

BEN ZAVADIL

PRODUCT BUILDER • SENIOR PRODUCT LEADER

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Remote • Mountain Time • Available for fractional product work and open to the right full-time role

Product leader who builds. Ten years of enterprise product leadership, including a \$40MM platform modernization at Charles Schwab, alongside seven products taken from idea to working software across fintech, aviation, AI tooling, consumer sport, gaming, and hardware. Sets strategy with executives and ships the product that proves it out.

AREAS OF FOCUS

Strategy: Product vision & roadmap • Prioritization frameworks • Enterprise modernization • Executive alignment

Building: 0-to-1 development • AI & LLM product development • Rapid prototyping • Multi-product ownership

Systems: Data governance & telemetry • KPI & measurement frameworks • Deterministic financial calculation • Agile delivery

PRODUCTS BUILT

CapLock | *Equity Operations & B2B Analytics Platform* Founder

- Product strategy, data models, and workflow experiences for stock plan administrators, finance, and HR, built on deterministic financial calculation.

Equity Intelligence | *AI-Powered Equity Compensation Platform* Founder

- Zero-to-one vision, infrastructure design, and UX journey mapping to live deployment, with AI-driven modeling for complex equity and tax scenarios.

Canopy | *AI-Native Developer Workspace* Founder

- A workspace tool that preserves branching context across AI-assisted engineering work.

JumpSeat | *Mobile Aviation Intelligence Application* Founder

- Crowdsourced airport and airspace reporting for flight crews. Shipped to the App Store.

FlowState Archery | *Scoring & Club Management Platform* Founder

- Paperless scoring, shot mapping, and tournament management for archers and clubs.

MUSTER | *PC Game, Steam* In Development

- A Minesweeper-meets-dungeon-crawler title for Windows, macOS, and Linux.

Bedside Audio Player | *Hardware + Software* Founder

- A local-first bedside audio appliance on a Raspberry Pi with an e-ink display and knob-and-button control.

PROFESSIONAL EXPERIENCE

Charles Schwab | Sr. Team Manager, Product Management Jan 2019 – Apr 2026

- **Team Leadership:** Led a team of five product managers, each paired with a full-stack agile delivery team, owning the B2B slice of the enterprise platform.
- **Enterprise Scale:** Led cross-functional delivery of a \$40MM modernization program from inception through global production launch, and directed a core-stabilization initiative enabling roughly \$750MM in new client assets.
- **Product Ownership:** Architected and owned product vision, deployment strategy, and lifecycle roadmaps for the NextGen platform across engineering, operations, compliance, and executive stakeholders.
- **Instrumentation:** Implemented telemetry and operational analytics to pinpoint engineering bottlenecks, generating roughly \$150K in savings per initiative.

OPSGROUP | Product Manager Sep 2015 – Jan 2019

- **Growth-Stage Scaling:** Converted a service-centric corporate framework into a scalable, technology-driven product model, helping drive 4x top-line revenue growth.
- **0-to-1 Discovery:** Headed agile product discovery, feature mapping, and end-to-end iteration cycles for global aviation professionals, and launched the company's largest commercial contract to date.

EDUCATION, SKILLS & CERTIFICATIONS

Technologies & Tools: AI & Large Language Models (LLMs), SaaS architectures, Next.js, React Native, Supabase, PostgreSQL, REST/GraphQL APIs, data analytics platforms

Certifications: Certified Scrum Product Owner (CSPO) • Extensive SAFe (Scaled Agile Framework) training

Education: Metropolitan State University of Denver | Aviation Technology, Minor in Accounting