

EDUCATION

Sun Yat-Sen University (Zhongshan University)
Bachelor of Science in Environment

Sep 2008 - Jun 2012
Guangzhou, China

Leiden University
Master of Data Science: Computer Science

Start from Sep 2023
Leiden, Netherlands

PROFESSIONAL EXPERIENCE

Caishan Consulting Company
Founder

Dec 2019 - Present
Chengdu, China

- Consulting business: provided management consulting services, such as organizational development, reform of pay for performance incentives, long-term entrepreneurial counseling, etc. Provided headhunting services to enterprises and scientific research teams, recruited scientists and senior technical talents, conducted talent mapping, and gave professional talent management advice. Since our founding, we have served 18 enterprises and teams.
- Daily operation: responsible for team and project management, business development, finance and taxation matters.

Bozhong Management Consulting Company
Founder

Sep 2016 - Nov 2019
Chengdu, China

- Provided management consulting services for enterprises, mainly headhunting services, with a focus on the fin-tech, Internet, and retail industries. Due to business expansion and improvement, the entire business was transferred to the Caishan consulting company.

Fesco Adecco JV Company Chengdu Branch
Consultant

Aug 2014 - Aug 2016
Chengdu, China

- A JV of Adecco (a Fortune 500 company with its headquarters in Switzerland that provides hr services) and Fesco (a Chinese state-owned enterprise). Offered talent headhunting services for banks, internet, and technology companies.
- More than 30 directors, IT development, and risk management key talents had been successfully on boarded in two years.

Guangzhou Match Management Consulting Company
Assistant consultant

Aug 2012 - Aug 2014
Guangzhou, China

- Participated in talent executive search, talent distribution, salary, and willingness research, and assisted consultants in completing recruitment tasks. Served 6 of the global fortune 500 companies including BP, Chevron, Lenovo and so on.

PROJECT EXPERIENCE

BU Talent Pool System Implementation Project
Project Manager

Feb 2018 - Aug 2018
Tianfu Bank

- Responsible for BU talent pool information system implementation, talent recruitment, due diligence work.
- Talent Pool Information System Implementation: Analyzed talent management needs, evaluated and sourced external IT vendors, and oversaw the system implementation. Merged the original talent data, and mined over 80,000 talent data in a niche industry, standardized the procedure, maintained the system, and instructed staffs on how to use it properly.
- Conducted technical team recruitment to support the agricultural product trading online platform development. Led the team to successfully hire more than 30 employees in strategy, analysis, law, and finance fields. Participated in 4 enterprises' due diligence investigations to reveal internal risks for the bank.