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Eusebiu Ştefancu

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Google Academic: https://scholar.google.com/citations?user=9dOyP5EAAAAJ&hl=en

Home: Timișoara (Romania)

WORK EXPERIENCE

West University of Timișoara – Timișoara, Romania

Postdoctoral Researcher

[01/11/2026 – Current]

Main activities and responsibilities:

- Developing and validating a deductive coding procedure that converts employees' narratives into scores comparable with validated self-report instruments.
- Building codebooks anchored in the definitions from the source instruments, with explicit inclusion and exclusion criteria and with mandatory verbatim quotation of the fragments supporting each score.
- Estimating the psychometric properties of language-derived indicators, namely correspondence with criterion scales, discriminant validity, reliability and incremental validity.
- Running open-source language models locally, under reproducible conditions, with no transfer of participant data to external services.

Innodata Inc. – Timișoara, Romania

AI Data Trainer

[18/03/2026 – 31/08/2026]

Main activities and responsibilities:

- Developing structured reasoning data used in the training of advanced large language models (LLMs).
- Documenting decision-making processes step by step, in order to make the model's reasoning stages explicit.
- Evaluating and improving the way AI models plan, decide and solve problems, through an interdisciplinary approach combining natural language processing, machine learning and organizational psychology.

Toluna – Timișoara, Romania

Project Manager

[01/09/2025 – 31/12/2025]

Main activities and responsibilities:

- Validating project set-up for an optimal respondent experience and proposing or implementing the necessary changes.
- Defining project plan details: timeline, required resources and potential bottlenecks.
- Carrying out and confirming feasibility analyses for the assigned projects.
- Establishing the use of data collection channels in line with the guidelines, in order to optimise costs at project level.
- Monitoring fieldwork progress, troubleshooting, and identifying and implementing solutions.
- Taking responsibility for completing projects on time and within budget.
- Maintaining close contact with clients for project briefings and post-survey information.

- Communicating effectively with the sales and operations teams, in order to understand and meet client needs.
- Updating internal tools daily, so that the status of each project is visible to everyone involved.

Client Services Jumpstart Executive

[03/03/2025 – 29/08/2025]

Main activities and responsibilities:

- Supporting the delivery and management of full-service online research projects across multiple industries.
- Taking part in questionnaire marking, survey programming set-up and quality checks, for correct implementation.
- Monitoring fieldwork progress and quotas, with proactive intervention on issues in order to meet delivery deadlines.
- Working with cross-functional teams (Survey Programming, Data Processing, QA, Fieldwork) to align with research objectives and to resolve project difficulties.
- Contributing to client deliverables, ensuring consistency, accuracy and actionable conclusions.
- Becoming familiar with end-to-end project management workflows, as a step preceding the transition to the Project Manager role.

Welocalize – Timișoara, Romania

Ads Quality Rater

[01/10/2024 – Current]

Main activities and responsibilities:

- Evaluating the quality and relevance of web pages against search engine queries, applying the rating guidelines in order to satisfy user intent.
- Analysing Google ads in terms of content accuracy, visual quality and relevance to the keywords or the landing page.
- Identifying and reporting advertising policy violations: inappropriate, disparaging or illegal content, and false claims.
- Classifying, monitoring and resolving quality deviations through corrective and preventive actions (CAPA), within the established deadlines.
- Providing constructive feedback on the quality of web pages and ads for global companies such as Google and YouTube, in English and in Romanian.
- Producing reports on the effectiveness of web layouts and ad design, with recommendations that contributed to improving the rating processes.

West University of Timișoara – Timișoara, Romania

Project Manager

[01/04/2024 – 31/08/2024]

Project: "Turning Words into Numbers: Investigating Students' Strategies in Facing the Challenges of Their First Examination Session". Senior consultant researcher: Prof. Laurențiu Maricuțoiu, PhD. The results were published in the *Romanian Journal of Applied Psychology*, 28(1), 54–71. Project awarded within the Competition for Scientific Projects Coordinated by Early-Career Researchers, 2024 edition (Faculty Council Decision no. 4 of 29.03.2024).
Main activities and responsibilities:

- Coordinating a research project on 175 first-year students, based on structured interviews and self-report questionnaires.
- Manually classifying 875 responses into eight categories of learning and coping strategies, with inter-rater agreement assessment.
- Automated topic modelling through Latent Dirichlet Allocation (LDA) and correlating the identified topics with psychological variables (affect, motivation, burnout, procrastination).

