

Inmar Givoni

This CV represents my professional career in tech, from 1999, when I began writing code for the Israeli army (Unit 8200) until 2021, when I decided to leave my position as a Director of Engineering for Uber's self driving division, and pursue a very different direction, as a writer of fiction.

My expertise lies in the successful application of machine learning techniques to real-world problems that require efficient and practical solutions. To date, I have applied my skills towards various application domains such as self-driving vehicles, robotics, eReading, hardware, computational biology, computer vision for video gaming, and e-commerce. In recent years I have focused on strategic and thought leadership in AI, bringing cutting-edge technology from research prototype to production systems, and building strong collaborative applied research teams that develop innovative machine learning and deep learning-based products.

I enjoy interactive, collaborative workplaces, where hard problems that require going beyond engineering solutions are tackled, where there exists a healthy balance between research and development, and where I can drive and lead efforts towards groundbreaking meaningful products. I also enjoy volunteering in mentoring, building communities and organizing conferences and events in the tech and ML ecosystems, with a focus on women in STEM. For my volunteering efforts, I have received the Arbor Award from UofT.

I am a prolific public speaker in areas related to my technical expertise, as well as broader topics. Some highlights include speaking at SXSW, and delivering several talks on behalf of the Canadian Trade Commission to encourage foreign investment and engagement with the Canadian tech ecosystem.

I have been featured in Forbes list of [Women in AI to Watch](#), [Marie Claire](#), [Toronto Life](#), [The Globe and Mail](#) among others. In 2018, I was recognized as one of Canada's 50 inspiring women in STEM, featured in ReWork's list of 30 influential women in Canadian AI, and received the 19 Tech Titans of 2019 award. I have been featured in, TWIML & AI podcast, UofT's News and notable Alumni pages, and other media venues.

Higher Education

Ph.D. Computer Science - University of Toronto, Canada 2005-2011

Advisor: Professor Brendan J. Frey

Thesis committee: Geoff Hinton, Richard Zemel, Quaid Morris, Yair Weiss

Machine learning, probabilistic inference in graphical models.

Visiting Academic - University of Cambridge, UK Winter 2009

Host: Professor Zoubin Ghahramani - Computational Learning lab

B.Sc. Computer Science & Computational Biology - 2001-2004

The Hebrew University in Jerusalem, Israel

magna cum laude (average 93.6%), Dean's Honor List, 2002-2004

Professional Experience

Director of Engineering - Uber ATG 03.2020 - 02.2021

In addition to heading the research engineering team of 17 FTEs, I acted in many capacities as the Chief of Staff for the R&D organization, providing strategy, vision articulation internally and externally, and representing the organization through multiple company-wide and external initiatives. When I decided on my career change I personally recruited and on-boarded my replacement over several months, to ensure a smooth transition for my team, and the team org in general.

Senior Autonomy Engineering Manager - Uber ATG 09.2018 - 02.2020

Growing the team including first-line managerial structure, providing strategic leadership as part of ATG's Software Leadership Team, leading the delivery of multiple models on car and in production, providing guidance on management, leadership, HR, and other aspects in the Toronto office, defining, initiating and evangelizing internal tools and processes for the unique needs of the R&D organization.

Autonomy Engineering Manager II - Uber ATG

10.2017 - 08.2018

Built and led a team of 12 Research and Software Engineers. Bringing cutting-edge deep-learning based solutions to various self-driving domain problems from internal research team into production. The team oversees data engineering, storage and compute infrastructure, run-time optimization of deep learning models, and integration and productization of deep learning models into a complex software stack. Involved in pushing forward a variety of projects across a multi-office organization, coordinating tasks and projects, and providing leadership within the Toronto office and the ATG Software Organization.

