

JAVIER R. AMAYA SILVA

University College Dublin
Michael Smurfit Graduate School of Business
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EDUCATION

2018 - 2023 DPhil in Management, University of Oxford, Saïd Business School, Oxford, United Kingdom
2016 - 2017 MSc in Engineering and Management of Manufacturing Systems, *Distinction (Top 1%)*, Cranfield University, Cranfield, United Kingdom
2009 - 2014 BSc in Mechanical Engineering, *cum laude*, Universidad Industrial de Santander/University of Oklahoma, Bucaramanga, Colombia/Norman, United States

ACADEMIC POSITION

2023 - Present University College Dublin, Smurfit Business School
Assistant Professor, Operations and Supply Chain Management
2023 - Present University of Oxford, Saïd Business School
Research Associate
2025 - Present University of Oxford, Saïd Business School
Head Tutor in the Artificial Intelligence Ethics

OTHER QUALIFICATION

2021 Six Sigma Yellow Belt
2023 Teaching with Cases, Harvard Business School

AWARDS AND HONOURS

- Harry Boer Best Student Paper Award, EurOMA 2022.
- Academy of Management Best Paper Award - Runner-up 2022.
- Oxford Saïd Best Paper Award, University of Oxford, 2022.
- Commendation in the Oxford Saïd DPhil Best Paper Award, University of Oxford, 2020.

- Saïd Foundation and Green Templeton College Scholarship, University of Oxford, 2018-2022.
- BAE Systems Prize for the Best-Performing Student in Manufacturing, Cranfield University. 2017.
- International Automotive Components (IAC) Group Prize for Best-Performing Student, Cranfield University, 2017.
- COLFUTURO Scholarship Award, 2016.
- Laureate Thesis Distinction, Universidad Industrial de Santander, 2014.
- Academic Merit-Based Scholarship, Universidad Industrial de Santander/University of Oklahoma, 2009- 2013.

EXPERIENCE

2018 - 2023 Management Researcher

Saïd Business School, University of Oxford, Oxford, United Kingdom

Project title: On the role of algorithmic technologies in improving knowledge work

2020 - 2023 Management Researcher

Saïd Business School, University of Oxford, Oxford, United Kingdom

Project Title: An ethics-based audit for artificial intelligence

2019 - 2020 Management Researcher

Saïd Business School, University of Oxford, Oxford, United Kingdom

Project title: The impact of accelerators and incubators in the high-technology entrepreneurial ecosystem

2018 - 2019 Management Researcher

Saïd Business School, University of Oxford, Oxford, United Kingdom

Project title: The implications of email communications for productivity in knowledge work

2017 - 2018 Research Engineer

The Manufacturing Technology Centre, Coventry, United Kingdom
Business and Factory Optimization

2016 - 2017 Graduate Research Assistant with Dr Patrick McLaughlin

Cranfield University, Cranfield, United Kingdom

Project title: Evaluation of technical and economic considerations for building a data-enabled strategy in logistics firms.

Industrial project title: Data analytics for improving logistic operations of big equipment

2014 - 2017 Risk Management Consultant
ARL Sura, Bucaramanga, Colombia

2013 – 2014 Research Assistant with Professor Jorge Meneses
Universidad Industrial de Santander, Bucaramanga, Colombia
Project title: On algorithmic optimisation and mechanical design

TEACHING EXPERIENCE

2023 – Present Head Tutor
Saïd Business School, University of Oxford, Oxford, United Kingdom
Artificial Intelligence Ethics, Executive education

2023 - Present Lecturer
University College Dublin, Dublin
Sustainable Operations and Supply Chain Management, Undergraduate

2023-2024 Visiting Lecturer
Cranfield University, Cranfield
Sessions on Disruptive Innovation, MSc Core

2021 - Present Lecturer
ESCP Business School, Berlin, Germany
Big Data Analytics, MSc elective

2021 - present Lecturer
ESCP Business School, Berlin, Germany
Technology Deep Dives, Executive Master in Digital Innovation and Entrepreneurial Leadership,

