

Thilak A S

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Senior Product Designer and designer-builder with 7+ years across AI products, job marketplaces, enterprise software and B2B supply chains. Currently the sole product designer for an AI-native hiring platform, owning discovery, product strategy, interaction design, design systems and front-end implementation end to end. Designs in code and ships it: a sourcing product researched, designed and built in a five-day sprint, a marketing site rebuilt solo on Next.js, an App Store app for iPhone and Apple Watch, and a live Chrome extension. Turns ambiguity into shippable direction, then validates it against real data.

Core Competencies

- **Product Design:** End-to-end product design, discovery and problem framing, workflow and information architecture, user flows, interaction design, responsive design, high-fidelity prototyping, PRD writing, design QA
- **AI Product Design:** AI workflow design, evaluation and matching systems, conversational interview agents, candidate intelligence, AI-first search experiences, prompt and rubric design for agent behaviour
- **Design Systems:** Foundation (Layer 0) architecture, design tokens, component-first libraries, multi-theme support, Figma file management and developer handoff, interaction states, edge cases and empty states
- **Research & Validation:** User and on-field research, competitor analysis, A/B testing, data-informed decisions, staging QA and implementation review
- **Building & Shipping:** React, Next.js, Tailwind, Radix, Payload CMS, Supabase, Vercel, Chrome MV3 extensions, iOS/watchOS, GA4 and TelemetryDeck instrumentation, motion built in code, regression and release engineering
- **Design Tools & AI:** Figma, Framer, Cursor AI, Claude Code, agentic build workflows, bidirectional Figma-to-code practice, brand, marketing and motion design

Professional Experience

- **CooperHire** **Remote (Berlin, Germany)**
2024–Present
Senior Product Designer
 - Sole product designer for an AI-native hiring platform, owning design end to end from discovery and research through prototypes, handoff, implementation support, QA and launch
 - Took Eval Rubric from concept to shipped feature: a chat-led hiring-brief builder that shapes how AI agents evaluate and match candidates. Wrote the PRD and partnered with engineering through launch
 - Helped evolve the product from a traditional ATS toward AI-native hiring software, contributing to system architecture, ATS core logic, AI workflows and product positioning
 - Built the design-system foundation from scratch: Layer 0, design tokens, a component-first library, theming and Figma handoff guidelines used across the product
 - Ran a five-day solo sprint on Passive Search: competitor research, product design, the ranking model, German localisation and ~18,000 lines of front end designed and written in React, Tailwind and Radix. Audited the ordering due to ship against real exports, found it measured retrieval frequency rather than fit, and rebuilt it as visible filters over a cost-aware rank
 - Designed AI candidate matching, conversational interview flows, roles and permissions, notifications, and the candidate and recruiter experiences across web and mobile
 - Rebuilt the marketing site solo in two months on Next.js, Vercel, Payload CMS and GA4, migrating off Framer: Lighthouse ~99%, running cost down from ~EUR 150–200 to ~USD 25–30 a month, and a CMS wired to Claude Code so founders edit content conversationally
 - Shifted the brand toward a faster, AI-native identity, including a family of AI-agent characters

- **foundit (formerly Monster APAC)** **Bengaluru, India**
2022–2024
Lead Product Designer · Senior UX Designer
 - Led a team of four designers, introduced delivery processes and ran design-system workshops for a cohesive experience across products
 - Redesigned the candidate registration flow around capturing a verified, contactable candidate early rather than completing a long form; registrations rose 7.8% over the period
 - Designed AI features including a resume builder and AI-based interviews; adoption rose 24%
 - Contributed to growth in weekly job applications from 250,000 to 643,000, working with A/B testing and behavioural data. Joined as a consultant on the Monster-to-foundit redesign before moving into the senior and lead roles
- **The Media Ant** **Bengaluru, India**
2021–2022
Product Design Consultant
 - Led a comprehensive redesign of an e-commerce platform for media buying, working with UX architects, product managers and the CEO on media-planning and scheduling workflows
 - Established a foundational design system and component library as the product scaled
- **farmersMandi** **Bengaluru, India**
2020–2021
Product Design Consultant
 - Designed a B2B agricultural sourcing ecosystem spanning farmer, retailer, warehouse and driver applications, working with four product managers
 - Ran on-field research with drivers and redesigned the loading workflow; average loading and unloading time fell 27%
- **Bridge Solutions Group** **Bengaluru, India**
2020–2021
UI/UX Consultant
 - Designed an enterprise Warehouse Management Solution for order management and fulfilment, delivering more than 100 screens and a foundational design system reused across the company's other products
- **RoofandFloor (The Hindu Group)** **Bengaluru, India**
2019–2020
UX Designer
 - Rebuilt lead-collection pages for a real-estate marketplace; conversion tripled over the period
 - Audited and overhauled the internal CRM, improving issue resolution and customer-query search for support teams
- **Accenture** **Bengaluru, India**
2017–2019
Associate Software Engineer
 - Started in engineering before moving into product design; the grounding still shapes how work is scoped and handed to developers

Independent Projects

- **Beto** — Running metronome for iPhone and Apple Watch, live on the App Store. Designed, built, instrumented and shipped solo: ~40 daily active users across 12 countries from 257 total, 78% day-one retention on a small cohort. Timing runs on a shared sample-addressed audio clock tested across 2,121 combinations; the second release was shaped entirely by user reports and reviews.
- **Sniff** — Chrome MV3 extension that reads ingredient labels on Indian beauty retail pages, live on the Chrome Web Store. Led product direction, design, Supabase architecture, the extension and release engineering, with one collaborator on ingredient research; 1,700+ human-reviewed ingredients and 500+ real product pages QA'd.
- **Writing** — Case studies at thilakbhat.com; writes on LinkedIn and Medium on the designer-as-builder model.

Education

- **The National Institute of Engineering** **Mysuru, India**
2013–2017
Bachelor of Engineering in Mechanical Engineering

Languages

English (C1 Advanced, EF SET 65/100) · Hindi · Kannada · Tulu

References

Available on request.