Expert in the Analysis of Qualitative Research Instruments

[31/01/2023 – 01/08/2023]

Within the project "Starting a Career through the Teaching Master's Programme", POCU/864/6/21/140783, SMIS code 2014+ 140783.

Main activities and responsibilities:

- Preliminary processing of the database (data cleaning, removal of redundant words, concatenation of synonyms)
- Processing and centralising qualitative responses, building the databases
- Analysing the data using Big Data packages, in R or Python
- Analysing the data using the sentiment analysis technique
- Taking part in the project working meetings and carrying out the various administrative tasks aimed at ensuring successful implementation
- Responsible use of existing data, in compliance with the confidentiality of personal information

Training and Research Assistant

[17/06/2022 – 01/12/2022]

Within the project CNFIS-FDI-2022-0489, "UVT – Teaching & Learning Brand – Reflective & Collaborative Learning into Action 2.0".
Main activities and responsibilities:

- Preliminary processing of the database (data cleaning, removal of redundant words, concatenation of synonyms)
- Processing and centralising qualitative responses, building the databases
- Analysing the data using Big Data packages, in R or Python
- Analysing the data using the sentiment analysis technique
- Taking part in the project working meetings and carrying out the various administrative tasks aimed at ensuring successful implementation
- Responsible use of existing data, in compliance with the confidentiality of personal information

Research Assistant in Psychology

[19/03/2021 – 01/08/2023]

Within the project PN-III-P4-ID-PCE-2020-1760, "SMAPH – A Model of Short-Term Self-Regulation Mechanisms in Educational Settings". The general objective of this research project is to seek evidence for the Spiral Model of Academic Performance and Health (SMAPH).
Main activities and responsibilities:

- Contributing to the analysis of results, the writing of manuscripts and the dissemination of research through conferences and publications in specialist journals
- Taking part in the project working meetings and carrying out the various administrative tasks aimed at ensuring successful implementation
- Responsible use of existing data, in compliance with the confidentiality of personal information

🏢 ***Bosch Service Solutions*** – Timișoara, Romania

Intern

[04/10/2020 – 24/02/2021]

Human Resources | Learning & Development | Psychology@Work
Main activities and responsibilities:

- Specialist internship organised by the West University of Timișoara
- Writing five evidence-based articles (in Romanian and English)
- Presenting to stakeholders in interactive formats and PowerPoint presentations
- Attending Microsoft Excel courses

🏢 ***NTT Data Romania*** – Timișoara, Romania

Intern

[01/04/2019 – 03/05/2019]

Main activities and responsibilities:

- Gained hands-on experience in organizational psychology as part of a specialist internship organised by the West University of Timișoara.
- Contributed to the development and implementation of initiatives aimed at improving workplace dynamics and employee satisfaction.

- Supported data collection and analysis for organizational development projects, providing insight into employee behaviour and workplace optimisation.
- Worked with supervisors and team members to apply psychological principles in real-world human resources settings.

EDUCATION AND TRAINING

Professional Training in Psychotherapy - Transactional Analysis

ProAT Timișoara [10/01/2025 – Current]

City: Timișoara | **Country:** Romania | **Website:** https://proat.ro/

Doctor of Philosophy in Psychology

Doctoral School of Psychology, West University of Timișoara [01/10/2021 – 11/03/2026]

Address: Vasile Pârvan Blvd no. 4, 300223 Timișoara (Romania) | **Website:** https://fpse.uvt.ro/educatie/programe-de-doctorat/ | **Level in EQF:** EQF level 8 | **Thesis:** A natural language processing approach to subjective well-being: Methods and applications in psychological research

Master's Degree in Work Psychology, Organizational and Transport Psychology

West University of Timișoara, Faculty of Sociology and Psychology, Department of Psychology [01/10/2019 – 15/07/2021]

