

Kaiqiang (Andy) Xu

+1 (628)-202-2745 · a@andyxu.cn

PROFESSIONAL EXPERIENCE

Vincross Inc.

Beijing & San Francisco, CA

Chief Operating Officer

May 2016 to Present

Bring emerging consumer robotics technology to international markets. Assume full responsibility for corporate operations in product management, marketing and sales, technology development and team recruiting

- Directly lead the Product Design Team, Marketing Team and Operating System Development Team
- Grow awareness of Vincross' brand through integrated marketing solutions including Creative and Copywriting, Media PR, User Stories and Advertising
- Design supply chain and product import/export strategies based on deep understanding of customs and tariff policies and logistics solutions in North America and Europe

Outstanding achievements

- Sold over 1,000 units of HEXA, Vincross' all-terrain programmable robot, in 3 months (priced at \$999)
- Interviewed by The Wall Street Journal and Wired magazine. HEXA is covered by a large number of mainstream media and listed in Wired Magazine and IEEE Magazine as electronics of the year 2017
- Designed robot operating system MIND, which is the most complete operating system and development platform in consumer robotics
- Recruited multiple senior management personnel with over 10 years' experience at director-level positions in companies like Amazon or Motorola
- Built distribution centers in North America, reducing international logistics costs by more than 70%

Career Dream Technology Limited

Beijing

Chief Technology Officer

September 2014 to May 2016

Launched recruiting products in the financial industry, designed and operated a product matrix comprises new media, communities, and job search platforms

- Lead a 100-person product and engineering team and built a culture of efficiency and innovation
- Establish a threefold product funnel from channel subscription to paid online community and to recruiting platform, strategically design and iterate plans of new media channel management and community interactions
- Lead technological infrastructure and back-end architecture design focusing on high reliability and implemented a complete continuous integration and container orchestration mechanism

Outstanding achievements

- Received over 350k subscribers in WeChat channel 'CareerGPA', 50k of which became paid customers
- Obtained 9,000 enterprise users on the recruiting platform, with more than 34,000 daily active job openings
- Designed an unsupervised machine learning algorithm for automatic resume evaluation and job matching

Zhihu.com

Beijing

Senior Algorithm Engineer

December 2013 to September 2014

Built real-time full-text search engine and distributed recommendation system utilizing natural language processing, user query analysis and query expansion

Tantan Limited & P1 Inc.

Beijing

Backend Engineer

March 2013 to December 2013

Designed internet service backend infrastructure, built scalable application programming interface layer, developed reliable data access layer and other important system components

ACADEMIC EXPERIENCE

Renmin University of China

Class of 2016

B.E. Computer Science and Technology

Excellent Graduate

ACM International Collegiate Programming Contest

October 2012

Sliver Medal

Asia Regional Contest

徐凯强 Andy Xu

+86 138-5418-1826 · a@andyxu.cn

工作经历

Vincross Inc.

首席运营官

北京 / 旧金山

2016 年 4 月至今

将消费级机器人技术带入国际市场，全面负责企业在产品管理、市场营销、技术研发、供应链与物流和团队建设方面的运营目标

- 带领团队设计产品和结构，研发操作系统和嵌入式系统，落实产品设计思路
- 制定国际整合营销方案，提高品牌知名度：创意和文案设计、媒体 PR、用户故事和广告投放
- 规划供应链及产品进出口策略，对北美和欧洲地区的海关及关税政策和物流方案有深入理解

突出成绩

- 全地形可编程机器人 HEXA 上市三个月售出一千台（售价 999 美元）
- 接受美国华尔街日报、连线杂志采访；HEXA 在美国获得大量主流媒体报道，并被列入连线杂志和 IEEE 杂志的 2017 年度科技产品
- 设计机器人操作系统 MIND，是消费级机器人领域中最完善的操作系统和开发平台
- 招募多位有超过十年的工作经验的高级管理团队人员，曾工作于亚马逊、摩托罗拉等公司总监级别岗位
- 在北美建设物流分发中心，降低国际物流成本超过 70%

北京职业梦科技有限公司

首席技术官

北京

2014 年 9 月至 2016 年 4 月

规划并开发金融行业招聘类产品，运营由新媒体、社群、求职平台组成的产品矩阵

- 建设和领导百人规模的产品与工程技术团队，建立高效执行和鼓励创新的文化
- 建立从资讯订阅到付费社群再到招聘平台的产品路线
- 设计并迭代新媒体资讯的推送策略和社群互动的运营策略
- 主导技术基础设施与后端架构的高可用设计，实施完整的容器编排和持续集成机制

突出成绩

- 创办的微信订阅号「G.P.A」获得 35 万订阅用户，零成本转化 5 万人至在线付费社群
- 招聘平台获得 9000 家企业端用户，每日在招聘职位超过 34000 个
- 业内首家通过设计无监督学习的机器学习算法，为求职者实现自动简历评分和智能职位匹配

知乎 — 智者四海（北京）技术有限公司

资深算法研发工程师

北京

2013 年 12 月至 2014 年 9 月

使用自然语言处理技术，用户查询扩展模型和查询分析技术，构建全文实时搜索引擎和分布式推荐系统

探探 / P1

后端研发工程师

北京

2013 年 3 月至 2013 年 12 月

设计互联网服务后端基础架构，构建可扩展的 API 层，开发可靠的数据访问层和其他重要系统组件

教育经历

中国人民大学

工学学士 计算机科学与技术

2016 届

毕业生代表

ACM International Collegiate Programming Contest

银牌

2012 年 10 月

亚洲区