

# Konstantine Kostia H. Pho

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## Personal Profile

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Doctorate in linguistics specializing in psycholinguistics and cognitive science, M.A. in linguistics, specializing in phonetics and phonology, and B.A. Double Major with Honours in French and linguistics from York University. My doctoral thesis (successfully defended on May 1, 2026) focuses on the validity of pupillometry as a method and measure of cognitive load in bilingual language processing. During my master's studies, I worked on developing a lexical tonal classification for Teochew (a Chinese dialect). My other research interests include Francophone studies, cognition and development, and Teochew language documentation. Outside of academia, I have professional experience in translation and editing.

## Education

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### York University

Ph.D. in Linguistics

Toronto, CAN

Sept 2020 - May 2026

- PhD Research supervisor: Professor Chandan Narayan, Ph.D.
- Specialization in Psycholinguistics, Bilingual Language Processing, and NLP
- Active member and researcher with the Speech and Psycholinguistics Lab at York University

### York University

M.A. in Linguistics

Toronto, CAN

Sept 2019 - June 2020

- MA Research supervisor: Professor Emily Elfner, Ph.D.
- Specialization in Phonetics
- Graduate Research Assistant for Field Methods (AP/LING4320)

### York University

BA Double Major Hons. in French studies and Linguistics

Toronto, CAN

Sept 2015 - June 2019

- Specialization in translation

### Université Bordeaux-Montaigne

BA Double Major Hons. in French studies and Linguistics

Bordeaux, FR

Sept 2017 - June 2018

- University exchange as part of continuing studies

## Work Experience

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### DSMA

Bilingual Marketing Coordinator & Copywriter

Toronto, CAN

August 2025 - present

- Researching, writing, reviewing and editing articles and editorials
- Researching, conceptualizing and managing Open Point Packages, Declared Point Packages, and Prospectus for clients
- Updating, reviewing and managing listing on PipeDrive, LinkedIn, and on the company website
- Copywriting and transcreating quarterly marketing campaigns
- Providing translation from English to French (CA) and vice versa for all company communications

### Sun Life

Bilingual Documents Specialist

Toronto, CAN

June 2023 - July 2025

- Receiving and reviewing revision requests from service representatives
- Reviewing, updating and creating contractual documents and policy booklets
- Translating contractual documents from EN to FR and vice versa whenever applicable
- Communicating with service representative regarding revision requests
- Current project includes the translation of contractual documents and booklets as part of a Bill 96 project

### York University

Graduate Teaching Assistant

Toronto, CAN

Sept 2020 - current

- Leading tutorials, assisting the professor with delivering course material
- Providing feedback and mentoring undergraduate students in linguistics
- Courses taught: Introduction to Linguistics (AP/LING1000), Phonetics (AP/LING2110), Field Methods (AP/LING4320), Language and Mind (AP/LING2800), Psycholinguistics (HH/PSYC3290)

## Freelance

Freelance Translator, Proofreader and Editor

Toronto, CAN

Aug 2018 - current

- Providing EN<>FRCA translation services for clients
- Providing EN<>FRCA editing and proofreading services for clients
- Advising on terminological and linguistic questions
- Area of expertise includes academic writing, administration, governmental, marketing, cosmetics, tourism and hospitality, SEO and website optimization
- Main clientele includes Estee Lauder Compagnies, Diageo, Popular Book Co., Savanil Inc.

## GAT International Localization and Translation Services Inc

Montreal, CAN

Project Manager

Dec 2022 - Apr 2023

- Receiving and reviewing translation requests from partners
- Managing the translation workflow from start to finish, including (but not limited to) financial administration, DTP work, workflow setup and assignments
- Communicating with clients regarding translation requests, quoting and contract negotiations, and deadline negotiations
- Managing core team of translators as well as on-boarding freelance translators
- Main clientele includes Government of Canada, CIBC, VIA Rail

## LAT Multilingual Translation and Marketing Inc

Montreal, CAN

Project Manager

Aug 2022 - Dec 2022

- Receiving and reviewing translation requests from partners
- Managing the translation workflow from start to finish, including (but not limited to) DTP work, workflow setup and assignments
- Managing core team of freelance translators
- Main clientele included McCormick Foods, Diageo, Tourisme Laurentides

