

# Stephen Weber

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## Director of Engineering

Strategic and entrepreneurial engineering leader with 18+ years of experience building and scaling software products, leading cross-functional teams, and aligning technology with business strategy. Known for rapidly developing prototypes that evolve into successful, revenue-generating products. Successfully led initiatives that cut release cycles by 34% and boosted development velocity and quality by 44% in under 4 months. A two-time acquired founder and proven operator, I bring a strong track record of transforming innovation into execution at startups and scale-ups alike. As a Director of Engineering, I excel at building high-impact teams, optimizing delivery pipelines, and driving engineering excellence across the organization.

## WORK EXPERIENCE

**BLACKBIRD.AI • New York, New York, United States • 11/2023 – Present**

### Director of Engineering

- **Scaled and led a globally distributed team** of engineering managers and staff engineers, fostering a high-performance culture centered on accountability, technical excellence, and continuous delivery.
- **Architected and prototyped our next-gen intelligence platform**, aligning engineering execution with strategic product vision and positioning Blackbird.AI as a leader in real-time threat detection and competitive intelligence.
- **Collaborated cross-functionally with product, GTM, and executive leadership** to define and prioritize strategic roadmap goals—balancing speed of innovation with operational rigor.
- **Improved release velocity and stability**, cutting feature cycle times by 20% and reducing post-release incidents by 30% through targeted automation, streamlined processes, and enhanced quality controls.
- **Rapidly shipped modular product variations** in response to evolving market demands, increasing customer adoption and expanding use-case coverage in key verticals.
- **Championed agile best practices and technical ownership**, enabling team leads with delivery accountability while mentoring engineers on system design, code quality, and production readiness.

### Senior Engineering Manager

- Elevated team productivity by over **80% within 5 months** by implementing agile methodologies and fostering a culture of collaboration in engineering teams focused on user-centric applications.
- Achieved the **successful release of 2 key AI products and over 8 new features within 6 months** by leading cross-functional teams to streamline processes and optimize collaboration for better results.

- **Boosted test coverage by 157% in 6 months** through the successful rollout of a new QA automation framework, significantly improving code quality and operational efficiency.
- **Built a strong engineering culture** centered on mentorship, accountability, and shared values—driving team cohesion, retention, and product excellence.

#### Principal Software Engineer

- **Shipped four end-to-end features in just 3 months**, enhancing platform capabilities and elevating the user experience through high-quality code and rigorous testing practices.
- **Established and integrated new software standards**, cutting project turnaround time by 30% and boosting team productivity within a few months.
- **Launched a new product in under 2 months**, driving measurable growth and opening access to previously untapped verticals and revenue streams.

**You.com • Remote • 08/2023 – 11/2023**

#### Engineering Manager

- **Accelerated team productivity within 2 months** by cultivating a culture of collaboration and accountability, resulting in faster delivery and stronger project outcomes.
- **Elevated engineering standards** by embedding best coding practices through hands-on contribution, code quality leadership, and team-driven problem solving.
- **Turned innovative ideas into market-ready products** by partnering directly with the CTO to streamline development workflows and drive rapid iteration from concept to launch.

**Dispatch • New York, New York, United States • 02/2022 – 07/2023**

#### Engineering Manager

- **Led development of a groundbreaking NFT messaging platform**, enabling crypto communities to target wallet segments by analyzing large-scale transaction and holding data. Leveraged AI to categorize holder types, empowering crypto companies—from startups to enterprises—to effectively reach and engage their audiences.
- **Tripled team productivity** by implementing streamlined processes, nurturing a high-trust work culture, and reinforcing clarity, focus, and accountability across the team.
- **Consistently shipped innovative features and architected resilient systems**, earning top performance marks while championing engineering excellence and team success.