Address: Vasile Pârvan Blvd no. 4, 300223 Timișoara (Romania) | **Website:** https://fsp.uvt.ro

Bachelor's Degree in Psychology

West University of Timișoara, Faculty of Sociology and Psychology, Department of Psychology [30/09/2016 – 01/07/2019]

Address: Vasile Pârvan Blvd no. 4, 300223 Timișoara (Romania) | **Website:** https://fsp.uvt.ro | **Thesis:** The link between narcissism and self-esteem: A meta-analysis

Baccalaureate Diploma

"Mihai Eminescu" National College Oradea [15/09/2012 – 30/05/2016]

Address: Roman Ciorogariu street, 18, Oradea, România , 410017 Oradea (Romania) | **Website:** https://eminescuoradea.ro/ | **Field(s) of study:** Philology and journalism

LANGUAGE SKILLS

Mother tongue(s): Romanian

Other language(s):

English	German
LISTENING C2 **READING** C2 **WRITING** C2	**LISTENING** B1 **READING** B1 **WRITING** B1
SPOKEN PRODUCTION C2 **SPOKEN INTERACTION** C2	**SPOKEN PRODUCTION** A2 **SPOKEN INTERACTION** A2

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

SKILLS

ECDL Profile Certificate / Microsoft Office / Navigare Internet / Social Media / Zoom / Utilizare buna a programelor de comunicare(mail messenger skype) / Microsoft Word / Microsoft Excel / Microsoft PowerPoint / Google Drive / conduct scholarly research / assist scientific research / Natural Language Processing / R language / Machine Learning în Python / Data Science, Data Analytics, Data Visualization / IMB SPSS Statistics / write work-related reports / scientific research methodology

PUBLICATIONS

[2026]

Ștefancu, E., & Maricuțoiu, L. (2026). Beyond Self-Reports: Using text analysis to explore first-year students' subjective experiences during their first examination session. Romanian Journal of Applied Psychology, 28(1), 54–71. https://doi.org/10.2478/rjap-2026-0007 A mixed-methods study of the examination experience of 175 first-year students, combining manual thematic coding, topic modelling through Latent Dirichlet Allocation and self-reported psychometric measures, in order to identify learning and coping strategies. Open Access article (CC BY 4.0).

[2025]

Ștefancu, E., & Maricuțoiu, L. P. (2025). Assessment of work-related subjective well-being using natural language processing of employee interviews: A proof of principle investigation. Psychological Reports. Advance online publication. https://doi.org/10.1177/00332941251409160 A proof-of-principle study on 386 employees, in which BERT-type transformers applied to responses from structured interviews are used to predict several components of occupational well-being simultaneously (engagement, job satisfaction, burnout). Open Access article (CC BY-NC 4.0). Research carried out with the support of the Horia Pitariu Scholarship no. 1/2023, awarded by APIO.

[2025]

Ștefancu, E., Maricuțoiu, L. P., & Spătaru, A. (2025). Development of a job satisfaction index based on employees' online reviews of their employers: A large language model approach. European Journal of Psychological Assessment. Advance online publication. https://doi.org/10.1027/1015-5759/a000921 Developme nt of a job satisfaction index based on employees' online reviews of their employers, using large language models. The materials, code and data are publicly available on OSF (https://doi.org/10.17605/OSF.IO/6VRWX).

[2023]

Maricuțoiu, L. P., Pap, Z., Ștefancu, E., Mladenovici, V., Valache, D. G., Popescu, B. D., Ilie, M., & Vîrgă, D. (2023). Is teachers' well-being associated with students' school experience? A meta-analysis of cross-sectional evidence. Educational Psychology Review, 35(1), 1. https://doi.org/10.1007/s10648-023-09721-9 A meta-analysis of 26 studies on the relationship between teachers' subjective well-being and students' school experience (academic performance, engagement, well-being, quality of teacher–student interactions). Research carried out within the project PN-III-P4-ID-PCE-2020-1760 (CNCS–UEFISCDI).

CONFERENCES AND SEMINARS

[15/06/2026 – 17/06/2026] Helsinki, Finland

17th Conference of the European Academy of Occupational Health Psychology (EAOHP) Paper presented: *Asses sment of work-related subjective well-being using natural language processing of employee interviews: A proof of principle investigation*. Oral presentation delivered by Prof. Laurențiu P. Maricuțoiu, PhD.