2020 - 2021 Tutor at Stanford House in Oxford
Stanford University, Oxford, United Kingdom
Technology, Operations and Supply Chain Management, undergraduate elective

2019 – 2022 Lecturer
Saïd Business School, University of Oxford, Oxford, United Kingdom

Sessions on the 'Machine Learning in Business', MBA elective

2020 - 2021 Graduate Teaching Assistant

Saïd Business School, University of Oxford, Oxford, United Kingdom
Technology and Operations Management, MBA core

2018 - 2019 Graduate Teaching Assistant

Saïd Business School, University of Oxford, Oxford, United Kingdom
Machine Learning, MBA elective

2014 - 2017 Workshop facilitator

ARL Sura, Bucaramanga, Colombia
Hazardous Energy Control

2013 - 2014 Graduate Teaching Assistant

UIS, Bucaramanga, Colombia
Computer numerical control

PUBLICATIONS

1. **Amaya, J.** & Holweg, M. Using algorithmic technologies to improve knowledge work. Journal of Operations Management. Available at <https://onlinelibrary.wiley.com/doi/full/10.1002/joom.1296>
2. Floridi, L., Holweg, M., Taddeo, M., **Amaya, J.**, Mökander, J. & Wen, Y. (2022). capAI-A Procedure for Conducting Conformity Assessment of AI Systems in Line with the EU Artificial Intelligence Act. Available at SSRN: <https://ssrn.com/abstract=4064091> or <http://dx.doi.org/10.2139/ssrn.4064091>.

WORK IN PROGRESS

1. **Amaya, J.** & Holweg, M. Implementing Artificial Intelligence in Retail Operations. *For submission to MSOM May 2025*
2. **Amaya, J.** & Holweg, M. Behavioural Insights in Stock Control: Analysing Adherence to Count Recommendations. *For submission to MSOM July 2025.*
3. **Amaya, J.** A Theoretical Model of Artificial Intelligence Adoption and Organizational Unethical Behaviour. *For submission to AMR, October 2025.*

4. **Amaya, J.** Wen, Y. & Holweg, M. The impact of Artificial Intelligence Failures on Corporate Reputation. *For submission to MISQ, October 2025.*

PRESENTATIONS

1. How do organisations experience and use algorithms to transform knowledge work, Academy of Management Annual Meeting, 2023.
2. Using algorithmic to improve knowledge work, EurOMA Conference, 2023
3. Using deep learning to improve inventory accuracy, POMS Conference, 2023
4. Using deep learning to improve inventory management, EurOMA Conference, 2022
5. The role of learning on inventory management, Academy of Management Annual Meeting, 2022
6. To automate or not to automate: the impact of algorithmic technologies in knowledge work. Academy of Management Annual Meeting, 2022
7. Algorithms in white-collar work: Management 'bundles' and performance, EurOMA Conference, 2021
8. To automate or not to automate? The impact of algorithmic technologies on improving white-collar work, ISA, 2021.
9. Using deep learning in inventory management, Conference on Artificial Intelligence, Machine Learning, Business Analytics, Temple University, 2021.
10. On the role of digital automation technologies in process improvement within white-collar work, EurOMA Conference, 2020.
11. On the role of digital automation technologies in process improvement within professional work, Oxford Professional Service Firm Conference, 2020.

SERVICE

2020 - 2021 International Student Representative at Green Templeton College, University of Oxford.

2016 - 2017 Director of communications, Latin American Society, Cranfield University (CLAS).

REFEREES

1. Professor Matthias Holweg, Saïd Business School, University of Oxford.
Email address: matthias.holweg@sbs.ox.ac.uk
2. Dr Steve New. Saïd Business School, University of Oxford.
Email address: steve.new@sbs.ox.ac.uk
3. Professor Marc Ventresca, Saïd Business School, University of Oxford.
Email address: Marc.Ventresca@sbs.ox.ac.uk