Director of Machine Learning & Software - Kindred

09.2016 - 10.2017

Developing a new disruptive product in the intelligent robotics space. I led two teams of 15 ML researchers, ML engineers, and SW engineers through the development and deployment of robots for warehouse automation in one of the first industrial applications of robotic grasp learning. My role consisted of recruiting and building the teams, providing mentorship to my technical leads, disseminating information across the organization, ensuring alignment across divisions, product+project management, product owner within scrum for my teams, strategic and roadmap planning, and other tasks associated with senior leadership at a small startup of 50.

VP of Big Data - Kobo

09.2014 - 09.2016

Leading Kobo's Big Data group (14 people), providing technical and research leadership, setting team strategies, inventing, launching, and driving new data and machine learning based products, product and project management, communication and prioritization across the organization. Conceived, drove, and led improvements in search optimization, recommendations, personalization & targeting and adopting a cross organizational data-driven culture.

Director of Research & Data Science - Kobo

06.2014 - 08.2014

Lead Scientist for a team of seven, overseeing search optimization, recommendation, content analysis, website optimization, A/B testing, predictive analytics (multiple patents filed)

Senior Research Scientist, Big Data team - Kobo

01.2013 - 05.2014

R&D of machine learning and NLP algorithms for content based analysis of e-books including key-term extraction, "wikification", genre classification and more (multiple patents filed)
R&D of technique for automatic generation and Bayesian optimization of web-page layouts for Kobo's website (4 patents filed)

Design Engineer, Member of Technical Staff - Altera

10.2011 - 12.2012

R&D of optimization algorithms for FPGA packing, floor-planning, and placement problems.
Researched, redesigned and enhanced logic utilization estimation and reporting to address complex usability aspects related to measuring digital logic utilization characteristics for FPGA

Research Intern - Machine Learning and Perception Group Microsoft Research Cambridge

06.2010 - 08.2010

Hosts: Prof. Andrew Blake, Dr. Pushmeet Kohli, Dr. James Shotton

R&D of a computer vision algorithm for the pose estimation algorithm of the *Kinect* system.

Patented (*Image Labeling with Global Parameters, US20120219209*)

Research Intern - Search Labs, Microsoft Research Mountain View

04.2009 - 08.2009

Hosts: Dr. Anitha Kannan, Dr. Rakesh Agrawal

R&D of an e-commerce matching algorithm for *Bing*, algorithm deployed in Microsoft platforms, Patented (*Evaluating similarity between semantic inference of offers to products, US20110289026*), Paper published in ACM KDD 2011

Bioinformatics Researcher

2004 - 2006

Depts. of Medical Genetic and Engineering, University of Toronto

Advisors: Prof. Charles Boone, Prof. Brendan J. Frey, Dr. Quaid D. Morris

R&D of algorithms for detecting yeast genes similarly affected by bio-active compounds.

Senior Developer - Israel Defense Force, Technical Intelligence Unit (8200)

1999 - 2002

Recipient of outstanding excellence award

Professional Recognitions and Awards

Hebrew University Notable Alumni	2022
Israeli Academy of Arts and Science Notable Alumni	2021
CDL Scientist of the year	2021
See It Be It STEM It Calendar	2021
Forbes Women in AI to Watch	2020
19 Canadian Tech Titans of 2019	2019
Canada's 50 inspiring women in STEM	2018
University of Toronto's Arbor Award for alumni volunteer impact	2017

Soft-skills Certifications

Leadership training - At Uber, Kobo, and Intel, I participated in leadership training programs intended for outstanding employees having been consistently identified as part of the most promising leadership cohort at the respective companies

Project management and group facilitation - foundations of project management, understanding group dynamics, group facilitation and coordination, group communication and conflict resolution

Communication skills - crucial conversations, presentation skills, the art of powerful conversations, proactive and practical communications, effective interviewing, technical writing

Academic Awards & Scholarships

Best Student Paper Award - Runner-up, UAI 2011	07.2011
Google Canada Anita Borg Scholarship Finalist	03.2010
Anita Borg 'SYSsters' Pass-It-On Award	10.2009
NSERC Postgraduate Scholarship (42K)	05.2009
Ontario Graduate Scholarship - declined (10K)	05.2009
Kelly Gotlieb Graduate Fellowship	09.2006
Oscar Getz Undergraduate Summer Research Scholarship	Summer 2003

