

XINGJIAN ZHANG

105 St. George Street, Toronto, Ontario M5S 3E6, Canada
(+33) 785968536 ◊ xingjian.zhang@sciencespo.fr

EDUCATION

University of Toronto - Rotman School of Management
Ph.D. student in Strategic Management

Toronto, Canada
2023 - Expected 2028

Sciences Po
M.A. in Economics

Paris, France
2020 - 2022

Guangdong University of Foreign Studies
B.A. in Economics

Guangzhou, China
2015 - 2019

RESEARCH INTERESTS

Strategic human capital, Human resources management, Inequality in workplace

ACADEMIC EXPERIENCE

HEC Paris - MHR Department
Pre-Doc Fellow in Management

Paris, France
Sep 2022 - June 2023

- Contribute to research projects with Professor Federica De Stefano that investigate: 1) how employee training affects firm performance, 2) how does the long-term strategic plan shape firm's human capital investment
- Constructed large-scale administrative panel data of financial report, employee turnover rates and employee training expenses in French firms in 1990-2013; regression analysis using Stata and R

Jinan University - IESR
Research Assistant

Guangzhou, China
Sep 2018 - Sep 2021

- Co-author a paper with Professor Shu Cai studying discrimination against migrant workers in urban China by decomposing wage gap between local and migrant workers
- Conducted literature review independently; constructed datasets; conducted regression analysis using Stata; drafted the final manuscript; revised paper under referee reports

Sciences Po - Department of Economics
Research Assistant

Paris, France
May 2021 - Sep 2021

- Work with Professor Benjamin Marx; web-scraped information including names, locations and capacities of over 300,000 mosques in 1994-2018 using *rvest* in R
- Analyzed the web-scraped data and merged with Indonesia National Socioeconomic Survey data; constructed year-district panel data of internet access in Indonesia using Stata and R

WORKING PAPER

Cai, Shu and Xingjian Zhang.(2021) "Anatomy of the Wage Gap between Local and Migrant Workers in Urban China."
Revised & Resubmitted, *China Economic Review*

SKILLS

Computer	Stata (proficient) , R (proficient), L ^A T _E X(proficient), Julia (intermediate), Git
Language	English (fluent), Mandarin (native), Cantonese (native), French (beginner)
Interest	Chinese calligraphy, Specialty coffee brewing