

# Akesh Lei

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*Professional in people data analysis with advanced tools (i.e., LLM, NLP, etc.) and IO Psychology perspective, equipped with mgmt. consulting experience for efficient and concise visualization, sr. mgmt. comm., and client mgmt., passionate about bringing data insights into storytelling to inform human capital-based strategic decisioning.*

## EDUCATION

**New York University**, Master of Industrial/Organizational Psychology, Manhattan, NY May.2025  
GPA: 4.0/4.0 *Specialization in integrating machine learning methods and AI tech. into people data analytics*  
**Peking University**, BS in Psychology, BA in Foreign languages, Beijing, China Jul.2023  
GPA: 3.7/4.0 *Peking University Top 10% Scholarship, Award for Community & Public Service*

## WORK EXPERIENCE

**People & Culture Intern, Authentic Brands Group**, New York Jun.2024-Aug.2024

- Spearheaded job profile nomenclature and competency matrices framework for Mgmt. and IC job tracks
- Analyzed overhaul of bonus & equity program design and executive compensation through public peer financial data
- Established a global framework for travel insurance across 16 countries, and project-managed execution

**Research Assistant, Human Capital Analytics Laboratory (NYU)**, New York Jan.2024-Present

- Processed 18,000+ unstructured job task statements data using NLP (transformer: S-BERT) to create new ontology
- Analyzed and visualized 30,000+ texts and assessment data related to human resources with Excel, R, and Python
- Trained CNN models to predict job applicants' Big 5 personality scores based on interview dialogues documentation

**Teaching Assistant, Department of Psychology, New York University**, New York Jan.2024-Jun.2024

- Facilitated students' experiment programming, statistical analysis, and data visualization on R, Python, and PsychoPy
- Distilled academic concepts into accessible explanations and communicate to students verbally and through text
- Instructed with detailed feedback on undergraduates' weekly essays and coding assignments with consistent standard

**Summer Business Analyst, StratOp Group Management Consulting Co., Ltd.**, Beijing, China Jun.2023-Jul.2023

- Collaborated with team members to conduct interviews with more than 15 experts across 6 different industries
- Generated crosscheck methods to avoid overestimation by over 100K on the quantity of a crucial client aware factor
- Established a cost-accounting model with Excel V/H LOOKUP etc., promoted 6+ work streams of a \$74K project

**Part-time Assistant, Roland Berger Enterprise Management Co., Ltd.**, Beijing, China Mar.2023-Jun.2023

- Conducted an independent research on the business model of the Integrated Energy Services provider
- Integrated thousands of market information and data about China's new-energy development within 3 hours

## PROJECT & RESEARCH EXPERIENCE

**Project, Design an AI-driven digital talent management ecosystem for Infosys**, New York Mar.2024-Apr.2024

- Led team to 1<sup>st</sup> Place in Columbia University OHDCC 2024 Human Capital Case Competition
- Prioritized over 100 employee and client data points to a variable matrix integral to a digital talent management system
- Created operation content, stakeholder engagement, data governance, change delivery and evaluation strategies

**Research, Applicants' perceived employer attractiveness on different AI recruitment**, NYU Jan.2024-Jun.2024

- Developed bilingual surveys via Qualtrics to investigate intrinsic mechanism of AI recruitment's impact on applicants
- Authored 30+ pages article, engaged recruitment fairness, attitudes towards AI, and job search self-efficacy into model
- Summarized AI hiring impacts through organizational perspective, related media articles garnered 200,000+ reads

**Project, OD consulting proposal for Decoded Advertising's post-M&A integration**, New York Oct.2023-Dec.2023

- Analyzed data from Engagement Survey (Culture Amp based), listening tours, and interviews with senior HRBP
- Developed culture shift, leadership development, PM remedies via organizational structure & training design, etc.
- Initiated evaluation process using post-survey, interviews, Kirkpatrick's model, and identified potential obstacles

**Project, Human capital strategic evaluation and enhancement for Chewy, Inc.**, New York Sep.2023-Dec.2023

- Pinpointed Chewy's engineer-related HR practices and challenges via interviews with senior TA specialist and HRBP
- Designed specialized Training & Dev programs, generated remedies in TA, PM, DEI, Benefits, Leadership, etc.
- Authored 40 pages report, prioritized HR strategies to senior management based on effort, cost, and impact matrix

## SKILLS & INTERESTS

**IT Skills:** Python, R, Excel (with PivotTables), Qualtrics, Tableau, Latex, SPSS, MATLAB, Canva

**Languages:** Chinese, Hindi, Urdu, Spanish(beginner)

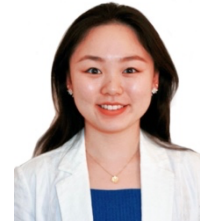
**Certificate:** CPR Certificate, Junior Outdoor Instructor Certificate (Chinese Mountaineering Association)

