



The OECD Internship Programme is designed to bring highly qualified and motivated students with diverse backgrounds into the Organisation to work on projects linked to the Strategic Orientations of the Secretary-General and to support the corporate functions of the Organisation. Its main goal is to give successful candidates the opportunity to improve their analytical and technical skills in an international environment.

### Knowledge Engineer / Scientist Intern

#### Development of a skills ontology for AI-assisted Talent Management applications

#### Main Responsibilities

The internship is a 6-months offer, focusing on further refining the OECD skills ontologies for corporate talent management applications.

Under the management of the Analytics and Organisational Development Advisor, and in close collaboration with the Talent Management and Analytics Group's People Data Analysts, the Knowledge Engineer / Scientist will be designing and supporting the implementation of Skills Ontology for Talent Management Applications and share expertise around knowledge structure and semantic analysis techniques, including knowledge modelling and representation principles (e.g. conceptual data modelling techniques for ontology development).

The intern will be working on the following research activities:

1. Explore and provide capabilities to support the management of skills ontologies and their evolutions in the use of AI-based talent Management applications, applying a range of relevant languages and tools (RDF, OWL, SKOS, SPARQL, Protégé, Mongo DB, Neo4j, ....) to:
  - Support ongoing work aiming to search and extract relevant skills from structured and unstructured data; such as job descriptions, candidate/graduates profiles, job offers and training course descriptions;
  - Support the work of the People Data Analyst to automatically classify concepts, build hierarchies of concepts and relations
  - Extend existing taxonomies with synonyms, relationships and other semantic enrichments in order to support the detection of the same skills presented under different phrasing;
  - Collaborate with domain experts to refine and validate the outputs;
  - Participate to the design and development of an application for the visualisation of the skills graph structure, as well as dedicated graphical web interface or widget to be displayed for users to re-use and augment skills data in order to build individual skills profiles
2. The internship work on skills data described in (1) may be extended to other types of applications, such as the management of the internship candidate pool via the ontology based system, in particular:



- looking into the directorates requirements and applicants competencies, in particular those acquired during graduate training or education
- design a rigorous ontological model to support the directorate's identification for qualified candidates
- drawing from the ontology models on the applicants/student profiles and training courses, establish a process for semantic matching, balancing the demands of the directorate across the qualifications of the students through the establishment of an ontological model of the candidate's learners profile and the internship generic vacancies which are written using uncontrolled vocabulary
- sets a process for semantic matching to deliver a selection of best matching candidates for a given internship assignment

Other potential applications include, but are not limited to, learning and development recommendations and skills/capability analysis.

You can submit your application by **21 February 2020**, via our [online application platform](#), specifying in your cover letter that you are interested in the Knowledge Engineer / Scientist Intern position and selecting Human resources as one of your areas of interest.

After having submitted your application, please notify Ms Depeige at [audrey.depeige@oecd.org](mailto:audrey.depeige@oecd.org)