

# KELVIN ZHANG

me@iamkelv.in · [linkedin.com/in/kelvzhan](https://www.linkedin.com/in/kelvzhan) · [github.com/kz](https://github.com/kz)

## INDUSTRY EXPERIENCE

---

### Google DeepMind

Software Engineer — Technical Lead (Quality), Gemini Human Data

London, UK  
Feb 2024 - Present

Revitalising the Human Data team for the highest impact internal research deployments

- Defined and implemented a multi-quarter strategy to shift Gemini's data annotation platform from unclear positioning to a clear value-offering, building quality-as-a-capability foundations (**reduced data rejection rates by 25%** [TL of 3 SWEs, personally **wrote 20K C++ LoC**]) to reset credibility with researchers and set up the team's forward deployed engagements for success
- Led team restructuring with managers to maximise research impact, implementing a leaner planning framework to incisively justify horizontal platform staffing (e.g. evaluation frameworks) over default research deployments amid significant headcount scrutiny
- Continuously validated direction of these strategic changes by personally deploying with researchers (Gemini in Chrome and GDPVal-like agentic evals), returning insights to improve team culture such as the need for deep research engagements that influence researchers over simply delivering data
- Standardised data quality through significant tooling integrations into 5+ (*Scale AI*-like) human data vendor partners, balancing reduction in vendor lock-in with leveraging specialised vendor knowledge (e.g. orchestrating expert workers on PhD-level agentic evals)
- Developing the technical roadmap for internal AI adoption, enabling engineers to vibe-code custom eval interfaces (e.g. agentic visualisations) in <1 hour to enable rapid iteration at the velocity and fidelity expected for complex, time-sensitive research

Enabling Gemini researchers to train models and handle data compliantly

- Led a workstream (5 SWEs) to enable compliant, well-governed data management on the Human Data platform, focusing on EU Digital Markets Act and unblocking ability to run safety/assurance evals
- Demonstrated resilient and empathetic leadership by stewarding 3 engineers on-loan from a team that had faced role reductions, providing the psychological safety, mentoring and technical clarity to transition them from onboarding, to high-impact delivery, and subsequent L5 (senior) promotion
- Kindled a cross-Google workstream to urgently build infrastructure and processes for lineage and machine-attested data cards for a step-change in model launch governance and regulatory compliance

### Earlier Engineering Roles

London, UK

- **Monzo** (Jul 2023 - Feb 2024) — Large-scale re-architecting of core payments platform to help teams iterate faster, validated alongside a sprint to launch a suite of industry-leading user security features
- **Google** (Oct 2021 - Jul 2023) — Launched experiments for a complete re-design of the Google Search homepage with a novel, media-first experience for low literacy users in India. Re-architected Google for Clinicians' data ingest pipeline for five-day latency reduction for feature launches.

Internships: Google (2020), **DeepMind Health** (*Streams*, for the Royal Free Hospital, 2019), Bloomberg (2018).

## TRUSTEE AND VOLUNTEERING EXPERIENCE

---

### Trustee, Youth Careers Collective

Aug 2021 - Present

Grant-funded charity supporting young people's employment outcomes. Providing fresh scrutiny to improve governance and financial controls during its rapid growth from £100k ARR to £800k+.

### Student Trustee, Imperial College Union

Jul 2020 - Aug 2021

Appointed student trustee on Board of Trustees of a £10mm turnover charity with 17,000 members, providing a key voice its *Back to Basics* turnaround strategy to end a period of operational stagnation. Advised on post-Brexit EU VAT and GDPR compliance on the Finance & Risk Sub-Committee.

Further volunteering: Event First Aider at St John Ambulance (2025 - present), ICU Ward Admin at UCLH (2022).

## EDUCATION

---

### Imperial College London

London, UK

MEng Computing, 1:1

2017 - 2021

- President of Computing society (committee of 16; 1,400 members); led IC Hack (450 attendees)

## SKILLS & INTERESTS

---

**Selected Technical Skills** – Wrote significant Python (**code style reviewer, interview-trained** at Google), C++, Go, Java, and TypeScript. Experienced with distributed/microservices-based systems.

**Extracurriculars** – Chamber choir, volunteering, running, photography, and reading.