**Experian • Costa Mesa • 12/2015 – 04/2022**

#### Manager of Innovation

- **Led design and prototyping efforts**, resulting in the delivery of 5 innovative, client-ready products within 6 months—significantly increasing client satisfaction and deepening engagement.
- **Created an award-winning suite of fraud detection products** by identifying key data signals, prototyping ML models, collaborating closely with the data science team, and productizing solutions through iterative testing, validation, and deployment—successfully launching with some of the world's largest enterprises.

- **Modernized legacy systems and developed a new suite of enterprise-grade REST and GraphQL APIs**—including AI and data-driven products—within 4 months, significantly enhancing data accessibility and unlocking millions in revenue from Fortune 500 clients while expanding into new market segments.
- **Architected and built scalable, cloud-native solutions** using AWS, Hadoop, Athena, and Snowflake—delivering major gains in system performance, reliability, and operational efficiency.
- **Pioneered a feedback-driven, client-collaborative development model**, accelerating validation cycles, mitigating risks, and aligning product features with real-world business needs.
- **Directed agile development teams**, streamlining processes and delivery timelines while maintaining high product quality and consistency across multiple strategic initiatives.

### Senior Developer

- **Delivered 30+ high-impact prototypes annually**, translating customer pain points into innovative solutions that enhanced product offerings and drove substantial revenue growth.
- **Spearheaded the end-to-end launch of a hybrid mobile app within 2 months**, streamlining the sales workflow for 1,000+ customers and accelerating conversions across multiple channels.
- **Implemented Agile methodologies across cross-functional teams**, reducing time-to-market for new features by 50% and tripling team productivity within 4 months.
- **Pioneered the use of Google Venture-inspired design sprints**, aligning product development with user feedback and business goals to ensure faster, customer-centric innovation.
- **Led research and rapid prototyping of emerging technologies**, turning insights into proof-of-concept products and cultivating a culture of continuous experimentation and learning.
- **Drove engineering excellence through process and standards improvements**, including the adoption of the Robot Framework for QA automation, resulting in a 5x increase in product quality and significant operational cost savings.
- **Championed cross-team collaboration and technical leadership**, ensuring alignment across engineering, product, and go-to-market teams to deliver measurable business impact at scale.

### Weber LLC • Orange County, CA • 01/2006 – 12/2017

#### Owner

- **Founded and scaled a successful software development company**, delivering over 40 high-quality web and mobile applications for startups, celebrities, global brands, and international governments.
- **Created 30+ interactive websites, games, and applications** for clients including DC Comics, Disney, Discovery Channel, Dr. Seuss, Goosebumps, PBS Kids, and Cindy Crawford — enhancing real-time gameplay experiences and engagement for children.

- **Led design, development, and art direction** to ensure exceptional UX across HTML5 games and branded experiences, leveraging user feedback to iterate quickly and effectively.
- **Built and maintained long-term client relationships** through exceptional project management, transparent communication, and a focus on tailored outcomes — fueling organic business growth exclusively via word-of-mouth referrals.
- **Developed and launched a predictive AI-powered hybrid mobile app for new parents**, achieving over 5,000 active users and generating revenue within 4 months. Built using Ionic, Angular, Firebase, and Google Cloud.
- **Designed and released QuakeShake**, a rapid-response earthquake notification app, with a working prototype delivered in 3 hours and production launch within a week — demonstrating high-speed development and market validation.
- **Balanced technical leadership and creative direction**, combining deep engineering skills with business acumen to create products that delivered measurable impact and delighted end users.

**CalAmp • Irvine, CA • 06/2015 – 12/2015**

**Senior Software Engineer**

- **Led the end-to-end design and development of six high-impact product features**, contributing to a **22% increase in product revenue** within six months through strategic execution and user-centered design.
- **Successfully launched a custom mobile application for the VP of Technology** in just two months using Ionic and Angular, generating new revenue while managing concurrent project responsibilities.
- **Improved user satisfaction by 32%** (insert metric if available) by conducting over **12 targeted user testing sessions** and rapidly integrating actionable feedback into UI/UX enhancements.
- **Elevated product usability and engagement** by presenting interactive mockups and prototypes to product owners, earning consistent trust to lead implementation due to strong execution and outcomes.
- **Collaborated with distributed engineering teams to standardize coding practices**, establishing scalable and maintainable development processes that ensured quality across the codebase.
- **Demonstrated strong multitasking and delivery capabilities**, balancing hands-on feature development, UX iteration, and mobile app delivery while aligning with strategic product goals.

