

TOMÁS SOTO JARA

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EDUCATION

PHD IN PUBLIC ADMINISTRATION Rutgers University - Newark	Fall 2024 - Present
MASTER'S DEGREE IN PUBLIC POLICIES AND MANAGEMENT University of Chile	2018 - 2019
INDUSTRIAL ENGINEERING University of Chile	2017 - 2018
BACHELOR OF SCIENCE IN INDUSTRIAL ENGINEERING University of Chile	2012 - 2017

RELEVANT WORK EXPERIENCE

CENTER FOR PUBLIC SYSTEMS – UNIVERSITY OF CHILE

Research Associate 2019 – Present

- Collaboration on research and development projects focusing on public innovation, state modernization, evaluation of public policies for human development, labor flexibility (telework), and municipal management.
- Participation in conceptualizing, designing, and executing research, including data collection and analysis, both qualitative and quantitative.
- Contribution to drafting reports and scientific articles based on research findings.
- Coordination of multidisciplinary teams and collaboration with external partners, such as government agencies and non-governmental organizations.
- Presentation of research findings at academic conferences and professional forums.

Research Assistant

2017 – 2018

- Support in evaluating public policies for human development, including database management, conducting surveys, interviews, and focus groups, and literature review.
- Involvement in identifying and selecting appropriate research methodologies.
- Analysis of qualitative and quantitative data to inform policy recommendations.
- Collaboration in drafting research reports and presenting findings to relevant stakeholders.

STATE REFORM RESEARCH GROUP – UNIVERSITY OF CHILE

Research Assistant 2020 – 2022

- Supported research on public policy and state reform, focusing on areas such as public innovation, civil service, diversity policies, and ethics.
- Assisted in literature review, data collection, and analysis for research projects.
- Contributed to conceptualizing studies and preparing research reports.
- Engaged in discussions on emerging topics in public policy and state reform.

PROFESSIONAL DEVELOPMENT COURSES

Intensive English Course – UNIVERSITY OF FLORIDA Courses at the English Language Institute as a Fulbright scholar before starting the doctoral program in the U.S.	2024
"Causal Inference" Course – UNIVERSITY OF OXFORD Oxford Spring School in Advanced Research Methods by the Department of Politics and International Relations.	2023
"Automation of Reports with R" Course – ADOLFO IBÁÑEZ UNIVERSITY	2021
Basic First Aid and CPR – RED CROSS	2021
"Pandemic and the Strategic Exit" Course – UNIVERSITY OF CHILE The effects produced by COVID-19 and the digital strategies that public institutions must formulate and implement to overcome this situation with a long-term vision.	2021

TEACHING EXPERIENCE

UNIVERSITY OF CHILE

- INSTRUCTOR - IN3862 - *Public Policy, Innovation, and Engineering*. Industrial Engineering Department (2021) [[syllabus Spring 2021](#)].
- *Thesis I*. Master in Public Policy and Management (2020 - 2024) [[syllabus Fall 2022](#)]
 - *Thesis II*. Master in Public Policy and Management (2020 - 2024) [[syllabus Spring 2022](#)]
 - *UNESCO Chair: The Public University of the 21st Century*. (2019 to 2022) [[Website](#)] [[syllabus Fall 2021](#)]
- TEACHING ASSISTANT - *Project Evaluation* (2017 to 2021) [[syllabus Fall 2021](#)]
- *Education Seminar* (2017 to 2020) [[syllabus 2020](#)]
 - *Introduction to Public Systems* (2017 to 2018)
 - *Project Implementation Workshop in the Public Sector* (2018)
 - *Served as a teaching assistant in other courses such as Linear Algebra, Organizational Behavior, Statistics for Economics and Management, Operations Management I, and Modeling and Optimization between the years 2014 and 2018.*