Technical Skills

C/C++, C#, Python, Java, Matlab, SQL, AWS (EC2, EMR), Hadoop, Perl, HTML, CSS, PHP, XML, LaTeX

Select Invited Talks and Presentations

I regularly give invited talks, sit on panels, do fireside chats, and contribute to podcast episodes. I speak on topics such as Machine Learning, AI, and Data Science, as well as technical leadership, career development and mentorship. For a full list please see [here](#). I have also been featured and given interviews in several media outlets, for a full list, please see [here](#). Below is a list of select recent representative invited talks.

[A Journey Through a Decade of AI](#)

Canadian Undergraduate Conference on AI, March 2021

[AI in Canada](#)

Commission talk on behalf of the Canadian Trade Mission and Global Affairs for UK & Europe potential foreign investment in Canadian Tech, October 2020

[Deep Learning for Self Driving](#)

Toronto AI and Big Data Conference, September 2020

Robots in the Age of AI

Elevate Toronto, Toronto, Sept 2017

A Quick & Dirty Machine Learning Intro

SXSW, Austin, TX, March 2017

Professional Activities & Service

I am actively engaged in many volunteer and service activities in both industry and academia. I mentor young women in tech, I mentor and consult startups directly and as part of the CDL incubator, I sit on various thought leadership councils and advisory boards, such as McKinsey's AI council, and provide paid and volunteer services to the Canadian provincial and Federal government.

Government, Private Sector, Board & Committee member:

- **Ad-hoc advisory member** - for policy and regulatory bodies such as Governor of the Bank of Canada and Huntington Bank.
- **McKinsey AI Council Member and Speaker**
- **Associate at the [Creative Destruction Lab, Rotman Business School, UofT](#)** (2018 - Present, [2021 scientist of the year](#))
- **Canadian Trade Mission - Private Sector Investment Champion Speaker** (2018 - Present). I represent Canada at a variety of events, promoting the case for investment in Canada. I spoke at consulate events and AI World conference in Boston, sat on a Panel at a consulate led event in NYC, and delivered an online talk for UK+Europe investors on behalf of the UK High Commission.
- **Steering committee member, Conference Chair** - [Canadian Celebration of Women in Computing \(CanCWIC\)](#) (2016 - present). Prior to that the event was known as Ontario Celebration of Women In Computing (ONCWIC) where I contributed as volunteer, with sponsorship outreach, and content presenter (2010-2016)
- **Board co-founder, organizer and member at large** - [Women in Machine Learning \(WiML\) workshop](#), organizer (2009), board co-founder (2009), IT/secretary and active board member, presenter, panelist, mentor, volunteer (2006 - Present)
- **Scientific Advisor** - [Next AI Canada](#) (2016 - Present), [DMZ](#) (2018 - Present)
- **Committee Member** - UofT steering committee for Data Science program (2016)
- **Program Advisory Committee member** - Humber college Bachelor of Mechatronics Engineering program

Consultancy & Mentorship for Startups

- [ToriML](#)
- [Gradient Ascent](#)
- [Agrinorm.ai](#)
- [Whistle.com](#)
- [Retreat](#)
- [Skyline Robotics](#)
- [Panakeia.ai](#)
- [Privasee AI](#)
- [Captur AI](#)

Community Building & Mentorship

- **Co-founder and Co-organizer** - [ML Ensemble](#) - semi-annual event for ML practitioners and academics in Toronto (2017-Present)
- **Co-organizer** - [Canadian Tech @ Scale](#) - annual event for Engineering Leaders in Toronto (2018 - Present), previously panelist and speaker.
- **Co-founder and Co-organizer** - Women Leadership in Tech group (2019 - Present)
- **Mentor** - official (UofT CS Mentorship program, Israeli Arts and Science academy mentorship program) and non-official individual mentoring, mostly for women in STEM. Of my more formal mentees the list includes [Julia Gilenko](#), [Feifei Han](#), [Samantha Qunito](#). I also regularly attend mentoring events, career panels, etc. For a full list please see [here](#).