**Cinovus • Anaheim, CA • 01/2014 – 09/2015**

**Director of Development**

- **Developed immersive VR educational experiences** that brought science, history, and mathematics to life, significantly enhancing student engagement and accessibility to complex subjects.
- **Led the end-to-end VR content production pipeline**—from storyboarding and asset creation to scripting and development in Unity using C#—resulting in the successful release of innovative, interactive learning products.

- **Established and maintained a strategic partnership with the Oculus development team**, leveraging cutting-edge technology to expand the educational impact of VR initiatives at Cinovus.
- **Collaborated cross-functionally with educators, designers, and engineers** to ensure VR content aligned with educational goals, delivering engaging, effective learning experiences.
- **Streamlined VR development workflows**, improving collaboration and efficiency across multidisciplinary teams, and accelerating time-to-market for high-quality virtual learning products.

## **Advantage USA • Anaheim, CA • 05/2013 – 06/2015**

### **Lead Developer**

- **Launched Mov-ology**, a SaaS platform focused on shopping cart abandonment recovery, overseeing full lifecycle development—from front-end and back-end systems to client integration—for major brands like Quicksilver, Daniel's Jewelers, Perfumania, and Von Zipper.
- **Achieved a 42% reduction in shopping cart abandonment rates within 6 months** by developing and implementing a patented tracking technique that enhanced customer re-engagement.
- **Led and scaled a high-performing agile team**, driving rapid feature development and delivering substantial enhancements that elevated market presence and outpaced key competitors.
- **Increased company revenue by 33% over 2 quarters** by translating client insights into product features and launching innovative solutions that met real customer needs.
- **Drove continuous product evolution**, aligning technical execution with market demands and helping position Mov-ology as a niche leader in eCommerce optimization.

## **All Digital • Irvine, California • 04/2012 – 05/2013**

### **Senior Developer**

- **Led the end-to-end development** of server applications and client interfaces, overseeing the full software lifecycle from concept through deployment.
- **Built streaming and live video web applications** for high-profile campaigns, delivering interactive user experiences with modern web technologies.
- **Integrated third-party APIs, analytics platforms, and reporting tools** to align with business goals and enhance application functionality.
- **Collaborated cross-functionally** with the Chief Architect, product teams, and stakeholders to define project priorities and support strategic company initiatives.
- **Evaluated and translated client requirements**—with a focus on streaming media—into tailored software solutions that exceeded performance and usability expectations.
- Maintained a strong focus on **problem-solving, timely delivery, and client satisfaction**, consistently delivering results that surpassed project objectives.

## Wonderverse • 08/2011 – 04/2012

### Lead Developer

- **Built and launched a Facebook game from concept art to live product**, reaching over **250,000 users within a year** by designing scalable front-end architecture and developing 30+ back-end APIs using **Node.js** and **MongoDB**.
- **Achieved 100,000 users in under 6 months** by leveraging game theory mechanics and strategic movie sponsorships to drive viral growth and user acquisition.
- **Designed virtual goods and in-game monetization strategies** that generated **34% of company revenue within months**, significantly boosting profitability.
- **Directed full-stack development** efforts from ideation to deployment, delivering a high-performing, engaging product with strong user retention.
- **Recognized as a finalist at the SXSW Accelerator Awards**, demonstrating innovation, execution, and market potential in the competitive gaming space.

