SHAHIN MANAFI VARKIANI

Industrial Engineer - PhD Student in "Labour, Development and Innovation"

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ACADEMIC EXPERIENCE

Visiting PhD Student
University of Twente, Faculty of Behavioural, Management and Social sciences (BMS)

📅 Sept 2019 – Dec 2019   📍 Enschede, Netherlands

- Attendance of courses in line with my research project: "Strategic HR Analytics" (Prof. Jan de Leede), "Global Talent Management" (Prof. Jeroen Meijerink), "High Tech Talent Management in a Global Context" (Prof. ssa Tanya Boundarouk);
- Teaching assistance for the course "Strategic HR Analytics".
- Presentation through seminars of a project that concerned the application of a case study on People Analytics;
- Research collaboration with Prof. Jan de Leede;
- Attendance at the "11th International Conference of the Dutch HRM Network", (https://www.hrm- network.nl/conference).

Design Thinking Service Innovation Project
University of Modena and Reggio Emilia

📅 Nov 2017 – Mar 2018   📍 Reggio Emilia, Italy

- Understanding of the target user, the market and the design opportunities in the non-core transport services;
- Identifying the most promising design features;
- Prototyping of the different ideas and project directions;
- Development of the final solution in a detailed prototype.

TEACHING EXPERIENCE

Provision of a training course on the theoretical and application aspects of People Analytics for a company
Job Select Srl

📅 Mar 2021   📍 Padova, Italy

Tutor for course "Human Resource Management"
Department of Economics "Marco Biagi"

📅 Sept 2018 – Dec 2019   📍 Modena, Italy

- In-dept lessons about data-driven human resource management;
- Support in the development of the project works.

Scientic and Technical Tutoring for the Enel Green Power's Master
University of Pisa - Consortium QUINN

📅 Jun 2017 – July 2017   📍 Pisa, Italy

- Help professors organizing the lessons and the exercises (topics: team building, project management, business process management, quality management, problem solving);
- Support professors during the lessons, especially during exercises.

LIFE PHILOSOPHY

"Invent your life, or someone else will do it for you"

INDUSTRIAL EXPERIENCE

Data Management & IT Process Integration Consultant
KPMG

📅 Mar 2018 - Apr 2018   📍 Milan, Italy

Internal audit project.
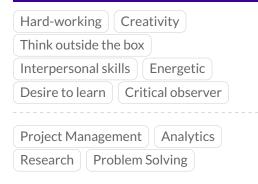
Operation Engineer
Evensi

📅 Oct 2017 - Nov 2017   📍 Modena, Italy

Analyzing and improving organization's processes and design.

COMPUTER SKILLS

Office Packages	●●●●●
R	●●●○○
Trello	●●●○○
Wrike	●●●○○
SolidWorks	●●○○○
Java	●●○○○
Python	●●○○○
LaTex	●●○○○
Matlab	●●○○○

STRENGTHS

Hard-working   Creativity
Think outside the box
Interpersonal skills   Energetic
Desire to learn   Critical observer

Project Management   Analytics
Research   Problem Solving

LANGUAGES

English	●●●●○
Dutch	●○○○○
Iranian	●○○○○

EDUCATION

PhD Candidate in "Labour, Development and Innovation" (Curriculum Industry 4.0)

Department of Economics, Marco Biagi Foundation

📅 Nov 2018 – Ongoing   📍 Modena, Italy

Project title: "People Analytics: Theoretical Framework and Use Cases of Data-Driven Human Resource Management."
Sectors: Data-Driven Human Resource Management; Data Analytics; People Analytics; Industry 4.0; Innovation; Labor Demand, Job Polarization, Occupational and Competence Classification Systems
Research project: "The rise of the 4.0 paradigm has led to a radical digital transformation into companies that increasingly produces a change in business processes, which become able to take advantage of the intelligence introduced by digital technologies in most of the company's activities. The growth in the number of information sources available and the relative amount of data produced, together with the availability of more powerful and affordable processing and storage technology, has brought awareness in large companies of how Big Data analysis can represent a source of competitive advantage and a tool of evolution of the same business model. HR Management is not excluded from this phenomenon and, on the contrary, the continuous digitalization of the relationship models between company and employees makes an increasing number of information available to the Human Resources function, which can be enhanced through new tools and methodologies to improve the attractiveness, evaluation and development of human capital. This project aims to develop Human Resource Management in a data-driven sense and to explain its impact on business and therefore on business performance. For this purpose the innovative instrumentation provided by People Analytics will be used, consisting of data, skills, techniques and data analysis software".

Master Degree, Industrial Engineering

University of Pisa

📅 Jan 2015 – May 2017   📍 Pisa, Italy

Thesis Topic: Research on methods and procedures for new product development.
Thesis Advisor: Prof. Gualtiero Fantoni

Bachelor Degree, Industrial Engineering

University of Pisa

📅 Sept 2011 – Dec 2014   📍 Pisa, Italy

EXTRACURRICULAR ACTIVITIES

I've been a part of an **improvisation theatre group**, Arsenale delle Apparizioni, for the past six years, and I have work for 2 months as a **speaker for a local radio** in Pisa. I believe those experiences has strengthened my natural inclination towards creative thinking, communications and team work.

CERTIFICATES

- **First Certificate in English** (University of Cambridge)
- **ECDL - European Computer Driving Licence** (ECDL Foundation)
- **Graduation to Professional Engineer** (Italian Legislation, University of Pisa)

OTHER PROJECTS

- Contribution to the development of the **Digital Skill Assessment** (D-Skill: www.dskill.eu), a digital skills self-assessment tool;
- Development of **training courses for students** related to digitization;
- Definition and planning of a **training course for the SMEs**. The didactic approach was structured in a creative way, through improvisation theathre lessons;
- **Definition and delivery of a lesson** with with the collaboration of the actors of the theater school on the topic of migration in Italy. This innovative way of teaching includes a part in which a topic studied by the PhD students is explained, and a moment in which the actors play a part related to the theme explained.
- **Writing a divulgative article:** *"Trick and tips: the challenges of quarantine according to personality"* with the collaboration of Dr. Shady dell'Amico, with the aim of synthesizing the quarantine profiles of the smart workers, identifying the possible reactions and suggesting some concrete indications to face this difficult moment. Profiling was based on the psychological typology developed by the Swiss psychiatrist Carl Gustav Jung (https://rb.gy/8m7hmf)

PUBLICATIONS

- Melluso N., Fareri S., Fantoni G., Bonaccorsi A., Chiarello F., Coli E., Manafi S., (2020). *Lights and shadows of COVID-19, Technology and Industry 4.0.* arXiv preprint arXiv:2004.13457.
- Abstract accepted at the jounal Sinapsi (https://rb.gy/pugptq) of the paper entitled *"Riding the Wave 4.0: investigating the impact of KET's in the labour market in order to benefit from the technological revolution with the help of training programmes rather than being overwhelmed by it.".* Me and my co-author Mihaela Cheralu are working on the full-draf.