[12/04/2024 – 14/04/2024] Bucharest, Romania

24th APIO "Horia D. Pitariu" National Conference Paper presented: *Words matter: Exploring the associations between traditional rating scales and language-based assessments of occupational well-being*

[24/05/2023 – 27/05/2023] Katowice, Poland

21st Congress of the European Association of Work and Organizational Psychology (EAWOP) Poster presented on the integration of natural language processing methods in the investigation of occupational well-being.

[03/03/2023 – 05/03/2023] Timișoara, Romania

23rd APIO "Horia D. Pitariu" National Conference aper presented: *Using the natural language processing technique to measure and describe occupational well-being among employees*

[05/07/2022 – 08/07/2022] Bordeaux, France

15th Conference of the European Academy of Occupational Health Psychology (EAOHP) Deepening knowledge of the research field and of current trends, as well as establishing connections with other researchers in the field.

[02/06/2022 – 05/06/2022] Constanța, Romania

22nd APIO "Horia D. Pitariu" National Conference Paper presented: *A better understanding of the occupational well-being among employed students: Building a new qualitative approach with the help of the natural language processing technique*

[27/05/2021 – 29/05/2021] online

21st APIO "Horia D. Pitariu" National Conference Paper presented: *The relationship between the superior's self-reported personality and employees' behaviors and attitudes: A meta-analysis*

HONOURS AND AWARDS

[03/03/2024] Industrial and Organizational Psychology Association (APIO)

Horia Pitariu Scholarship Scholarship awarded for the research paper *Words Matter: Exploring the Associations Between Traditional Rating Scales and Language-Based Assessments of Occupational Well-Being*, which investigates the relationship between classical rating scales and language-based measures in the assessment of occupational well-being.

CERTIFICATIONS

[ProAT Timișoara, 08/09/2024]

TA 101 Certificate · European Association for Transactional Analysis (EATA)

- Official TA 101 course, devoted to the fundamental concepts of transactional analysis, delivered by David Dana Anca, PTSTA-P.
- Topics: ego state theory, analysis of transactions, psychological games, life script, and the application of these concepts in interpersonal communication.

Mode of learning: Presential

[Università della Svizzera italiana, Lugano (Switzerland), 20/08/2021]

Certificate of attendance - The 25th Summer School in Social Science Methods: Content Analysis and Natural Language Processing

- Intensive workshop held over 5 consecutive days, with a minimum of 36 hours of instruction, of which at least 50% seminar and applied project work.
- Link: https://www.usi.ch/en/formazione/apprendimento-permanente/summer-winter-school/ssm/content-analysis-and-natural-language-processing

Mode of learning: Online

VOLUNTEERING

[27/10/2025 – Current] Romania

Fundraiser · Angels-Wings Charity Organization

- Contributing to fundraising and partnership development initiatives for Angels-Wings Charity Organization, a non-profit dedicated to supporting education, empowerment and spiritual development in disadvantaged communities.
- Identifying and approaching potential donors and corporate sponsors, preparing communication materials and contributing to the development of sustainable funding strategies for charitable projects.
- Coordinating stakeholder relations and applied communication in a social impact context.

Link: https://angels-wings.org/

[09/03/2023 – 10/03/2023] Timișoara, Romania

Scientific organisation activity Member of the organising team of the doctoral workshop "My Thesis in 3 Minutes", with responsibilities for coordinating the running of the event and facilitating discussions among participants.

[02/11/2017 – 04/11/2017] Timișoara, Romania

Participant in the non-formal education programme "Techniques and Skills for Working with Vulnerable Groups". I acquired a range of skills through my experience as a participant in the non-formal education programme "Techniques and Skills for Working with Vulnerable Groups", held between 3 and 5 November 2017 in Timișoara, as part of the project "Future Successful Professionals!":

- Interpersonal communication
- Teamwork
- Providing psychological support
- Reflecting feelings
- Addressing and resolving incongruences
- Active listening
- Using different levels of empathy when working with vulnerable groups