with €30 billion in assets)

- Analyzed and prepared due diligence on 50+ Chinese wind, solar (offshore & onshore) and P2X supply chain OEMs under CIP's Business Development Director, China (Reference: Mr. Mu Xu).
- Finanacial & comparables analysis on the renewable sector firms for portfolio project developments/procurement

TECHNICAL EXPERIENCE

Mechanistic Interpretability of Neural Networks in the Physical Sciences   Nov 2023 -
Mentored by Prof. Julian Mak (Ocean Modelling and Fluids Group)   *Hong Kong*

- Experimenting with sparse dictionary learning and autoencoders for interpretable neural networks
- Built custom interpretable ML-model for CNN prediction of hurricane wind speed, analyzing activations and the latent space for features

Natural Language Processing (NLP) in Bioinformatics   June 2022 - Mar 2023
Yale Center for Medical Informatics, Yale University School of Medicine   *Remote (New Haven, CT)*

- Custom named-entity extraction pipeline in spaCy for Immunoglobulin and disease terms. Compared rule-based vs CNN models on PubMed literature.
- Developed novel IG-Disease association graph for Cytoscape visualization.

Software Engineer Intern   July 2023 - Aug 2023
Chatbot.com.hk - Set Sail Software   *Hong Kong*

- Humanised company's default client chatbot response by building a custom API endpoint that takes in original answer and improves it. Used Sanic and Langchain (Python) with domain-driven design architecture.
- Prompt engineered for GPT3.5 Turbo (hosted on Azure) in English, Cantonese and Mandarin for best multilingual response to improve chatbot.

Biomedical Engineering Research Lab Assistant   June 2022 - Aug 2022
Advanced Biophotonics Imaging Lab, Dept. BME, Chinese University of Hong Kong

- Wrote custom loss functions in Python for image segmentation ML models on OCT scans of animal colons
- Mentored by PI Prof. Scott Wu Yuan and PhD student Habiba Abbasi
- Assisted in lab demonstrations and produced lab video for marketing and presentation purposes.

Modeling and Agent-based Simulation of Aircraft Boarding   June 2022 - Aug 2022
Supervised by Prof. Jason Steffen, University of Nevada, Las Vegas

- Based on the initial work we did as part of the 2022 IMMC competition (representing Norway), we investigated the possibilities of various boarding procedures in planes with multiple aisles
- Simulation was done in Repast Symphony in Java with further data analysis in Python

ACADEMIC WORK

Mechanistically Interpreting the Latent Space of Hurricane Predictions
Hayden So & Julian Mak. Preprint in preparation

ImmspaCy: Extracting Gene-disease Associations for Systems Immunology Discoveries (Poster, Paper)
Hayden So, Steven H. Kleinstein (Yale School of Medicine) & Kei-Hoi Cheung (Yale School of Public Health).
Poster presentation at Bioinformatics Open Days 2023, Portugal

Investigating Boarding Methods in a Multi-aisle Flying Wing Aircraft Design (Arxiv)
Emil Ryd, Vihaan Khandelwal, Hayden So & Jason Steffen.
Submitted to the European Journal of Operations Management

HONOURS AND AWARDS

International Mathematical Modeling Challenge, representing Norway (Meritorious Paper / Silver Medal equivalent)

Gold at Junior UKMT Challenge UK Maths Trust Math

Hong Kong Academy for Gifted Education Member

SCHOLARSHIPS

Undergraduate Research Opportunities Program (UROP) Stipend $ 6,000 HKD awarded

HK General Chamber of Commerce Scholarship for Innovation $ 10,000 HKD awarded

Beyond Academic Admissions Scholarship (BAAS) at HKUST $ 50,000 HKD awarded

UWC Hong Kong Scholar One of 10 overseas scholars representing Hong Kong at an United World College abroad

University of Toronto Hong Kong Foundation Scholarship (declined) Sole scholar for 120,000 CAD for 4 years. Declined due to decision to not attend UofT Computer Science at St. George.

EDUCATION

Hong Kong University of Science and Technology (HKUST)   Expected 2027
BSc in Individualized Interdisciplinary Major (Computer Science, Politics and Planetary Sciences)

- **Advisors:** Prof. Hui Su, Prof. Julian Mak, Prof. King Chow, Prof. Eun-Soon Im

University of Hong Kong (HKU) *(Dual cross-enrollment)* Fall 2026

Coursework: Chinese Politics, AI Safety and Astrophysics

UWC Red Cross Nordic, Norway, IB Diploma (High School) 2021 - 2023

Nominated by HK National Committee as scholar for international boarding high school of 90+ nationalities. UWC was nominated for the Nobel Peace Prize twice.

SKILLS

Technical Skills Python (Numpy, PyTorch, C++, JS, Full-Stack Web, NGINX & Cloud, NLP (spaCy)
Other Skills Mandarin, Cantonese, UI/UX design in Figma, Cooking

PROJECTS

The Recall Pod (Podcast) 5500 hours listen time, 25000+ unique listeners, 34+ countries. Conversations on productivity and the human condition with my co-host Kiran. Co-host and editor of the podcast. (Listen to it here)

OTHER THINGS I THINK I'VE DONE THAT I THINK ARE COOL

Summer Job on Svalbard, Hurtigruten Svalbard Jul 2024 - Sept 2024
Wilderness First Aider, Norwegian Red Cross (Norges Røde Kors) Jan 2022 - Current

- Qualified in Emergency First Aid. Training with Fjaler Red Cross Search and Rescue Corps in annual retreat.

- Instructor and examiner of basic 12-hour course to 100+ participants. Focus on Heart Attacks and Angina.

Outdoor Tour Guide, Norwegian Trekking Association (DNT) Aug 2021 - Current

- Certification in canoeing, kayaking, trekking, cross-country ski trip leading. 24+ nights spent sleeping outdoors.

Head of Production Oct 2021 - May 2023
TEDxUWCRCN *Norway*

- In charge of stage design and production of video in liaison with TEDx. Released and curated 9 TEDx talks.

- Speakers include Bergen Chief Civil Engineer and Rektor (President) of the Norwegian University of Life Science