Karim Naguib

Design Leader and Mentor

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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 UX teams, and delivering innovative solutions that significantly expand market reach and accelerate business growth. Adept at bringing craft teams forward and transforming complex business needs into impactful user experiences.

Work Experience

Advisor — UX AI Enablement   Mar 2025 - Present

Indeed.com

- Spearhead 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 — Automation Platform (AI)   May 2024 - Present

Indeed.com

End-to-end hiring automation for employers & job seekers

- Head of design; leading a team of designers, researchers, and content designers across three product lines.
- Shipped Interview On Demand (virtual interview suite) that connected employers with job seekers live within minutes instead of weeks.
- Incubated AI Screening (BETA, Nov 2024) 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 %.

UX Director — Employer Growth and Innovation   Aug 2021 - May 2024

Indeed.com

Led vision and execution for enterprise-focused integrations and platforms, expanding Indeed's market reach and building a high-performing UX team.

- Drove product growth by launching a new browser extension, achieving over 30K+ Monthly Active Users (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 over 400+ strategic partners.
- Spearheaded the strategic vision and successful pitch for a novel automation platform, designed to accelerate hiring in large enterprises.
- Built and scaled a high-performing, cross-disciplinary 25-person UX team from inception, spanning design, research, content, and design engineering disciplines.

UX Lead — Smart Sourcing   Nov 2020 - Aug 2021

Indeed.com

Led design initiatives for Indeed's sourcing platform, driving a strategic pivot to a subscription-based model and significant business growth.

- Directed a 6-person design and research team, overseeing strategy, planning, and execution for key product initiatives.
- Contributed to a 14X increase in Annual Recurring Revenue (ARR) between 2017 and 2021 through A/B testing and strategic design initiatives for growth market segments.
- Shaped the long-term vision for sourcing talent across multiple Indeed services for SMB and Enterprises.
- Mentored and onboarded new designers, accelerating their contributions to team and company success while fostering professional development.

Senior UX Designer   Feb 2017 - Jul 2017
Booking.com

Led design for core and growth experiences, focusing on user-centered solutions for hoteliers and customers across diverse projects including localization, consumer behavior, and property management.

- Served as a subject matter expert for Booking.com's MENA market strategy, leading international research and testing to enhance customer experience across multiple platforms.
- Executed hundreds of A/B tests, yielding 90 successful design experiences that scaled solutions to millions of visitors, while leading the implementation of sitewide reusable design components.
- Shipped impactful design solutions that empowered hoteliers to expand online presence and manage property availability across desktop and mobile devices.

UX / UI Designer — Founding team   Jun 2013 - May 2014
SkillAcademy

As a founding team member, served as the principal designer responsible for the end-to-end user experience of the SkillAcademy platform.

- As a founding team member, spearheaded the end-to-end design and implementation of the SkillAcademy platform, establishing core user experience flows.
- Developed and shipped user experience solutions for individuals seeking on-demand education, directly shaping the product's initial market offering.
- Contributed to the strategic vision and product roadmap as a founding team member, translating educational needs into design solutions.

UI Designer   Oct 2011 - Feb 2012
The German University in Cairo

Designed and launched internal staff and student platforms to enhance communication and collaboration within the university.

- Designed and launched the university's Internal Staff and Student Platforms, enhancing communication and collaboration for the academic community.
- Developed intuitive user interfaces to streamline student-teacher interactions and administrative processes.
- Contributed to the digital experience of university operations by delivering user-centered design solutions.

Education

Human-Computer Interaction
University of Augsburg

Courses
- Exploring Direct Interaction Between Mobile Devices and Public Displays

Digital Media Engineering
The German University in Cairo

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

Product Strategy & Management

- Product Vision • Roadmapping
- Market Expansion
- Business Growth
- Strategic Planning
- Problem Solving • Innovation
- Digital Transformation
- Product Development

Leadership & Team Management

- Design Leadership
- Team Leadership
- Team Management
- Mentoring
- Cross-functional Collaboration
- Stakeholder Management
- Talent Acquisition
- Agile Methodologies

Industry Expertise

- B2B • B2C
- Enterprise Solutions
- Integrations
- Developer Experience
- Automation • E-commerce
- Education Technology
- Human-Computer Interaction

Software & Tools

- Figma • Photoshop • Claude
- Cursor • MCP