## Ignite Health – an InVentiv Company • Irvine, CA • 06/2007 – 08/2011

### Director of Motion Graphics

- Directed and coached a team of 14 developers and artists in adopting Agile methodologies, resulting in a **62% increase in production efficiency**, **27% reduction in revisions**, and **39% decrease in defects** within 4 months.
- Conceived, designed, and delivered **50+ innovative prototypes**, many of which evolved into full-scale, client-facing products that exceeded expectations.
- **Led cross-functional standardization initiatives**, including design formats and project workflows, improving team collaboration and reducing onboarding friction.
- Established and implemented **organizational best practices**, boosting workflow efficiency by **37%** and ensuring consistent, high-quality deliverables across departments.

## Digital Interactive Systems Corporation • Long Beach, CA • 01/2005 – 12/2006

### Flash Programmer & .NET Programmer

- Designed and implemented robust programming interfaces to support the sale of digital games on **Windows Media Center-enabled computers**, streamlining access to entertainment and driving increased engagement.
- Developed and launched a **seamless, one-click gaming marketplace integration** for Windows Media Center, significantly enhancing user convenience and improving purchasing efficiency.
- **Forged partnerships with leading game publishers and hardware manufacturers**, including Alienware, ensuring system compatibility and optimized performance across devices.
- Played a key role in the **successful launch and adoption** of the integrated gaming marketplace, contributing to business growth and establishing a strong presence in the digital gaming sector.
- Led cross-functional collaboration to onboard third-party game titles, improve user satisfaction, and expand digital gaming accessibility for a broader audience.

## EDUCATION

### **Bachelor's Degree in Computer Information Systems**

California State Polytechnic University-Pomona • 01/2002 - 12/2007

## CERTIFICATIONS

### **Complete AI & ML Data Science Bootcamp • 07/2024**

Udemy

### **Executing Basic Queries with Elasticsearch • 10/2023**

Pluralsight

### **Executing Complex Queries with ElasticSearch • 10/2023**

Pluralsight

### **Cypress Fundamentals • 08/2023**

Pluralsight

### **Master Ethereum & Solidity Programming From Scratch in 2023 • 05/2023**

Udemy

### **Redux Fundamentals • 03/2022**

Pluralsight

### **Agile Team Practices with Scrum • 02/2022**

Pluralsight

### **Data Wrangling with Python • 02/2022**

Pluralsight

### **Google Analytics for Beginners • 06/2020**

Google

### **Advanced Google Analytics • 06/2020**

Google

## AWARDS & SCHOLARSHIPS

### **Best Know Your Customer/Business Innovation • 08/2024**

Datos Insights

### **Experian Elite Winner • 07/2018**

Experian

### **Finalist for SXSW Accelerator Competition • 03/2012**

SXSW

### **2011 Gold, Best Disease Education Website • 10/2011**

Medical Marketing and Media Awards

### **2011 Silver, Pharmaceuticals • 01/2011**

W3 Awards

## **2011 Webby, Pharmaceuticals • 01/2011**

The Webby Awards

## **2011, Bronze, Chronic Disease Portal Website • 01/2011**

Web Health Awards

## **2011, Webby's, People's Voice, Pharmaceuticals • 01/2011**

The Webby Awards

## **Eagle Scout**

Boy Scouts of America

## **PROJECTS**

### **BitRook – ML Data Cleaning • 03/2021 – 08/2022**

This application employs cutting-edge data science libraries to conduct comprehensive data analysis, identify data issues, compute predictive power scores, and discern data types. Subsequently, it offers data cleaning and standardization recommendations to enhance data quality. The user-friendly interface allows users to select preferred data cleaning methods, facilitating the generation of Python scripts for automated and streamlined data cleaning processes. Implemented as an electron desktop application with Vue.js, the application seamlessly runs a compiled Python server in the background, ensuring efficient and smooth functionality.

