

Michael D. Watson

Principal Design Engineer with 13+ years in UX design at Fortune 100 companies and high-growth startups. Recent work spans enterprise AI workflows, regulated healthcare, design systems, and AI-assisted design and delivery tooling.

CONTACT

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EXPERIENCE

DISH Network / EchoStar

Principal Design Engineer

Remote · August 2026 - Present

- Lead UX design as the sole hands-on designer for Genie Studio, EchoStar's internal tool, with part-time strategy and user research support. Partner with product and business owners, technical leads, and application, AI/ML, data, and platform engineers.
- Own product flows, interaction design, prototypes, and implementation review for conversational analytics and tools to create, configure, evaluate, deploy, and monitor Genie spaces.
- Organize the design system library and map Figma components and tokens into Databricks AppKit and reusable code. Review implementation with engineering to preserve design intent and consistent behavior.
- Set up AI-assisted workflows for exploration, prototyping, implementation checks, and Jira ticket assessment, refinement, creation, and management. Maintain UX acceptance criteria and dependencies for planning and retrospective follow-up, with personal review of AI-generated work.

Walmart Health & Wellness

Principal UX Designer

Bentonville, Arkansas · October 2024 - August 2026

- Led end-to-end patient journey design across Walmart's Pharmacy and Health & Wellness platform (web, native, and conversational) for millions of customers managing critical healthcare needs.
- Owned regulated initiatives across consent and compliance, authenticated dashboards with advanced data visualization, clinical scheduling, and pharmacy onboarding, taking each from discovery to stakeholder sign-off.
- Grounded design decisions in research: UX audits, customer journey mapping, store-level interviews, and usability testing of shipped flows.
- Contributed to the Walmart Living Design system and shipped internal LLM tooling that reduced recurring design and production overhead.
- Mentored designers through an org restructure and partnered with Product, Engineering, Research, and Clinical on AI-assisted workflows and new healthcare design standards.

Sam's Club

Lead UX Designer - In Club Experiences

Austin, Texas · June 2024 - October 2024

- Designed the self-checkout kiosk experience for In-Club Fresh Cafe, a self-order flow for ready-made food and beverages.

Sam's Club

Sr. UX Designer - Enterprise Design Systems

Austin, Texas · September 2023 - June 2024

- Led the foundational token work for Sam's Club adoption of Figma Variables, including branded theme management layered on the Walmart LD (Living Design) core library.
- Generated, tested, and integrated a 190-shade color system (10 hues × 19 steps) for Sam's enterprise and omnichannel products, built to meet WCAG AA across all intended pairings.
- Defined typographic scale and variable structures to match the LD core library's token architecture, covering monospaced pairing research and WCAG readability requirements.

Sam's Club

Sr. Product Designer - Merchant Enablement

Austin, Texas · March 2023 - September 2023

- Partnered with merchant category owners to prioritize and ship critical functionality within MVP and technical constraints.
- Resolved complex component problems by working closely with engineering and iterating toward design systems-compatible solutions.
- Balanced item assortment UX and core functionality work across shared sprints and team reviews.

Walmart Global Tech

Sr. UX Designer

Austin, Texas · May 2022 - March 2023

- Vetted and refined enterprise design system components and style updates for a transformation from Material Design to Walmart Living Design standards.
- Brought international user listening into prioritization decisions across the platform.
- Applied design to supplier and sourcing workflow unification, covering data capture, dialogue flows, and process automation touchpoints.

8fig

Lead Product Designer

Austin, Texas · November 2021 - April 2022

- Set up product design at 8fig, defining vision and establishing a design foundation for a web-based cash flow planning tool.
- Hired and managed junior designers while building design standards for both product and marketing.
- Tested and iterated on onboarding changes that drove a +30% month-over-month increase in new user conversions.

PayPal

Lead UX Designer

Austin, Texas · September 2020 - November 2021

- Ran design for developer.paypal.com across multiple product areas, from discovery through launch.
- Designed, iterated, and validated new responsive design system standards for front-end and product integrations.
- Partnered with content, research, product management, and external design teams to redesign site architecture and navigation across 1,800+ pages.