Recruiting, Promotion & Retention activities for Women in Computer Science and STEM:

- **Regular speaker** in at [Girls in Tech Toronto](#), [Girl Geeks Toronto](#), WISE, and similar organizations.

- **Tech Ladies @ Kobo** - established and ran the group's monthly meetings, created and delivered company wide training on unconscious bias and improved hiring and retention strategies for diversity (2013-2016);
- **Recruiting and screening** - introduced multiple initiatives at Kindred, Kobo and Altera, including introduction of new **recruiting and screening processes** and interest group sponsorships and collaborations (2012-present); Organized **resume clinics** (February 2012) and **interview clinics** (October 2012) for Women in Science and Engineering (WISE) ;
- Google Global Community scholar, [Google GRAD CS forum](#) scholar; Presented at the Grace Hopper Celebration (GHC) of women in computing conferences; Multiple scholarship recipient to attend & present at GHC and [CRA-W Grad cohort](#).

Youth Outreach:

- **Regular speaker at many events for youth in the city of Toronto.** Examples include: TKS - keynote, Youth STEM and Innovation Conference - keynote, February 2019, DMZ Youth Accelerator closing summit - keynote, August 2018, AI - The Future or Now panel - Branksome Hall High School, April 2018, "AI and Machine Learning" - guest lecture at 12th grade philosophy course, Marc Garneau Collegiate Institute, May 2015, "[Machines That Learn](#)" - Machine learning workshop for high school students, Annual Gifted Students Conference February 2011-2015; UofT CS education week, December 2010; [Gr8 designs for Gr8 girls](#) Group leader - November 2011, April 2010. "[Embracing Uncertainty](#)" - The Royal Society's 350 anniversary Summer Science Exhibition, Presented at the Microsoft Research Display, London, UK, June 2010

Academic:

- **Invited lecturer** - Variety of Engineering and CS courses.
- **NSERC external reviewer** for grant applications.
- **Research supervisor** - supervised Ph.D., M.Sc., B.Sc./B. Eng. students, capstone & design projects.
- **Reviewer** - Top-tier scientific journals & conferences (eg Neural Comp., NIPS, CVPR, ICML, ICLR).
- **Teaching Assistant, UofT** - undergraduate & graduate machine learning courses.

Refereed Academic Publications

14. Min-Max Propagation

Christopher Srinivasa, I.E. Givoni, Siamak Ravanbakhsh, Brendan J Frey
Advances in Neural Information Processing Systems (NIPS), 5569-5577, 2017

13. Determining Shoal Membership using Affinity Propagation

V. Quera, F.S. Beltran, I.E. Givoni, and R. Dolado
Behavioural Brain Research, Vol. 214, pp. 38-49, March 2013

12. Book chapter: Bayesian Painting by Numbers: Flexible Priors for Colour-Invariant Object Recognition

J.C. Chua, I.E. Givoni, R.P. Adams, B.J. Frey,
Machine Learning for Computer Vision, Edited by R. Cipolla, S. Battiato and G. M. Farinella
Studies in Computational Intelligence series, Springer, 2013.

11. Learning Structural Element Patch Models with Hierarchical Palettes

J.C. Chua, I.E. Givoni, R.P. Adams, B.J. Frey
Proc. of the 25th IEEE Conference on Computer Vision and Pattern Recognition (CVPR), June 2012,
Providence, RI.

10. Matching Unstructured Product Offers to Structured Product Specifications

A. Kannan, I.E. Givoni, R. Agrawal and A. Fuxman
Proc. 17th Int'l Conf. on Knowledge Discovery and Data Mining (KDD), August 2011, San Diego, CA.

