

Andy Xu

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PROFESSIONAL EXPERIENCE

Vincross Inc.

San Francisco, CA & Beijing

Chief Operating Officer

May 2016 to Present

Bring emerging consumer robotics technology to international markets

Assume full responsibility for corporate operations in product management, team recruiting, product advocating, and technology vision establishment. Focused areas include the following:

Product Management and Operations

- Lead, manage and grow a 60+ member team, manage day-to-day operations of the product design team and all engineering teams (operating-system team, embedded engineering team, and application development team)
- Recruited multiple senior management personnel with over 10 years' experience at director-level positions in companies including Amazon and Motorola

Integrated Marketing

- Lead the marketing team, grow awareness of Vincross' brand through integrated marketing solutions including creative design, media PR, user stories and digital advertising
- Launched a successful crowdfunding campaign. Sold over 1,000 units (priced at \$999) of HEXA, Vincross' all-terrain programmable robot, in 3 months
- Vincross has been covered by numerous mainstream media in the U.S., and Wired Magazine named HEXA as Gear of the Year 2017 and IEEE Spectrum listed HEXA as Robot Gift of 2017

Research and Engineering

- Manage all robotics engineering and manufacturing activities necessary to take product ideas from design specifications to product delivery, utilizing
- Manage the process of procurement and supply chain activities, inventory control, logistics and distribution, implemented strategic quality management, supplier selection and evaluation
- Designed the proprietary robot operating system MIND, a universal robotics OS and SDK, which can manage threads, networks, plugins and peripheral resources through both Unix-like OS and real-time OS

Career Dream Technology Limited

Beijing

Chief Technology Officer

September 2014 to May 2016

Drove company's online technology and business development and growth by a technical vision

- Designed and operated the online recruitment solution comprises job search engine, new media and communities
- Implemented design methodologies and processes that deliver reliable products including continuous integration, release management, product testing, and product documentation
- Identified improvements in the development process that facilitates UX design and drives product growth
- Recruited and led a 100-people product and engineering team, served as mentor and coach, and built a culture of efficiency and innovation

Outstanding achievements

- Received over 350k subscribers in WeChat channel 'CareerGPA', 50k of which became paid customers
- Obtained 1,100 enterprise customers 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 Research Engineer

October 2013 to September 2014

- Built real-time full-text search engine and distributed recommendation system with outstanding programming skill, applying natural language processing, user query analysis and query expansion
- Designed and developed scalable and efficient distributed algorithm for large-scale content analysis

ACADEMIC EXPERIENCE

Renmin University of China

Beijing

B.S. Computer Science and Technology

Honored Graduate, Class of 2016

ACM International Collegiate Programming Contest

Asia Regional

Silver Medal

October 2012