RESEARCH AND CONSULTING PROJECTS

- PROJECTS FOR THE DESIGN AND IMPLEMENTATION OF A TELEWORK POLICY AT: as Project Manager
- University of Chile 2022 – 2023
 - Superintendence of Sanitary Services in Chile (SISS) 2023
 - Superintendence of Casinos and Gambling in Chile (SCJ) 2022 – 2023
 - National Irrigation Commission (CNR) 2022 – 2023
- NATIONAL RESEARCH AND DEVELOPMENT AGENCY - CHILE (ANID)
- Fondef IDEA: as Research assistant 2022 – 2024
Development of a prototype for transparent digital information and responsible credit based on behavioral evidence.
 - ANID-COVID Fund: as Researcher and Coordinator 2020 – 2021
When teleworking in the state became inevitable: an opportunity for the analysis and effective development of this work modality in the public sector. Contest for the Rapid Allocation of Resources for Research Projects on the Coronavirus.
- INTERNATIONAL LABOR ORGANIZATION (ILO): as Researcher and Coordinator
- *Health Crisis and Public Occupational Safety Services: Recommendations to guide management policies.* 2021
- NATIONAL CIVIL SERVICE DIRECTORATE: as Project Manager
- *Case Study on Factors Affecting Compliance with Standards of Integrity and Transparency in Public Services* 2021
- INTER-AMERICAN DEVELOPMENT BANK (IDB): as Researcher and Coordinator
- *Teleworking in a pandemic in the public sector in Chile.* 2020 – 2021
 - *Pilot exercises for a survey of public servants on the future of work in the State of Chile.* 2019
 - *Out of the box (Grant): Individual and organizational effects of teleworking in public agencies.* 2019
- SUPERINTENDENCE OF SOCIAL SECURITY (SUSESO): as Researcher and Coordinator
- *Telecommuting in the covid-19 pandemic, health, safety, and employment conditions of public sector workers.* 2021 – 2022
 - *Study of the implementation of teleworking in SUSESO pre- and post-pandemic.* 2020 – 2021
- CHILEAN ASSOCIATION OF MUNICIPALITIES: as Researcher and Coordinator
- *Studies on the improvement of the municipal collection.* 2018 – 2019

PUBLICATIONS

1. **Soto, T.** (2022). Effects of teleworking and remote work during the COVID-19 pandemic in the State of Chile: SUSESO case. In *Social and Public Innovation: Experiences and Approaches to Contemporary Complexity*. DOI: <https://doi.org/10.34720/vhmv-jj73>
2. Pizarro, X, Pavez, M.A., Inostroza, J., **Soto, T.**, Fuenzalida, J. (2022). Crisis Sanitaria y Servicios Públicos de Seguridad Laboral: Recomendaciones para orientar políticas y prácticas de gestión. *Organización Internacional del Trabajo (OIT)*.

3. **Soto, T.** (2021). Waissbluth, M., Pizarro, X., y Medrano, A. (Eds.) (2021). Introducción a la gestión pública: un Estado al servicio de la ciudadanía. *Revista Estudios de Políticas Públicas*, 7(2), 64-66. Santiago: Penguin Radon House. DOI: <https://doi.org/10.5354/0719-6296.2021.65520>
4. **Soto, T.**, Andrade, M., Pavez, A., Inostroza, J., Depolo, S., Fuenzalida, J. y Barahona, A. (2021). *Manual de Teletrabajo para Organizaciones Públicas en Chile*. Santiago: Centro de Sistemas Públicos. [ISBN 978-956-404-332-6](https://doi.org/10.5354/0719-6296.2021.65520).
5. **Soto, T.** (2021). Efectos del teletrabajo y del trabajo remoto excepcional durante la pandemia de COVID-19 en el Estado de Chile. Caso SUSESO. *Serie de Sistemas Públicos*, 20. [ISSN 2452-4514](https://doi.org/10.5354/0719-6296.2021.65520).
6. Egaña, R., Fuenzalida, J., **Soto, T.**, Doña, K., Vergara, P., y Meneses, A. (2021). Empleo público en Chile: Desafíos pendientes y recomendaciones para el nuevo marco institucional. *Informe de Política Pública*, 2.
7. **Soto, T.**, Martínez, P., Zavala, G y Gutiérrez, F. (2021). Tensiones del teletrabajo post pandemia: Desafíos y propuestas para un nuevo marco de derechos. *Serie Condiciones del empleo en Chile en contexto de crisis sanitaria*. Vicerrectoría de Investigación y Desarrollo de la Universidad de Chile, Santiago.
8. **Soto, T.**, Vera, C., Fuenzalida, J., Díaz, R. y Darville, P. (2018). Teletrabajo en el Estado de Chile: Efectos y desafíos para su diseño e implementación. *Serie de Sistemas Públicos*, 16. [ISSN 2452-4514](https://doi.org/10.5354/0719-6296.2021.65520).
9. Darville, P., Díaz, R., Fuenzalida, J., **Soto, T.** y Vera, C. (2018). Evaluación Sistema de Teletrabajo del Instituto Nacional de Propiedad Industrial. *Dirección de Presupuestos*, Santiago. [ISBN: 978-956-9931-16-1](https://doi.org/10.5354/0719-6296.2021.65520).
10. **[Postgraduate thesis]** Soto, T. (2019). Evaluación y análisis cualitativo y cuantitativo del sistema de teletrabajo implementado en el Instituto Nacional de Propiedad Industrial (INAPI).
11. **[Undergraduate thesis]** Soto, T. (2018). Evaluación y análisis cuantitativo del sistema de teletrabajo implementado en el Instituto Nacional de Propiedad Industrial (INAPI).

