

Karim Naguib

Design Leader and Mentor with 15+ years of experience

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About

Design Leader and mentor with over 15 years of experience building global digital experiences across B2B and B2C at scale. Proven expertise in driving product vision, leading high-performing design + research teams, and delivering innovative solutions that significantly expand market reach and accelerate business growth at large enterprises, medium enterprises and startups. Adept at bringing craft teams forward and transforming complex business needs into impactful user experiences.

Work Experience

UX Director — Automation Platform (AI) · Indeed.com

May 2024 – Present

- Head of design; leading a team of designers, researchers, and content designers across three product lines. Executing the end-to-end hiring automation experience for employers & job seekers.
- Shipped **Interview On Demand** (BETA, Nov 2024) that connected employers with job seekers live within minutes instead of weeks.
- Shipped **AI Screening** (BETA, March 2025) leveraging Indeed's labor-market graph to auto-rank 10 K+ applicants per requisition; pilot employers filled roles **30%** faster and cut manual screening hours **-45%**.
- Spearheading enterprise-wide AI enablement initiative; experimentation guardrails and playbooks.
- Host weekly "AI Demo Hour" drawing 65 average attendees, accelerating org-wide knowledge upskilling.
- Deployed self-serve prototyping stack (Cursor, Claude 4, Figma MCP, on-prem LLM gateways) cutting concept-to-prototype cycle time.

UX Director — Employer Growth and Innovation · Indeed.com

Aug 2021 – May 2024

- Led vision and execution for enterprise-focused integrations and platforms, expanding Indeed's market reach and building a high-performing UX team.
- Built and scaled a cross-disciplinary **25-person** UX team from inception spanning design, research, content, and design engineering.
- Drove product growth by launching a new browser extension, achieving over **30K+ MAU** within four months.
- Defined and championed the vision for Indeed's inaugural Employer Assistant, securing executive alignment and CEO approval.
- Orchestrated the launch of Indeed's first employer-facing Integration Marketplace, facilitating seamless 3rd-party integrations and expanding platform capabilities.
- Established and launched the first developer experience hub and comprehensive documentation, supporting **400+** strategic partners.
- Spearheaded the strategic vision and successful pitch for a novel automation platform, designed to accelerate hiring in large enterprises.

UX Lead — Smart Sourcing · Indeed.com

Nov 2020 – Aug 2021

- Led a **6-person** design and research team; oversaw strategy, planning, and execution for key product initiatives.
- Planned and executed design initiatives for Indeed's sourcing platform, driving a strategic pivot to a subscription-based model and significant business growth.
- Contributed to a **14×** increase in ARR (2017–2021) through A/B testing and strategic design for growth segments.
- Shaped the long-term vision for sourcing talent across multiple Indeed services for SMB and enterprises.
- Mentored and onboarded designers; accelerated ramp-up and impact.

Senior UX Designer · Booking.com

Feb 2017 – Jul 2017

- Led design for core and growth experiences for hoteliers and customers across localization, consumer behavior, and property management.
- Served as subject matter expert for Booking.com's MENA strategy; led international research and testing across multiple platforms.
- Executed hundreds of A/B tests, yielding **90** successful experiences that scaled to millions of visitors; led implementation of site-wide reusable components.
- Shipped solutions that empowered hoteliers to expand online presence and manage availability across desktop and mobile.

Founding Designer · SkillAcademy

Jun 2013 – May 2014

- Principal designer responsible for the end-to-end user experience of the SkillAcademy platform.
- Spearheaded design and implementation of core user flows; shaped initial market offering for on-demand education.
- Contributed to product vision and roadmap as a founding team member, translating educational needs into design solutions.

UI Designer · The German University in Cairo

Oct 2011 – Feb 2012

- Designed and launched internal Staff and Student Platforms to enhance communication and collaboration.
 - Developed intuitive UIs to streamline student-teacher interactions and administrative processes.
 - Delivered user-centered solutions that improved day-to-day university operations.
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Education

Bachelor of Human-Computer Interaction — University of Augsburg

Exploring Direct Interaction Between Mobile Devices and Public Displays

Skills

User Experience (UX) & Interface (UI) Design

- UX Design · UI Design · User Research · User-Centered Design · A/B Testing · Design Systems · Wireframing · Prototyping · Usability Testing · Information Architecture · Interaction Design · Visual Design · Responsive Design
- Figma · Photoshop · Claude · Cursor · MCP

Leadership, Team Management & Product Development

- Design Leadership · Team Leadership · Team Management · Mentoring · Cross-functional Collaboration · Stakeholder Management · Talent Acquisition · Agile Methodologies
- Product Vision · Roadmapping · Market Expansion · Business Growth · Strategic Planning · Problem Solving · Innovation · Digital Transformation · Product Development

Industry Expertise

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