Despoina **Kotsidou**

AI Governance · Responsible AI · EU AI Act · Software Quality background

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SUMMARY

Master in Business Informatics in TU Wien specialising in AI governance and algorithmic auditing. 7+ years in software quality and test automation, where I validated reliability and documented risks in complex systems. My thesis audits bias and transparency in LLM-based hiring tools under the EU AI Act and translates technical findings for non-technical stakeholders.

AI Auditing & Governance Projects

Auditing Bias and Evaluating Transparency with XAI Methods in Automated Hiring — *Vienna, Austria*

Vienna University of Technology — *May 2025 – expected May 2027*

- Auditing LLaMA 3.1 resume screening for individual and intersectional bias (age, gender, race, education) using SHAP, LIME, and Fairlearn.
- Designing a framework that translates attribution metrics into natural-language explanations aligned with EU AI Act principles (transparency, non-discrimination, trustworthy AI).
- Integrating findings into risk documentation guided by the NIST AI Risk Management Framework

EDUCATION

Master's Degree in Business Informatics — *Vienna, Austria*

TU Wien (Vienna University of Technology) — *Oct. 2024 – expected May 2027*

- Focus: AI Governance & Compliance, Algorithmic Auditing, Risk Assessment Frameworks, Enterprise Architecture, Machine Learning.
- Coursework: Machine Learning, AI Governance, AI Ethics, Logic of AI, Model Engineering, Enterprise Engineering.

Global MOOC on the Ethics of AI — *Online*

UNESCO — *Oct. 2026*

- Core principles of AI ethics, responsible AI and algorithmic governance; human-rights-based risk assessment.

Bachelor's Degree in Information Engineering — *Arta, Greece*

Technological Educational Institute of Epirus — *Oct. 2009 – Oct. 2014*

- Bachelor's thesis: Computer Assisted Gesture Recognition for the Greek Sign Language, developed using C# and Microsoft Kinect.

EXPERIENCE

ISIS Papyrus AG — *Vienna, Austria*

SOFTWARE TESTER — *Apr. 2019 – Jan. 2026*

- Validated the functionality and reliability of enterprise software through automated and integration testing, designing and maintaining test modules and test cases in Ranorex and Papyrus Query Language.
- Optimised test automation processes, reporting a 150% improvement in test execution efficiency.
- Analysed system performance, identified issues and proposed optimisations to improve user experience.

Freelance — *Vienna, Austria*

DIGITAL MARKETER — *Mar. 2020 – Dec. 2023*

- Built dashboards and reports in Tableau, Google Analytics and Data Studio to track SEO KPIs.
- Designed and maintained SEO-optimized WordPress websites while managing targeted digital campaigns.

Data Science — *Vienna, Austria*

DEVELOPER — *Oct. 2018 – Feb. 2019*

- Tested a banking application platform manually and documented issues, analysed data with SQL and Python and built components in Shiny.

SKILLS

AI Governance & Compliance:	EU AI Act (high-risk, Annex III), NIST AI Risk Management Framework, ALTAI trustworthy AI requirements
AI Auditing & Explainability:	SHAP, LIME, Fairlearn, bias and fairness evaluation
Data & Analytics:	SQL, Python (basic), R, Excel, Tableau, Google Analytics
Quality & Testing:	Test automation, integration testing, test case design, defect analysis, Ranorex
Languages:	Greek (Native), English (Proficient), German (Intermediate)