9. Hierarchical Affinity Propagation

I.E. Givoni, C. Chung and B.J. Frey
Proc. 27th Conf. on Uncertainty in Artificial Intelligence (UAI), July 2011, Barcelona, Spain.

8. Graph Cuts is a Max-Product Algorithm

D. Tarlow, I.E. Givoni, R.S. Zemel and B.J. Frey
Proc. 27th Conf. on Uncertainty in Artificial Intelligence (UAI), July 2011, Barcelona, Spain.

Best Student Paper Award - Runner Up

7. Learning Better Image Representations Using 'Flobject Analysis'

P. Li*, I.E. Givoni*, and B.J. Frey
[*: joint first authors], Proc. 24th IEEE conference on Computer Vision and Pattern Recognition (CVPR), June
2011, Colorado Springs, CO.

6. HOP-MAP: Efficient Message Passing with High Order Potentials

D. Tarlow, I.E. Givoni, and R. Zemel
Proc. 13th Int'l Conf. on Artificial Intelligence & Statistics (AISTATS), May 2010, Sardinia.

5. FLoSS: Facility Location for Subspace Segmentation

N. Lazić, I.E. Givoni, P. Aarabi and B.J. Frey
Proc. 12th Int'l Conf. on Computer Vision (ICCV), October 2009, Kyoto, Japan.

4. Semi-Supervised Affinity Propagation with Instance-Level Constraints

I.E. Givoni and B.J. Frey
Proc. 12th Int'l Conf. on Artificial Intelligence & Statistics (AISTATS), April 2009, Clearwater, FL.

3. A Binary Variable Model for Affinity Propagation

I.E. Givoni and B.J. Frey
Neural Computation, Vol. 21, No. 6, pp. 1589-1600, June 2009.

2. Matrix Tile Analysis

I.E. Givoni, V. Cheung, and B.J. Frey
Proc. 22nd Conf. on Uncertainty in Artificial Intelligence (UAI), July 2006, Cambridge, MA.

1. Exploring the Mode-of-Action of Bioactive Compounds by Chemical-Genetic Profiling in Yeast

A.B. Parsons*, A. Lopez*, I.E. Givoni*, *et al.*
[*: joint first authors], Cell, Vol. 126, Issue 3, pp. 611-625, August 2006.

Academic Research Experience

Research Assistant - Probabilistic and Statistical Inference (PSI) group, University of Toronto 10.2004 - 09.2011

Thesis: Beyond Affinity Propagation. Extended of the Affinity Propagation algorithm to handle additional data and structure (semi-supervised, multiple-exemplar, capacitated, and hierarchical AP) with applications to user-aided segmentation, motion segmentation, and HIV analysis, Developed alternative inference techniques based on linear programming relaxations and dual decomposition. Developed an improved derivation of the affinity propagation model.

Developed the Fobjects framework - using optical flow to learn about static objects. Applications to object recognition.

Developed tools for MAP inference - efficiently computable high-order functions, connections between Belief Propagation and Graph-Cuts, new approaches for message scheduling.

Contributed to development and derivation of the **Hierarchical Bayesian Stel Model** - a probabilistic generative patch-based model separating color from appearance

Derived model and contributed to code development of alternative message passing algorithms for clustering.

Developed **Matrix Tile Analysis**, novel approach for matrix data analysis via non-overlapping tiles

Developed the **Factorgram**, a novel visualization tool for factorization techniques output.

Undergraduate research projects, Hebrew University, Israel

Undergraduate Thesis: Design, implementation, and research into the effects of feedback introduction to a dynamic model of the octopus arm (Israeli Center for Neural Computation)

Computational Biology Project: Designed and implemented proteasome activity prediction web-server (Molecular Genetics & Biotech Dept., Hadassah Medical Center)

Oscar Getz undergraduate summer research program, Weizmann Institute, Israel Summer 2003

Researched visual and barrel cortex responses in the rat using in-vivo intracellular measurements and extended the automated visual stimuli system.