

Katherine Chia, Ph.D.

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SKILLS

Product discovery · Product Strategy · User research · Go-to-market strategy · Machine Learning · Responsible AI
· Generative AI · Large Language Models (LLMs) · Python · R · SQL · Experimental design · Patent Writing

WORK EXPERIENCE

Cangrade

June 2022 – July 2025

Lead Scientist, AI and Product

Cambridge, MA

- Led and patented multiple AI-powered products at a B2B SaaS company delivering predictive hiring solutions, translating cutting-edge research into scalable, customer-focused features with an emphasis on Responsible AI.
 - Spearheaded product development and launch of Cangrade's **AI Copilot**, a generative AI tool that streamlined hiring workflows for enterprise clients.
 - Owned end-to-end development of **Resume Ranker** (U.S. Patent No. 12,287,833 – Granted), an AI-driven scoring tool, from concept through prototyping, engineering handoff, and go-to-market planning.
 - Drove the development of **Position-Specific Assessments** (Patent Application No. 63/816,227 – Filed, Pending), a tool that uses LLMs to auto-generate custom skill assessments from job descriptions.
- Defined product requirements in collaboration with PMs, engineers, and designers, aligning roadmap priorities with AI capabilities and customer needs.

Research Scientist

- Built predictive models using machine learning tools to estimate candidate success in roles, with an emphasis on Responsible AI.
- Designed and executed internal and external research projects.
 - Authored two research studies that generated 400+ pickups and 45 backlinks by various sites, among them Fast Company, Yahoo!, Business Now, IHRIM, HR.com, Staffing Stream, and MassTLC.
- Conducted competitive analysis of cognitive assessment tools in the HR tech space, identifying an opportunity to pair Cangrade's flagship personality assessment with cognitive tasks.
 - Designed two proprietary assessments – Processing Speed and Working Memory – grounded in cognitive science, to evaluate candidates' learning capacity and task performance.
 - Led the cross-functional product development and go-to-market strategy, successfully integrating these assessments into Cangrade's talent evaluation suite.

IBM

May 2021 – Aug 2021

Cognitive Scientist – Intern

Yorktown Heights, NY

- Explored opportunities for an AI-powered speech assessment tool to support early-stage dementia screening, laying the groundwork for a clinician-facing product.
- Conducted research on the linguistic biomarkers of cognitive decline, analyzing speech samples from older adults using Python and R.
- Built custom Python scripts for automated part-of-speech tagging, enabling scalable analysis of individual differences in speech production.

EDUCATION

Florida State University

2022

Ph.D. in Cognitive Science

Tallahassee, FL

Florida State University

2018

M.S. in Cognitive Science

Tallahassee, FL