

Karim Naguib

Director, Product Design and UX Leader with 15+ years of experience

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About

Product Design and UX leader with 15+ years of experience guiding product strategy, design execution, and cross-functional collaboration across B2B, B2C, SaaS, marketplaces, and AI-powered platforms. I've built and scaled local and distributed international teams (3 → 20+) and delivered products that balance delight, speed, trust, and accessibility while creating measurable impact for both customers and businesses.

My leadership philosophy is rooted in collaboration, humility, and systems problem solving. I partner with product, engineering, and data leaders to shape long-term strategy while ensuring execution is grounded in user needs, success metrics are clear, and teams are empowered to innovate. I thrive in both 0→1 explorations and platform-scale rollouts, and believe no task is too small when it helps the team succeed.

I bring fluency in frontend and backend constraints, AI design patterns, and data-informed decision making, enabling me to bridge disciplines and deliver scalable, customer-centered experiences.

I lead through four core dimensions of performance:

- **People & Culture:** Building and maturing UX organizations: hiring and mentoring talent, scaling culture across distributed teams, evolving design systems, and supporting career growth. Take care of the people, everything else takes care of itself.
- **Vision & Strategy:** Co-creating product roadmaps with cross-functional partners that align business outcomes with immediate customer needs, while balancing future needs.
- **Execution & Impact:** Translating vision into execution by driving clarity around goals, success metrics, and milestones, ensuring experience quality and user trust at every stage.
- **Customer Outcomes:** Above all, I believe that great design is about deploying craft in service of the customer we are solving for. Along the journey we build sustainable systems, strong teams, and products that truly help people.

Work Experience

Director of Product Design — AI Screening & Automation Platform · Indeed.com

Nov 2024 – Present

- Spearheaded the development of an **AI Screening and Automation Platform** that transformed the hiring process by unifying multiple implementations, streamlining resources, and improving operational efficiency across employer and job seeker platforms (mobile, app, desktop).
- Established **user-centered product development practices** with a rapid RITE research cadence, improving cross-team collaboration and increasing positive stakeholder feedback.
- Managed and led a **10+ person team** across design, research, and content design.
- AI Enablement — Established prompt/evaluation templates, and launch-readiness reviews; ran weekly AI Demo Hour (~65 attendees) and deployed a self-serve prototyping stack (Figma **MCP**, **Cursor**, **Claude 4**, on-prem LLM gateways) to **shorten concept→prototype**.

Director of Product Design — Career Scout & Interview Agent · Indeed.com

Jul 2024 – Present

- Led design for the **Interview Agent (LLM | AI)** within the Career Scout experience, enabling job seekers to schedule, reschedule, and manage interviews in natural language.
- Coordinated resourcing and alignment with the Career Scout team; resolved prioritization conflicts and guided execution towards launch deadlines.
- Managed and led a **10+ person team** across design, research, and content design.

Director of Product Design — Interview On Demand · Indeed.com

Jul 2024 – Present

- Owned the **Interview On Demand (fka Interview Now)** product, instantly matching job seekers and employers using real-time interviews.
- Partnered with PM/Eng leaders to set vision, strategy, and roadmap; established bi-weekly sprint planning, design reviews, and research-sharing sessions.
- Drove creative direction for launch video and internal/external marketing assets.
- Managed and led a **10+ person team** across design, research, and content design.

Director of Product Design — Talent Scout (Assistant) · Indeed.com

Feb 2022 – Nov 2024

- Launched the **Indeed Talent Scout (fka Indeed Assistant)** extension (LLM | AI) to bring Indeed workflows into ATS/CRMs.
- Defined product vision, pitched to executives, secured resources, and managed stakeholders across the lifecycle.
- Established team ceremonies, performance management, and growth opportunities; promoted several team members.

- Managed managers and led a **20+ person org** across design, research, content design, and design technology.

Director of Product Design — DX & Partner Platform · Indeed.com

Oct 2021 – Jul 2024

- Launched **Indeed's Developer Experience Platform** (Partner Home, Developer Home, Developer Docs).
- Delivered documentation, SDKs, test tooling, and sample apps; created contribution guidelines and review workflows to improve partner reliability and reuse.
- Enhanced onboarding for **400+ ATS partners** building, testing, and launching integrations.
- Managed managers and led a **20+ person org** across design, research, content design, and design technology.

Director of Product Design — Integration Marketplace · Indeed.com

Feb 2021 – Jul 2024

- Defined interoperability between Indeed and 3rd-party hiring platforms; launched the **Integration Marketplace** (ATS Sync).
- Standardized partner onboarding; improved integration quality and time-to-launch for **400+ partners**.
- Managed managers and led a **20+ person org** across design, research, content design, and design technology.

Design Lead | Manager — Smart Sourcing · Indeed.com

Aug 2017 – Feb 2021

- Led a team of 6 UX Designers/Researchers through strategy, planning, and execution.
- Contributed to **16× ARR growth (2017–2021)** through strategic design for SMB and enterprise sourcing.
- Defined the long-term vision for sourcing talent across multiple Indeed services.

Senior UX Designer · Booking.com

Apr 2014 – Jul 2017

- Designed for hoteliers and customers across localization, consumer behavior, and property management.
- Executed hundreds of A/B tests, delivering **90 successful experiments** scaled to millions of visitors.
- Served as SME for Booking.com's MENA strategy; led international research/testing.

Co-founder / Designer · SkillAcademy

Jun 2013 – Jun 2014

- Principal designer responsible for the end-to-end experience of the SkillAcademy platform.
- Spearheaded design of core user flows and initial market offering for on-demand education.

UI/UX Designer · German University in Cairo

Feb 2011 – Feb 2012

- Designed/launched internal Staff & Student Platforms; streamlined student–teacher interactions and admin processes.

Education

Bachelor of Human-Computer Interaction — University of Augsburg *Exploring Direct Interaction Between Mobile Devices and Public Displays*

Skills

Leadership & Scale

- Org design · Manager-of-managers · Multi-squad leadership · Cross-functional delivery · Portfolio/roadmap planning · Executive storytelling · Change management · Enterprise rollout · Distributed teams (multi-timezone) · Design operations

AI & Automation

- Large Language Models (LLMs) · Generative AI · AI agents · Prompt engineering · Evaluation frameworks (offline/online) · Guardrails · Human-in-the-loop · Retrieval-Augmented Generation (RAG)

Systems & Governance

- Design systems · Pattern libraries · Launch-readiness reviews · Experimentation frameworks (A/B testing) · Accessibility (WCAG 2.2) · Quality bar · Risk reviews · Standards & playbooks

Product & Research

- Product discovery · Quant/Qual research · Competitive analysis · Concept validation · Interaction design · Information architecture · Prototyping · Usability testing

Metrics & Analytics

- Instrumentation · KPI dashboards · Telemetry · Decision logs

Tools

- Figma (Dev Mode, MCP) · FigJam · Cursor · Claude · ChatGPT · Jira · Confluence · Amplitude · Looker · HTML/CSS/JS · Java · Javascript · React · React Native · NextJS · Tailwind · PHP

Domains

- B2B · B2C · Enterprise Platforms · Integrations · Developer Experience · E-commerce · Education Technology