## TAG WW

New York City, USA

Language and Localization Associate

Apr 2021 - Aug 2022

- Receiving and reviewing translation requests from partners
- Managing the translation workflow from start to finish, including (but not limited to) quoting and billing, DTP work, workflow setup and assignments
- Assisting with translation tasks, including (but not limited to) Quality Assurance (QA), proofreading, linguistic and terminological advising and research
- Managing team core and freelance translators
- Main clientele included Estee Lauder Compagnies, Pfizer, Bristol-Meyers Squibb, Smile Direct Club, Tunecore, Amazon, Meta (formerly Facebook), ConAgra Foods

## Academic Projects

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### Investigation of Bilingual Language Processing via Pupilometry

York University

York University

Sept 2022 - May 2026

- The purpose of this study will be to examine the correlation (or lack thereof) between pupil dilation and natural language processing in a bilingual context, and to examine the validity of pupilometry as an index for cognitive effort during language processing
- Currently, the project is in its research and data collection phase. The project is projected to be completed by Summer 2026
- **Technical Skills:** Python, R Markdown, PsychoPy, LaTeX
- **Soft Skills:** Statistical Analysis, Research, Academic Writing, Lab Management, Grant Writing and Applications

### Phonetic Overview of the Teochew Language

Toronto, CAN

York University

Mar 2023 - Aug 2023

- Follow-up paper to my M.A. MRP/Thesis research project
- This purpose of this research was to empirically analyze the phonetic makeup of the Teochew language
- This paper has not yet been published, but was presented as part of the MOTH phonetics and phonology conference at McMaster University in March 2023
- **Technical Skills:** PRAAT, LaTeX
- **Soft Skills:** Phonetic analysis, Critical Thinking, Data Analysis

### Lexical Tone Classification in Teochew : A Phonetic Study

Toronto, CAN

York University

Mar 2019 - Aug 2019

- MRP/Thesis project as part of MA studies in Linguistics
- This purpose of this research was to empirically create a lexical tone classification for the Teochew language
- This paper has not yet been published
- **Technical Skills:** R Markdown, PRAAT, LaTeX
- **Soft Skills:** Phonetic analysis, Critical Thinking, Data Analysis

### #JeSuisCirconflexe : How a spelling reform nearly threatened French identity

Toronto, CAN

York University

2019

- Critical analysis of attitudes and behaviours toward the French language following a proposed orthographic reform by L'Académie Française.
- **Soft Skills:** Journalistic Writing, Critical Thinking, Data Analysis

York University

2019

- This study compares the speech of seven French-Canadian speakers from Montréal and seven speakers from Bordeaux to determine whether diphthong-like sounds in modern Montréal French are true diphthongs or simply lengthened vowels.
- **Technical Skills:** R Markdown, PRAAT
- **Soft Skills:** Phonetic analysis, Critical Thinking, Data Analysis

## Skills

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<b>Translation and Editing</b>	Providing translation and editing in EN<=>FRCA
<b>Project Management</b>	Plunet, Jira, Slack, Teams, XTRF, BROCA
<b>Soft Skills</b>	Time Management, Teamwork, Problem-solving, Documentation, Writing, Research
<b>Software (CAT tools)</b>	SDL Trados, Wordbee, Memsource, Memoq
<b>Certification</b>	Ethical Conduct for Research Involving Humans (TCPS 2:CORE)

## Achievements and Awards

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February 2024	<b>Research Cost Fund</b> , FGS Research Award & Bursary
September 2023	<b>York University Academic Excellence Fund</b> , Academic Excellence Award
September 2020, 2021	<b>York University Graduate Scholarship</b> , Academic Excellence Award
September 2020, 2021, 2022, 2023, 2024, 2025	<b>York University Graduate Fellowship</b> , Doctoral Award
September 2020, 2021, 2022	<b>Joseph-Armand Bombardier CGS Master's Scholarship</b> , SSHRC
September 2019	<b>York University Graduate Fellowship</b> , Masters Award
September 2018	<b>Mark and Janet Webber Award</b> , Academic Excellence Award
September 2017, January 2018	<b>York International Mobility Award</b> , Academic Excellence Award
September 2017	<b>LAPS International Study Abroad Award</b> , Academic Excellence Award

## Languages

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<b>French</b>	Native proficiency
<b>English</b>	Native proficiency
<b>Cantonese</b>	Working proficiency
<b>Japanese</b>	Intermediate proficiency
<b>Teochew</b>	Native proficiency

References available upon request.