

XINGJIAN ZHANG

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EDUCATION

Sciences Po, School of Research, Paris, France

2020 - 2022

Master in Economics

GPA: 4.0/4.0

- **Dissertation:** The Impact of Civil Conflict on Domestic Violence: Evidence from Kenya (*Grade: 17/20*)
- **Courses:** Graduate Econometrics 1,2 &3; Graduate Microeconomics 1,2 &3; Graduate Macroeconomics 1,2 &3; Mathematical Economics; Labor Economics; Political & Organizational Economics; Urban & Regional Economics ; Public & Environmental Economics

Guangdong University of Foreign Studies, Guangzhou, China

2015 -2019

Bachelor in Economics

ACADEMIC EXPERIENCE

Pre-Doctoral Fellow in Management, HEC Paris, France

June 2022 - Present

Advisor: Prof. Federica De Stefano and Prof. Roxana Barbulescu

Research area: strategic human capital; human resource management

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

Research Associate, IESR, Jinan University, China

Sep 2018 - Sep 2021

Advisor: Prof. Shu Cai

Research area: labor economics; development economics

- Co-author a paper on labor economics that studies discrimination by decomposing wage gap between local and migrant workers in urban China with revised & resubmitted
- Conducted the literature review independently; conducted data processing and analysis; drafted the final manuscript; revised paper under referee reports

Research Assistant, Department of Economics, Sciences Po, France

May 2021 - Sep 2021

Advisor: Prof. Benjamin Marx

Research area: political economics; development economics

- Web-scraped the information of over 300,000 mosques and analyze National Socioeconomic Survey in Indonesia in 1994-2018 using R language
- Analyzed the web-scraped data; constructed year-district panel data of internet access; analyzed and reported estimation results using Stata and R language

WORKING PAPER

Cai, Shu and Xingjian Zhang.(2021) "Anatomy of the Wage Gap between Local and Migrant Workers in Urban China." [\[paper\]](#)

Revised & Resubmitted, *China Economic Review*

SKILLS

Computer

Stata (proficient) , R Language (proficient), L^AT_EX(proficient), Julia (intermediate), Git

Language

English (fluent), Mandarin (native), Cantonese (native), French (beginner)

Interest

Chinese calligraphy, Specialty coffee brewing, Hiking