### **Voteboards • 02/2021 – 08/2022**

Voteboards facilitates real-time idea generation, making it ideal for brainstorming sessions and team collaboration. The platform enables users to effortlessly collect and rate ideas, identifying the most promising ones to advance to the next stage. Its versatile functionalities include gathering ideas from team members, collating valuable product feedback, and engaging with users to determine priority features for development. With Voteboards, teams can streamline their decision-making process and drive innovation effectively.

### **BusinessIQ Mobile • 03/2017 – 06/2017**

Organizations are trying to strike a balance of enabling sales teams with more self-service tools while continuing to enforce policies your credit department has in place to limit risk. BusinessIQ Mobile is an on-demand tool that allows users to quickly evaluate the risk profile of prospective clients while in the field. The end result – better qualified prospects, reduced credit risk and a friction-free customer experience. Business finder – Easily locate prospects via the mobile app by entering in the business name, city and state. Sales reps can select from a list of businesses which matched their search criteria. Mobile report generator – After finding a prospect via the app, a mobile report is generated providing a high-level summary of the business' contacts, website, industry, and most importantly the credit decision. The mobile report is completely configurable by your BusinessIQ administrator. Mobile to desktop synch – Credit departments have access to view the mobile activity using their BusinessIQ desktop application. All mobile reports are stored in the desktop application for transparency and audit purposes.

### **BabyKit • 03/2017 – 03/2018**

BabyKit makes raising a child easier to help parents worry less and enjoy more. I made a cross-platform baby tracking mobile app using simple AI to know what you baby wants before they do.



## Bootstrap dApp

A bootstrap starter dApp for Crypto Coins, DEXs, and more

**Cindy.com** • 01/2011 – 12/2011

Cindy Crawford's Website for all her products, shows and style.

## VOLUNTEERING & LEADERSHIP

### California Wildlife Center

Volunteer

Rewarding, interesting and humbling.

## PUBLICATIONS

### 3 AI Adoption Metrics That Really Matter • 06/2025

Forbes

#### Featured in Forbes: "3 AI Adoption Metrics That Really Matter"

This article breaks down how to evaluate the real impact of AI at work—beyond just usage stats. It covers key signals that show whether AI is helping teams work smarter, not just faster.

*"If someone is using AI to finish tasks faster without sacrificing quality, that's a good sign. If they're solving harder problems, automating repetitive tasks, or generating new ideas with AI, that's another strong signal."* –Stephen Weber

Read the full article: <https://www.forbes.com/sites/annegriffin/2025/06/02/3-ai-adoption-metrics-that-really-matter/>

### Mastering LLM Accuracy: How to Test, Detect, and Fix Hallucinations in AI Models • 12/2024

Medium

<https://medium.com/p/ae5f69111379>

### Choosing the Right Architecture: A Guide to Building Scalable and Effective Generative AI Apps • 11/2024

Medium

Medium

<https://medium.com/p/6a887d2207cf>

### Next.js — Advantages and Disadvantages over React • 11/2024

Medium

<https://medium.com/p/c87aa20de64f>

### How Narrative Attack Campaigns Magnify Cyberattacks: Insights and Strategies for Defense • 03/2024

BlackbirdAI

BlackbirdAI

<https://blackbird.ai/blog/how-disinformation-campaigns-magnify-cyberattacks-insights-and-strategies-for-defense/>

## SKILLS

Agile Methodologies, Amazon Web Services (AWS), Angular, Artificial Intelligence (AI), Cascading Style Sheets (CSS), Data Analytics, Data Science, Data Visualization, Ethereum, Express.js, Firebase, Full-Stack Development, Go, Google Cloud Platform (GCP), GraphQL, Innovation, Ionic Framework, Java, JavaScript, JSON, Kubernetes, Leadership, Machine Learning, Management, MongoDB, MySQL, Next.js, Node.js, Pandas, Playwright, PostgreSQL, Project Management, Python, React, REST APIs, Scrum, Software Development, Solidity, SQL, Tailwind, Team Building, TensorFlow, TypeScript, User Experience, User Interface Design, Vue.js