

Chen Zhu

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RESEARCH INTERESTS

- Data Mining and Knowledge Discovery
- Human Resource Analysis
- Text Mining
- Sentiment Analysis
- Recommender System

EDUCATION EXPERIENCES

- **MA.Sc** Computer Software and Theory (GPA: 3.26/4.00) *Sep.2012 - Jun.2015*
School of Computer Science, University of Science and Technology of China (USTC)
Dissertation: *Social Emotion Analysis from a Topic Modeling Perspective*
Advisor: Prof. Enhong Chen
- **B.Eng.** Software Engineering (GPA: 3.41/4.00) *Sep.2008 - Jun.2012*
School of Software & Microelectronics, Northwestern Polytechnic University (NPU)
Dissertation: *Coherent Speckle Reduction in SAR Image Using Wavelet Transform*
Advisor: Prof. Hong Li

WORK EXPERIENCES

- **Talent Intelligence Center, Baidu inc, China** *Jun.2015 - now*
Senior Research&Development Engineer
 - Communicating with human resource experts to find the bottlenecks of the traditional human resource management.
 - developing intelligent tools and providing comprehensive information based on data mining to improve the effectiveness and efficiency of human resource management.

SELECTED RESEARCH PROJECTS

1. **Intelligent Human Resource Analysis by Data Mining Approaches**
2015-now, at Baidu inc, Supported by Baidu inc
 - The objective of this research is to introduce data mining into traditional human resource work and provide intelligent advises and objective information for human resource management. So far, my work has containing predicting employees' turnover intention by classification, detecting and tracking public opinions related to HR, recruitment market analysis, and recruitment recommendation.
 - Related Papers; KDD 2016
2. **Data Mining Approaches for Social Media and Social Network Application**
2013-2015, at USTC, Supported by USTC
 - The objective of this research is to develop key technical components towards Social Media by leverage data mining related technologies. Specifically, it aims to analyze the fundamental characteristics of social network and build some social media services, such as the prediction of online serials popularity and tracking the evolution of social emotion.
 - Related Papers; KAIS, ICDM 2014

3. Personalized Services by Leveraging Context-Aware Recommender Systems

2012-2013, at USTC and iFLYTEK, Supported by iFLYTEK

- The objective of this research is to develop the key technical components to achieve personalized services by leveraging context-aware recommender systems. It is aiming to build a rich context-aware and personalized recommender system for users of ihou, which can automatically distinguish intentions of users by considering context-aware features and can consider rich contexts of users in recommendation.
- Related Papers: CCML 2013

SELECTED ENGINEERING PROJECTS

1. An Intelligent Platform for Human Resource, at Baidu inc, 2015 - now

- The project aims to provide intelligent advises for human resource management, including turnover intention prediction, public opinion integration, recruitment market analysis, and recruitment recommendation. This platform has been widely-used internally and is selected as the seed project of Baidu Top Award 2016.
- Task 1: Algorithm development for turnover intention prediction, public opinion integration, recruitment market analysis, and recruitment recommendation
- Task 2: Establishment of the platform (partially)

2. An Intelligent Search Platform for Business News, at USTC, 2013

- It is a joint project with New China News Agency (NCNA), which aims to establish an intelligent information platform of business to provide comprehensive and personalized information.
- Task 1: Establishment of a search platform
- Task 2: Information recommendation and filtration

SELECTED PUBLICATIONS

1. **Chen Zhu**, Hengshu Zhu, Hui Xiong, Pengliang Ding, Fang Xie, **Trend Analysis of Recruitment Market with Sequential Latent Variable Model**, in *Processdings of the 22nd ACM SIGKDD International Conference on Knowledge Discovery and Data Mining (KDD 2016)*, San Francisco, CA, USA, 2016.
2. Yanjie Fu, Guannan Liu, Spiros Papadimitriou, Hui Xiong, Yong Ge, Hengshu Zhu, **Chen Zhu**, **Real Estate Ranking via Mixed Land-use Latent Models**, in *Processdings of the 21th ACM SIGKDD International Conference on Knowledge Discovery and Data Mining (KDD 2015)*, Sydney, Australia, 2015.
3. **Chen Zhu**, Hengshu Zhu, Yong Ge, Enhong Chen, Qi Liu, Tong Xu, Hui Xiong **A Topic Modeling Approach for Tracking the Evolution of Social Emotion**, in *Knowledge and Information System Journal (KAIS)*.
4. **Chen Zhu**, Hengshu Zhu, Enhong Chen, Yong Ge, Qi Liu, **Tracking the Evolution of Social Emotions: A Time-Aware Topic Modeling Perspective**, In *Proceedings of the 14th IEEE Conference on Data Mining (ICDM 2014)*, Shenzhen, China, 2014. **(ICDM-2014 Best Paper Nomination)**
5. Guangfu Sun, Le Wu, Qi Liu, **Chen Zhu**, Enhong Chen, **Recommendations Based on Collaborative Filtering by Exploiting Sequential Behaviors**, in *Journal of Software*, Issue 11, 2013 (in Chinese). **(CCML-2013 Best Student Paper Award)**

HONOR HIGHLIGHTS

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| • Seed Project of Baidu Top Award | Aug. 2016 |
| • Outstanding Graduate of USTC | Jun. 2015 |
| • ICDM-2014 Best Paper Award Nomination | Dec. 2014 |
| • ICDM-2014 AICML Travel Award | Dec. 2014 |
| • GDC Scholarship Award for Excellent Graduate Student | Nov. 2014 |
| • CCML-2013 Best Student Paper Award | Aug. 2013 |
| • First State Scholarships of NPU | Oct. 2011 |
| • Outstanding Student Leader of NPU | Oct. 2010 |
| • First State Scholarships of NPU | Oct. 2009 |

PROFESSIONAL SKILL

Language & Software

Skilled in Python, C/C++, and \LaTeX . Familiar with scala, Spark, and FE development skills.

Analytics & Algorithms

Skilled in topic model and other data mining models/algorithms.

STANDARDIZED TEST SCORES

GRE

Verbal: 156, Quantitative: 166, Analytical Writing: 3.5

TOEFL

Reading: 29, Listening: 23, Speaking: 18, Writing: 27, Total: 97