CONFERENCE AND CONGRESS PRESENTATIONS

1st Postgraduate Congress in Engineering, Sciences, and Innovation, presenting “*Effects of telework in the public sector*,” Santiago, 2022.

Future Challenges Commission of the Senate of the Republic of Chile, presentation on public policies on employment conditions, 2021.

78th Annual Midwest Political Science Association (MPSA) presenting “*Effects of telework in the public sector: Evidence from a longitudinal study of public service professionals*,” 2021.

STR Regional Professional Development Workshop International, presenting “*Individual effects of telework in public agencies*” (with J. Fuenzalida), organized by Strategic Management of the Academy of Management, first seminar outside the US, 2021.

12th Annual Meeting of the Chilean Society of Public Policies, presenting “*Effects of teleworking in the public sector: Evidence from a longitudinal study of mixed methods of public service professionals*,” organized by the Interdisciplinary Center for Public Policies CiPP and the Alberto Hurtado University, 2021.

2nd Southern Congress: Inequalities, Territory and State Reform, presenting “*Use of strategic planning and political context: Findings from a mixed methods study on municipal administrators*,” organized by the Austral University of Chile, 2020.

1st Southern Congress: Management, Public Policies and Decentralization for Territorial Development presenting “*Effects of transfers of funds from the central level to the local level as an incentive to improve municipal management: an analysis from the Incentive Fund to Municipal Management (FIGEM)*,” organized by the Austral University of Chile, 2019.

HONORS AND AWARDS

[JAYNE C. HARDER MEMORIAL SCHOLARSHIP](#) – UNIVERSITY OF FLORIDA 2024
Awarded for academic excellence, outstanding progress, and participation at the English Language Institute.

WORKPLACE RECOGNITION – UNIVERSITY OF CHILE 2020 & 2021
Chosen as the best co-worker and the most empathetic by colleagues at the Center for Public Systems.

[FULBRIGHT-ANID DOCTORAL SCHOLARSHIP](#) 2020
Commission for Educational Exchange between Chile and the United States of America.

[MOISES MELLADO FOUNDATION SCHOLARSHIP](#) 2013 – 2016
From the Faculty of Physical and Mathematical Sciences of the University of Chile. Awarded for academic excellence.

OTHER ACTIVITIES

Member of the College of Engineers	2023
Councilor of the Student Federation of the University of Chile (FECH) - Elected position. Represented my faculty's students in the main political coordination body of the University of Chile, influencing the national public agenda.	2018
Project Coordinator of the Student Federation of the University of Chile (FECH) – Elected position. Coordinated gender projects, sustainability initiatives, and student outreach with various university groups.	2017
Volunteer in the summer projects of the Student Federation of the University of Chile in the "El Pueblo Ayuda" project.	2017
Vice-president of the Student Center of Industrial Engineering of the University of Chile (CEIN) – Elected position. Represented nearly 1,500 students. Designed and implemented projects to enhance student representation, outreach, and quality of life, while rethinking the training and profile of industrial engineers.	2016
Member of the Fair for Social Reinsertion: This project seeks to create a meeting point for people who have gone through the penal system and different organizations that work for their social and labor reinsertion.	2016

THESIS SUPERVISION

MASTER IN PUBLIC POLICY AND MANAGEMENT PROGRAM – UNIVERSITY OF CHILE

Committee Member:

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| - Gracieuse Dolis – “Análisis de las Brechas de Género en las carreras de Ingeniería: Factores que influyen en la intención de permanecer y titularse en la carrera de ingeniería. Caso Aplicado a Haití”. | 2023 |
| - Consuelo Salas – “Territorio, necesidades sociales y dotación de recursos humanos en asistencia social municipal: desafíos frente al COVID-19”. | 2023 |
| - Christian Valverde - “Estrategia para Costa Rica en transparencia fiscal basada en estándares internacionales”. | 2021 |
| - Ximena Izquierdo - “Logros y retos en la implementación del Presupuesto por Resultados en el Ecuador”. | 2021 |
| - José Velásquez - “Análisis de los principios de Justicia Abierta para su aplicación en la Justicia del Perú”. | 2021 |
| - Ignacio Sepúlveda - “Análisis de actitudes de apoyo a la democracia como sistema en Chile y Uruguay”. | 2021 |

LANGUAGES

Spanish (native level)

English (professional proficiency)