Stephen Weber

Principal Software Engineer | Staff Software Engineer | Senior Full-Stack Engineer

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PROFESSIONAL SUMMARY

Hands-on full-stack and AI product engineer with 20+ years of experience building customer-facing software across enterprise AI, SaaS, data, mobile, and consumer products. Most recently Director of Engineering at Blackbird.AI, where I continued to design, code, debug, and ship production systems while leading teams. Strongest in turning ambiguous product needs into reliable applications, APIs, and measurable performance improvements.

TECHNICAL SKILLS

Languages and frameworks: TypeScript, JavaScript, Python, React, Next.js, Node.js, Vue.js, SQL, GraphQL

AI and data: LLM applications, AI agents, Model Context Protocol (MCP), retrieval-augmented generation (RAG), Databricks, Redis, PostgreSQL, MongoDB

Platforms and practices: AWS, GCP, CI/CD, test automation, observability, API design, performance optimization

PROFESSIONAL EXPERIENCE

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

- Built an embedded AI copilot for analyst investigations, combining live dashboard context, automated analysis workflows, and investigation memory.
- Deployed RAV3N Agent to production the same day it was requested for investor, RSA, and NATO demonstrations after repairing its MCP server; added Wargaming skills for a separate investor demo in under a day.
- Reduced a difficult SQL query from 4 seconds to 788 milliseconds (80.3%) with Redis caching while investigating Databricks bottlenecks and adding monitoring for customer-facing performance.
- Improved Narrative Page load speed by up to 45% by batching above-the-fold and below-the-fold API calls; helped ship the first production Network Graphs release under an aggressive deadline.
- Built the backend for natural-language-to-Boolean search for Starry Knight and helped deliver Cohort Profiles across frontend, backend, data, and product teams.

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

- Managed two application teams while remaining hands-on with architecture, release delivery, quality, and cross-functional problem solving.
- Expanded the automated test suite from approximately 100 to 254 tests and improved engineering standards, planning, and release discipline.

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

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

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

- Led frontend and mobile development in an AI search product environment; contributed React, Next.js, and Node.js architecture and code while partnering with the CTO and Product.

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

- Integrated Polygon-based social features into a Web3 messaging platform and created reusable campaign templates that cut setup time from 2.5 days to under one hour.

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

- Led prototypes and client-ready products across fraud, credit risk, machine learning, APIs, mobile, and cloud data platforms; delivered five client-ready products in six months.

Experian | Senior Developer | Dec 2015 - Feb 2018

- Built more than 30 prototypes annually and launched a hybrid mobile credit-risk application used by more than 1,000 customers; introduced design sprints and Robot Framework test automation.

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

- Delivered 40+ web and mobile applications for startups, enterprise clients, and consumer brands across SaaS, ecommerce, media, and mobile.

EARLIER ENGINEERING EXPERIENCE

CalAmp | Senior UI Engineer | 2015: Shipped six features contributing to 22% product revenue growth and built a mobile app in two months.

Advantage USA | Lead Developer | 2013 - 2015: Built Mov-ology, a cart-abandonment SaaS platform, including frontend, backend, and client embed code.

Wonderverse | Lead Developer | 2011 - 2012: Built a Facebook game that reached 250,000 users and more than 30 backend APIs.

Additional roles: Cinovus (Director of Development, 2014 - 2015); AllDigital (Senior Developer, 2012 - 2013); Ignite Health (Director of Motion Graphics, 2007 - 2011); 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