

ILIASS AYAOU**Computer science / NLP / Data Engineering**

A Data engineer and NLP scientist with demonstrable experience in building end to end information systems and developing NLP pipelines for various tasks.

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**Core business****PHASE 3 Skill development**

During my experience as a Data engineer team lead, i was able to successfully build a highly competent team and lead them through a quite challenging project that was about the company's infrastructure.

- *Knows how to tap the extensive professional network that he has patiently built.*
- *Knows how to appoint a team of high-potential staff to work with him.*
- *Actively monitors new trends in both the field and the skills vital to developing new projects.*
- *Continually develops his managerial skills.*

PHASE 1 Evaluation

- *Evaluates the value of various documents concerning his field of expertise.*
- *Is able to judge his own results in terms of both quality and added value.*
- *Is willing to expose ideas to a critical audience; takes others' opinions of his work into account.*
- *Is willing to evaluate the work of other contributors and provides reasoned, realistic judgments of others' work.*

PHASE 3 Information management

- *Collects information for purposes of business intelligence.*
- *Develops new information management techniques.*
- *Keeps track of current developments in the design, use, collection, analysis and preservation of information and/or raw data.*

PHASE 2 Expertise and methods

- *Is familiar with recent progress in fields related to his own.*
- *Is able to engage in dialogue and collaboration with experts in other disciplines or fields of activity.*
- *Takes ownership of new research methods and techniques.*
- *Is able to document and evaluate his activities using statistical methods where applicable.*
- *Can formulate complex problems that correspond to new challenges.*
- *Is able to develop arguments in support of new projects.*
- *Knows how to adapt his arguments to his audience.*
- *Advises and assists his staff in making appropriate use of investigative methods, improving their performance and enhancing their skills.*



Personal and relational qualities

PHASE 2 Communication

- *Adapts his register to communicate with experts in other fields at both the national and international levels.*
- *Masters communication techniques for various contexts and media.*
- *Communicates effectively when addressing a diverse and lay audience.*
- *Knows how to address a community of professionals.*
- *Educates and trains his staff in the use of digital communication technologies.*
- *Is able to work and lead a group in at least English and one other world language.*

PHASE 1 Collaboration

- *Develops and maintains cooperative networks.*
- *Knows how to build a professional network for his own and the company's benefit.*
- *Is considered an authority in his field of expertise.*
- *Is able to envisage his work in a partnership framework; evaluates the benefits and limitations of a partnership and identifies shared and conflicting interests.*

PHASE 3 Analysis, synthesis and critical thinking

- *Takes a pioneering approach.*
- *Knows how to defend a novel way of thinking to his staff and his peers.*

PHASE 2 Open-mindedness and creativity

- *Explores related fields.*
- *Conceives new projects to find answers to essential questions.*
- *Encourages his staff to seek challenge, be curious and engage in scientific questioning.*
- *Defines and carries out innovative interdisciplinary projects with the help of contributors from various backgrounds.*
- *Serves as a vector of innovation, a realistic visionary, a constructive agitator.*
- *Encourages creativity and innovation among his staff.*
- *Has acquired professional experience abroad in a culture other than his own.*

PHASE 2 Commitment

- *Can picture himself in other contexts; applies his commitment and motivation to other activities and fields of expertise.*
- *Perseveres in his undertakings and projects; paves the way for other staff and supports them.*
- *Inspires the enthusiasm and commitment of his staff.*

PHASE 1 Integrity

- *Respects the standards and practices of his entity.*
- *Demonstrates integrity in the processing and dissemination of data.*
- *Demonstrates integrity with respect to his partners' or competitors' contributions in accordance with intellectual property rules.*
- *Upholds the confidentiality and anonymity of subjects taking part in studies and research.*
- *Honors his commitments and ensures the congruence between actions and words.*
- *Declares any conflict of interest.*



Business management and value creation

PHASE 3 Balance

- *Helps to shape policies on work-life balance.*
- *Is able to enhance the image and reputation of his entity and his staff.*

PHASE 1 Negotiation

- *Is able to detect people's unstated needs based on the requests they formulate.*
- *Knows how to reconcile the drivers, requirements and constraints of his contacts to reach a consensus, and is able to gather all the information needed to do so.*

PHASE 1 Project management

- *Plans projects to meet goals in accordance with strategy and priorities, and taking quality, deadline and budget constraints into account.*
- *Knows how to write specifications.*
- *Is accountable for resources used and for meeting the deadlines and quality requirements of the deliverable.*
- *Reacts efficiently and appropriately to change and unforeseen events.*
- *Conducts his project within a framework of auditing and evaluation, deploying the appropriate systems.*

PHASE 2 Managing change

- *Is able to get people to see the need for change.*
- *Defines objectives and rallies support for them.*
- *Creates momentum and builds alliances.*
- *Achieves initial results rapidly.*
- *Understands the possible causes of the failure of a change plan.*

PHASE 1 Managing risks

- *Can determine the risks related to his project and the means for controlling them.*
- *Is aware that technological and financial risks increase during the innovation process.*
- *Understands the concept of corporate social responsibility.*

PHASE 2 Decision-making

- *Realizes that no one solution is perfect; can reconcile the imperatives of the market with the quest for technical optimization.*
- *Is able to make choices and assume the consequences of his decisions; has the ability to reconsider decisions when needed.*

PHASE 2 People management

- *As a manager, makes appropriate use of the full spectrum of HR policies and management tools with regard to his teams (recruitment, promotion, evaluation, safety rules, principles of non-discrimination and diversity, etc.).*
- *Puts together and directs a team, taking advantage of the strengths and skills of each member.*
- *Has the ability to set objectives for his staff and evaluate their attainment.*
- *Knows how to delegate and monitor.*

- Supports his staff; encourages them to become more autonomous and recognizes their commitment and results.
- Ensures the collective success of projects.
- Detects and nurtures the talents of his staff and supports to their professional development.
- Knows how to deal with conflicts.
- Involves his staff in decision-making.
- Has his own management style.
- Is able to define guidelines for safety and social responsibility.
- Accepts responsibilities beyond his defined scope for the good of the organization as a whole.

PHASE 1 Producing results

- Knows how to transform ideas into innovations.
- Quickly deploys prototype and test phases; involves internal and external customers in these phases.
- Learns the lessons of the initial tests.
- Understands the policies and processes involved in publishing and exploiting research outcomes in his entity.
- Is able to determine the most appropriate means of exploiting his results (e.g., patent, publication).



Strategy and Leadership

PHASE 2 Leadership

- Recognizes the need for and merits of collective effort; knows how to motivate and drive the entity he manages.
- Is familiar with various leadership styles and adapts them to the specific project and the people on the team.
- Is known within the company as a leader with the potential to promote ideas and initiatives and contribute effectively to their implementation.
- Is able to impose his leadership in a competitive context.
- Coordinates and mobilizes networks.
- Encourages his staff to build a climate of trust.
- Grooms his staff for future leadership roles.