Charles Schwab

Sr. UX Designer

Austin, Texas Area · May 2019 - August 2020

- Led design on the Digital Asset Transfer platform, modernizing key workflows in Schwab's e-retail experience on schwab.com.
- Worked alongside content, research, and accessibility throughout to keep every product tightly grounded in user needs.
- Ran agile tracking to keep features on schedule and milestones visible across the team.

Under Armour

Sr. UI/UX Designer

Austin, Texas Area · December 2018 - April 2019

- Led the Unified Profile initiative as sole designer, clarifying the user profile's form and function across all UA mobile apps.
- Crafted a flexible design approach so each UA app felt familiar across iOS and Android while functioning as a cohesive set.
- Worked with PMs across all three apps to align on design decisions and keep engineering handoffs clean.

RigUp

Product Designer

Austin, Texas Area · April 2018 - November 2018

- Redesigned RigUp's mobile apps for iOS and Android, translating the product from web-first to native.
- Took on full design ownership during a period of rapid team growth, keeping priority features on track.
- Navigated repeated team reshuffles and shifting priorities while staying focused on user outcomes.

EY

Lead Product Designer

Atlanta, Georgia · June 2017 - March 2018

- Embedded across multiple EY service lines to help prioritize and scope internal software requests.
- Standardized design guidelines and style guide structure to serve distributed teams working across service lines.
- Kept design, development, and project leads aligned on delivery across multiple parallel product tracks.

IBM

Lead Product Designer

Atlanta, Georgia · August 2016 - May 2017

- Redesigned key interfaces for IBM's desktop web experience, bringing the platform up to modern responsive standards.
- Set Android design standards for the core platform to maintain quality on an aggressive launch timeline.
- Worked with IBM Watson's cognitive team to understand ML capabilities and apply them to interface design decisions.

Addepar

Product Designer

Greater New York City Area · November 2015 - May 2016

- Collaborated with internal stakeholders and external clients to prioritize the product roadmap against business goals.
- Mentored junior designers and co-owned the design strategy, helping maintain and evolve Addepar's interaction guidelines.
- Ran design critiques at multiple org levels, pushing to simplify complex financial workflows for end users.

Amazon Lab126

UX Production Designer - Devices

Seattle, WA · June 2015 - October 2015

- Coordinated daily scrums to keep production and delivery moving, preventing handoff delays between teams.
- Updated UI for existing FireTV and Fire Tablet experiences and contributed to future platform concepts.
- Stayed close to Visual and UX teams throughout design iterations to keep brand quality and interaction patterns consistent.

Microsoft

Product Designer

Redmond, WA · June 2014 - June 2015

- Redesigned Office 365 Video in three months; the product launched worldwide to 16M+ customers in early 2015.
- Led design reviews and team meetings to keep OneDrive's Android Material Design work on track.
- Worked closely with prototype developers to maintain a high quality bar on every deliverable.

Schakra

UX/UI Design Director

Redmond, WA · November 2013 - June 2014

- Maintained and evolved branding guidelines through Schakra's visual identity overhaul.
- Advocated for mobile accessibility and usability standards to keep interaction design grounded in touchscreen use.
- Reported directly to the V.P. of Engineering, sharing research findings and design progress to inform product direction.

EDUCATION

Savannah College of Art and Design

Bachelor of Arts (BA)

Advertising Design · Graduation: January 2011

Minor Interaction and Game Design

Oakland Community College

Associate of Arts (AA)

Liberal Arts and Sciences/Liberal Studies · Graduation: January 2007

SKILLS

UX practice & craft

A/B Testing · Accessibility Standards · Agentic Prototyping · AI-Assisted Design Workflows · AI Product Strategy · Agile Methodologies · Conversational UX · Design Systems · Design Thinking · Figma · Generative AI Tooling · Information Architecture · Interaction Design · LLM-Integrated UX · Prompt Engineering · Prototyping · Responsive Design · Usability Testing · User Journey Mapping · User Research · Wireframing