**Interests:** Hiking, Mountain Climbing (achieved 6000m snow mountain), Pipa (string instrument)

# 雷鋈

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## 教育背景

- 纽约大学, 工业组织心理学, 硕士 2023.9-2025.5
- 绩点: 4.0/4.0 主攻方向: 结合自然语言处理方法与 AI 技术进行人力资本战略分析, 优化企业人才方案各环节
- 北京大学, 心理与认知科学学院, 理学学士 | 外国语学院, 文学学士 2019.9-2023.7
- 绩点: 3.7/4.0 奖学金: 北京大学校级奖学金、北京大学百佳志愿者、全国高校印地语专业口语大赛第四名

## 工作经历

- 人才与文化实习生, Authentic Brands Group, 美国, 纽约 2024.6-2024.8
- 主持搭建了企业管理层和个人贡献者职位路径的命名规则及胜任力矩阵框架
  - 深度分析同行上市公司财务数据, 革新企业奖金和期权激励计划, 部分负责高管薪酬方案设计
  - 建立了涵盖 16 个国家的全球旅行保险框架, 对接筛选多国供应商并负责项目管理
- 研究助理, 纽约大学人力资本分析实验室 (Human Capital Analytics Lab, NYU), 美国, 纽约 2024.1 至今
- 使用自然语言处理模型 (S-BERT) 分析 18,000 多条非结构化的岗位任务陈述数据, 搭建全领域岗位知识图谱
  - 使用 Excel 与 R 语言的可视化方案分析 1000 多名求职者 AI 面试作答文本与人格特质测评数据
  - 搭建卷积神经网络 (CNN) 模型通过面试对话文本信息预测求职者的大五人格特质各维度评分
- 商业分析暑期实习生, 锐思锐拓管理咨询, 中国, 北京 2023.6-2023.7
- 主持覆盖医疗器械、快销品、新能源等 5 个行业的 15 场专家访谈, 累计时长 30+ 小时, 撰写访谈纪要万余字
  - 创新交叉检验方法, 验证项目研究关键参数, 避免项目团队对市场规模 10 倍的高估, 涉及项目资本 500 万
  - 使用 VLOOKUP, HLOOKUP 等 Excel 内置函数搭建动态成本核算模型, 辅助 6 大核心 workflow 推进
- 日常实习生, 罗兰贝格管理咨询, 中国, 北京 2023.3-2023.6
- 独立研究中国市场多种综合能源服务商商业模式, 分析国内大型数据中心节能改造实践案例
  - 清理排错全球能源储量数据表, 整合 3000+ 中国新能源领域大型基建设备信息与场域数据
- 人力资源实习生, 湖北鼎龙控股股份有限公司, 中国, 武汉 2022.2
- 撰写人力资本分析报告, 结合员工访谈分析公司下属 3 家子公司人力资源实践流程, 提出优化方案
  - 与公司人力资源经理及集团副总裁沟通方案可行性, 有关优化人才选拔流程与内容的具体建议得到采纳
  - 主持集团下属研发公司招聘, 对接部门与总部多层次岗位需求, 筛选简历, 主持面试, 超额完成招聘目标

## 项目与研究经历

- AI 招聘工具种类与应用方式对求职者感知雇主吸引力的影响研究, 纽约大学 2024.1-2024.5
- 研究中美企业 AI 招聘影响雇主吸引力的求职者感知机制, 接受中国青年报采访, 相关报道获 20 万阅读量
  - 撰写 30 余页研究文章, 构建包含感知招聘公平性, 工作场所应用 AI 的态度, 求职自我效能感等的回归模型
- 为 Infosys 设计 AI 驱动的数字人才管理生态系统, 美国, 纽约 2024.3-2024.4
- 领导团队在美国哥伦比亚大学 2024 年人力资本咨询案例大赛中获得第一名
  - 设计三维评估模型确定 100 多相关要素优先级, 构建了数字化人才管理系统的关键变量矩阵, 与变革管理方案

## 实践经历

- 会长, 北京大学外国语学院青年志愿者协会, 中国, 北京 2020-2021
- 选拔培养新一届骨干, 带领多支志愿团队获评北京大学外国语学院“新东方优秀学生团队”特等奖、一等奖
  - 领导 5 支志愿团队 (总人数超过 100 人) 跨省举办校外志愿活动, 活动累计参与人次超 2000 人; 与包括北京市第一福利院、湖北恩施来凤一中等组织达成长期项目合作, 撰写的宣传文章累计阅读量超万次

## 技能、语言与兴趣

- 技能: Excel (Pivot Tables), Python, R, Qualtrics, 自然语言处理 (NLP), Tableau, SPSS, LaTeX, Canva
- 语言: 英语 (托福 107), 印地语, 乌尔都语, 西班牙语 (基础)
- 证书/执照: 北京市红十字会救护技能证; 初级户外指导员资格证 (中国登山协会)
- 兴趣爱好: 徒步, 攀岩, 琵琶 (十级), 综合格斗 MMA