

J O S E P H K U B I N I E C

U S E R E X P E R I E N C E D E S I G N

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HIGHLIGHTS

- 15 + years UX/UI design across e-commerce, FinTech, entertainment, higher education, healthcare, and IT solutions
- Published Study on [Interactive Advertising Use & Effectiveness](#)
- [Patent #20050171967](#) (Microsoft)
"Systems and Methods for Exposing Tasks in a Development Environment"
- Award Winner App Design for "NHL Game Center"
- Experienced AI integration into design process

EDUCATION

BFA Film / Video

California Institute of the Arts

1984 - 1988

PROFILE

Shepherding teams in balancing the goals of the business with those of users, understanding tradeoffs and timelines, I excel at striking the ideal balance, providing the designs that are as successful as they are delightful.

Embracing AI as part of structured design process. And the better for it.

WORK EXPERIENCE

GENERALIST EXPERT CONSULTANT

Mercor | July 2026 - Present

- Contribute to training engines for AI-related project work for a Mercor client. Exact responsibilities determined by the specific project.

UX DESIGN CONSULTANT

Charter Spectrum | July 2025 - December 2025

- Consult with internal teams on usability of in-house tools, providing actionable UX feedback to improve agent workflows.
- Deliver front-line support for mobile activation and repair, identifying customer pain points and translating them into UX insights.

USER EXPERIENCE DESIGNER

Cardinal Health | Sept 2023 - April 2024

- Lead design efforts for mission critical ordering process for controlled substances to prevent abuse
- User Research conducted with data analysis providing insights into best design solution
- Bringing "self-serve" solutions to end users that currently required in-house Cardinal staff to accomplish

USER EXPERIENCE DESIGNER

Blue Bite | Feb 2023 - Aug 2023

- Led company to first user usability studies; providing education to other team members on proper usability practices and techniques
- Drove effort to enable users to target specific segments with specific product messaging
- Actively provided senior leadership as well as assisting team members grow and become more successful in their career

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U S E R E X P E R I E N C E D E S I G N

H A R D S K I L L S

- Figma, Axure RP, JIRA/Confluence
- Microsoft Azure, DevOps
- Google Analytics, Adobe Analytics, Acoustic Analytics
- Agile development methodology
- Enterprise SaaS design & development
- AI Workflow Integration: Codex; Claude

S O F T S K I L L S

- Ego-less, data-driven decision making
- Leading teams toward consensus and delivery
- Owning hard decisions while sharing successes
- Clear and effective communicator
- Strong professional writing skills
- Creative visionary with practical execution
- Focussed on results — Deliver! Deliver! Deliver!

SR. USER EXPERIENCE DESIGNER

Blackbaud | 2020 - 2022

- Modernized legacy products by creating updated visual systems and design guidelines.
- Drove UX/UI consistency across Blackbaud's dozen+ properties. Each property was developed at different times, with different codebases leading to bugs, user confusion and numerous calls to support. Bring all the properties UI in synch drove greater adoption, user satisfaction and reduced calls to support.
- Lead numerous group design sessions, showing prototypes and eliciting feedback to validate the designs as well as improve upon them

SR. USER EXPERIENCE DESIGNER

Campus Labs | 2016 - 2019

- Key designer for several flagship Campus Labs products including: "Planning" and "Engage".
- Developed design standard guidelines to assist developers in rapid software development.
- Lead numerous group design sessions, showing prototypes and eliciting feedback to validate the designs as well as improve upon them.

SR. USER EXPERIENCE DESIGNER

Rapid 7 | 2013 - 2015

- Owned the reimagining of the initial setup and first time user experience of Nexpose
- Led a cross-functional team through in-depth user research via customer interviews, existing and emerging IT Security tools, needs and risk assessment.
- Developed and iterated upon multiple possible design solutions; validating the needs and prioritization of critical design decisions that brought together known demands from users, key new differentiating features and do-ability according to development timeline
- Using high-fidelity prototypes final design solution was verified successfully and provided a clear roadmap for developers and marketing to realize a successful feature launch