

Dynamic product leader and senior manager experienced in taking technology from lab to product market fit for consumer, developer and enterprise markets. Leadership of cross-functional teams and proven track record of growing developer tools and consumer businesses. Cradle to grave product definition, software development, integration & deployment experience.

- 15+ years accelerating software product innovation for Intel, ASAPP, PARC, Vulcan and more
- 10+ years leading global teams to shared success in developer toolsets & cloud infrastructure
- Ownership of \$100M product lines, using Agile at Scale (SAFe) and Lean Product Development.
- Experienced practitioner: AI, NLP, machine learning systems, biometrics, computer vision.

SKILLS

<i>Product Management</i>	<i>Developer Toolsets</i>	<i>Computer Vision</i>
<i>Business Planning</i>	<i>SDK / API Development</i>	<i>Machine Learning</i>
<i>Product Market Fit</i>	<i>Analytics & Data Modeling</i>	<i>AI Governance & Safety</i>

CAREER

- **Founder and Product Focused Leader – HUMAN INTELLIGENCE** 2024-present
Humanizing content and validating human provenance in the age of generative AI. Raised angel round, created patents & trademarks, launched with initial customers.
- **VP of Product (+ CEO) – LOYALTI / SNOWSHOE** 2020-2024
Spearheaded development of a new product stack, executed a strategic acquisition, and launched new SDKs enabling SMS marketing for 1000s of retailers & 5M+ consumers. Rebuilt engineering team, successfully guided VC-backed company to profitability.

“Ned Hayes triumphs as a product leader and mentor. As he grew our organization, he was very thoughtful about our fast-moving startup environment. This approach resulted in a resilient team that has been able to pivot and deliver new products and new strategies.”

Kira Cleveland,
Head of Engineering
& Product Mgmt,
LOYALTI

- **Senior Manager, ASAPP** 2018 - 2020 Leadership of cross-functional team in delivering AI-native systems for new enterprise automation platform. Management of key delivery effort for \$85M AI product initiatives. Co-leader of internal AI and Ethics / Safety group.

Neha Doshi,
CX Lead,
ASAPP

“Ned is a strong mentor and collaborator. ASAPP is a fast-paced startup environment – yet through it all, Ned acts as a strong advocate for his customers... Ned is an incredibly supportive team player who solves problems with wisdom and enthusiasm.”

- **Director of Product / Sr. Product Manager - INTEL** 2012-2018
Lead product manager and solutions owner for AI and context-aware systems in IoT, Intel Cloud Services, machine learning (ML) and Intel Context Sensing SDKs. Technical Director and Team Manager for OpenVINO (Intel’s CV toolkit), which won *Embedded Vision Product of Year*. Led Intel’s Dell technical partner team for on-device learning, machine awareness and contextual intelligence that won 2019’s *CES Innovation Award*.

“Ned has been the most inspirational leader I’ve ever worked with – he can hold both a strategic vision and tactical execution of that vision in his head at the same time. I’ve often watched him manage teams and processes out of chaos into excellence. I’d love to work with him again.”

Neelay Shah,
Principal Engineer,
INTEL
(now Nvidia)

- **Sr. Product Manager, Xerox PARC** (now Stanford Research Institute) 2011-2012
Directed product and engineering team that created a cutting-edge AI and semantic platform for cross-platform personal communication analytics. Delivered an early-stage AI-driven analytics platform with Android and iOS apps, ready for enterprise adoption. Led product management, OKRs, marketing, as well as brand and go-to-market plan.

Andrew Mochalsky,
SVP Engineering,
Xerox PARC

“Ned is a modern leader of product teams – his knowledge of cutting-edge technology stack and consistent user-centric approach helps him build products that are ready for tomorrow. Ned is a great communicator... he has an instinct for building products that are unique in functionality, yet practical and useful.”

- **Director of Product, Product Manager - VULCAN (Paul Allen Lab)** 2007-2011
Product direction for dynamic team who created a next generation mobile phone operating system and telco service delivery platform powered by innovative new NLP + ML systems. Product and prototype creation directly for Paul Allen. Creation and ownership of product roadmap, as well as product name, market testing & brand.

“Thumbs Up. Loved working with Ned, his ideas and creativity are A+. Also his personality is infectious. He was involved in every aspect of the product every day – I look forward to working with Ned again!”

Ian Botts
Head of QA,
VULCAN
(now CTO for Fan Duel)

DISTINCTIONS

Books & Talks

Ethics in AI: A Programmer’s Primer <i>forthcoming book</i> , Wiley Press	2025
The Eagle Tree National bestselling literary novel sold 100K+ copies globally <i>Recommended by Temple Grandin, Sherman Alexie, Steve Silberman</i>	2016
“Hacking Biometric Security & Solutions” – featured technical talk, Gluecon	2019
“AI Ethics and AI Algorithms” – featured business talk, Gluecon	2018

Awards

CES Innovation Award – Dell Express Sign-In with Intel Context SDK, CES	2019
Product of the Year, Developer Tools – Intel OpenVINO, Embedded Vision	2018

Intellectual Property

Inventor at Loyalti, Intel, Vulcan	
Patent: “Secure Sequestration of Multiple Types of Substrate Identity” Loyalti	2021
Patent: “Machine Learning on the Edge for Context Aware Computing” Intel	2018
Patent: “Client-side Calendar in Multiple Timezones and Locations” Vulcan	2011

EDUCATION

Stanford University	Graduate School of Business	2018
Executive Education, 2-year Intel funded competitive program		
Pacific Lutheran University	Master of Fine Arts	2015
Creative Writing 3-year graduate degree, led to publication of three books.		
UC Berkeley / Seattle University	Graduate Studies in Ethics & AI	2012
Graduate School of Philosophy and Theology (<i>no degree</i>)		