Analysing Predictive Fairness for Job Matching

- Summer Internship at Radix -

About Radix

Radix is an Artificial Intelligence solutions provider based in Brussels. Together with our clients, we deliver AI solutions that have a positive impact on the world.

Our mission is to help our clients grow and to improve people's lives. To deliver on our promise, we focus on the combination of three elements:

- Business: creating high value for our clients, their employees and society as a whole
- People: delivering technology that can truly assist people, not replace them
- AI: automating intelligence to achieve the highest impact

Founded in January 2018, Radix is now a team of 25 people that continues to grow. We work with ambitious clients like GSK, Brussels Airport, Atlas Copco, Flanders Investment and Trade, VDAB, Belga, Macadam, House of HR and more.

Visit our website https://radix.ai for more information.

To apply for this internship, mail to ruben@radix.ai, Machine Learning Engineer at Radix.

The internship

As of this year, Radix will host several summer internships. Such an internship shows you, among other things, how your learning material is applied in the field and what the best practices are when working on a project, this while being supervised by field experts. Aside from that, it allows you to get a glance of how a growing startup operates from the inside and how other fields such as *Marketing* and *Sales* contribute to this.

About the project

Fairness in AI has risen in popularity over the past few years. On the one hand, we want to strive for the best performance in terms of predictive accuracy, while not neglecting the minorities within the dataset. One hot topic related to this is job equality across different population groups. In this internship, you will search for bias in the predictions made by TalentAPI, our in-house created job matching algorithm, and search for ways to track and tackle this problem.

What you will learn

Predictive fairness is a big point of attention when developing algorithms that operate on sensitive data. You will learn what the implications are when fairness is not taken into account, how to detect bias in Deep Learning model predictions, and how to circumvent or solve this. Along that, you will learn what the best practices are when handling sensitive data.

Your profile

- You are in your third Bachelor or first Master in Computer Science or a related field
- You are fluent in English, both written and verbally
- You have strong analytical skills and are familiar with the basics of machine learning
- You know your way around in Python
- Familiarity with statistical Python tools such as Spacy, TensorFlow, or Torch is a plus
- Familiarity with database languages such as SQL
- You are eager to learn and are open to be challenged

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