

Daniel Solberg

Senior Product Designer

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EXPERIENCE

OpenComp | Remote · March 2022 – Present

Senior Product Designer · August 2025 – Present

- Led product design and product management for Reflect, an AI-powered performance review tool that reduces manager review time from hours to minutes. Designed complete UI/UX, crafted AI system prompts for summary generation, and shipped responsive web app in under 2 months through cross-functional collaboration with engineering.
- Accelerated data-driven decision making for HR and executive teams by designing OpenComp's compensation reporting system with customizable tables, visualizations, and report templates. Partnered with Product, Engineering, and leadership to define scalable interaction patterns, align on technical constraints, and establish the foundation for future AI-driven insights.

Product Designer · March 2022 – August 2025

- Delivered 50% time savings for people leaders and 25% for managers by leading end-to-end design for the Comp Cycles product. Conducted user interviews with six HR professionals, created user flows in FigJam, designed Figma prototypes, and ran usability tests to streamline scattered tasks into one intuitive interface.
- Designed and maintained 40+ component design system with tokenized colors, standardized typography, and foundational spacing principles. Reduced design-to-development friction and established WCAG AA/AAA accessibility standards across all products.
- Drove 83% offer acceptance rates (17% above industry average) by leading end-to-end design for Intelligent Offers. Developed user flows, UI designs, and contextual data visualizations that surfaced past offer insights at critical decision points in the workflow.
- Achieved 3–4x improvement in compliance reporting speed (from 3–4 hours to under 1 hour) by designing the OpenCompliance tool. Conducted usability testing to identify data error pain points and integrated OneSchema's validation interface to streamline error correction.

The NSLS | Remote · January 2021 – March 2022

UX Designer

- Improved member engagement and retention by redesigning a responsive web platform serving over 2 million NSLS members. Conducted user interviews, streamlined navigation, overhauled information architecture, and created intuitive event and messaging workflows.
- Established consistent design-to-development processes by building a Figma component library with 20+ multi-variant components and design tokens. Improved UI consistency and received positive engineering feedback as the first in-house Product/UX Designer.

SquadFusion | Remote · September 2019 – September 2020

UX/UI Designer (contract)

- Launched a successful dashboard project by conducting six user interviews and designing comprehensive features for financial tracking, event management, messaging, and more.

SKILLS

Figma, Design Systems, User-Centered Design, Interaction Design, UI Design, Visual Design, UX Strategy, Product Strategy, User Research, Usability Testing, Wireframing, Prototyping, Journey Mapping, Information Architecture, Accessibility, Cross-Functional Collaboration, Stakeholder Alignment, Product Thinking, AI-Assisted Workflows (ChatGPT, Claude, Figma Make, Lovable, Bolt, v0)

EDUCATION

BFA, Interaction Design (magna cum laude) — California State University, East Bay