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Dr. Sandra Loughlin is the Chief Learning Scientist at EPAM Systems, a global leader in digital platform engineering and a company with three decades of experience as a skills-based organization. Sandra uses her expertise as a learning scientist and organizational psychologist to ensure EPAM's numerous people initiatives work together under one skills umbrella and collectively drive business growth, quality, and results. She also leads the global effort to share EPAM's skills-based experience and insights to help other organizations progress in their transformation journeys and reap the benefits of using validated skills data to make business decisions.