Stephen Weber

Engineering Manager | Director of Engineering | AI Product Engineering

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PROFESSIONAL SUMMARY

Engineering manager and former Director of Engineering with 20+ years in software and product development. Led up to six engineering and QA professionals at Blackbird.AI, including technical leads, after two promotions in 14 months. Combines people leadership, hands-on technical judgment, and product partnership to deliver enterprise AI applications, stronger quality and security, and measurable customer-facing performance.

CORE SKILLS

People and delivery: Engineering management, hiring, coaching, performance management, cross-functional planning, product delivery, QA and release management

Technical leadership: AI/LLM applications, AI agents, full-stack architecture, APIs, cloud platforms, security remediation, observability, performance optimization, CI/CD

Technology: TypeScript, React, Next.js, Node.js, Python, SQL, GraphQL, Redis, Databricks, AWS, GCP

PROFESSIONAL EXPERIENCE

Blackbird.AI, New York, NY | Director of Engineering | Jan 2025 - Nov 2026

- Led App Platform engineering and QA, managing four team members and up to six at peak, including technical leads; reported to the CTO and partnered with Product, Data, Security, GTM, customers, and executives.
- Hired three team members and led coaching and performance management; introduced AI-assisted development practices, shared application foundations, and practical quality and security guardrails.
- Supported commercialization of a narrative intelligence product purchased by Microsoft, with more than 500 users onboarded; supported RAV3N Recon through customer-facing development.
- Coordinated frontend, backend, data, and product delivery of Cohort Profiles and Network Graphs, while completing all P0 and P1 tickets and 68% of P2 tickets before a NATO deadline.
- Led security remediation across the API platform within two weeks while supporting NATO delivery and other roadmap commitments.
- Improved Narrative Page load speed up to 45% and reduced a difficult SQL query from 4 seconds to 788 milliseconds through API batching, Redis caching, Databricks investigation, and observability.
- Created an embedded AI copilot for analyst investigations and delivered urgent RAV3N Agent capabilities to production for investor, RSA, and NATO demonstrations.

Blackbird.AI | Senior Engineering Manager | Mar 2024 - Dec 2024

- Managed two teams responsible for complex application codebases; improved planning, ownership, QA coordination, release management, and stakeholder visibility.
- Expanded the automated test suite from approximately 100 to 254 tests and helped deliver two AI products and eight major features in six months.

Blackbird.AI | Principal Software Engineer | Nov 2023 - Mar 2024

- Shipped four end-to-end features in three months, helped launch a product in under two months, and introduced standards that reduced project turnaround time 30%.

You.com, Remote | Engineering Manager | Aug 2023 - Nov 2023

- Led frontend and mobile engineering for an AI search product, partnering with the CTO, Product, and Design on scope, architecture, code quality, and delivery.

Dispatch, New York, NY | Engineering Manager | Feb 2022 - Jul 2023

- Led engineering for a Web3 messaging platform; introduced reusable campaign templates that reduced setup from 2.5 days to under one hour and improved team delivery practices.

Experian, Costa Mesa, CA | Manager of Innovation | Feb 2018 - Apr 2022

- Led cross-functional innovation teams across fraud, credit risk, machine learning, APIs, and data platforms; delivered five client-ready products in six months.

Experian | Senior Developer | Dec 2015 - Feb 2018

- Delivered 30+ prototypes annually and launched a hybrid mobile credit-risk application used by more than 1,000 customers; introduced design sprints and automated testing.

Weber LLC, Orange County, CA | Founder and Owner (concurrent consultancy) | Jan 2006 - Dec 2017

- Founded a consultancy that delivered 40+ web and mobile applications for startups, enterprise clients, and consumer brands.

EARLIER LEADERSHIP AND ENGINEERING

Cinovus | Director of Development | 2014 - 2015: Led Unity/C# virtual-reality education products and the production pipeline.

Advantage USA | Lead Developer | 2013 - 2015: Built Mov-ology, a cart-abandonment SaaS platform, and led an agile development team.

Ignite Health | Director of Motion Graphics | 2007 - 2011: Led a cross-functional team of developers and artists; improved production efficiency 62%.

Additional roles: CalAmp (Senior UI Engineer, 2015); AllDigital (Senior Developer, 2012 - 2013); Wonderverse (Lead Developer, 2011 - 2012); Setwise (Web Application Developer, 2006 - 2007); Digital Interactive Systems Corporation (Software Developer, 2005 - 2006).

EDUCATION

California State Polytechnic University, Pomona | B.S., Business Administration, Computer Information Systems emphasis