Stephen Walther

AI PRODUCT MANAGER | TECHNICAL PRODUCT LEADER

Austin, Texas | Open to remote engagements | contact@superexpert.com

Former Senior Product Manager at Microsoft and Interim Product Director at Indeed, with hands-on experience in AI orchestration and machine-learning product development. Built AI applications using LangChain, LangGraph, and the OpenAI Agents SDK. Led an AI/ML job-matching product at Indeed, working directly with data scientists to test models and improve matching quality. Combines product strategy, customer discovery, and team leadership with the technical depth to guide AI products from concept through delivery.

PROFESSIONAL EXPERIENCE

Superexpert | Founder

AI product management and development | Jul 2024 - Present | Austin, TX

- Partnered directly with the managing partner of a Texas law firm to develop an AI-native solution for its central legal workflow, targeting faster packet preparation, greater tax-saving opportunities, and improved accuracy and completeness.
- Owned product direction and hands-on development, using LangChain, LangGraph, and the OpenAI Agents SDK to iteratively select and compare valuation strategies with human-in-the-loop supervision, enabling consultants to assess and refine recommendations.
- Translated attorney and consultant expertise into product requirements, prioritized development, and refined workflows through testing and stakeholder feedback.
- Integrated millions of records, automated valuation analysis, AI-generated narratives, and document generation into a workflow centered on consultant review.
- Defined a planned evaluation approach comparing the solution with existing workflows on preparation and review time, material errors identified by consultants, and tax-saving opportunities identified, with realized savings to be assessed after protests conclude.
- Designed and built Superexpert.AI, an open-source agent framework supporting multi-agent orchestration, tool use, agent handoffs, retrieval-augmented generation, multiple model providers, and human review.

Indeed | Jan 2017 - Jun 2024

Product Manager, IndeedOne (Incubator) | Jan 2017 - Jan 2019

- Led product management for IndeedOne, the AI/ML application behind Indeed for Trucking and Indeed for Nursing, matching tens of thousands of truck drivers and nurses to employer requirements without resumes or job descriptions.
- Met directly with major national trucking companies to understand hiring requirements and inform product priorities.
- Worked with data scientists to continually test and compare machine-learning models, progressing from simpler algorithms to neural-network approaches.
- Evaluated match quality using thumbs-up feedback from both employers and job seekers, and tracked hires to assess the effectiveness of the matching system.

Indeed Marketplace | Interim Product Director / Senior Technical Product Manager

Marketplace tenure: Jan 2022 - Jun 2024

- Partnered with the Vice President to define product vision and strategy for the 100+ person Marketplace organization and its portfolio of APIs connecting employers, partners, and job seekers.
- Managed six product managers, including three senior PMs; hired and coached team members and secured promotions for two PMs to senior level.
- Led annual and quarterly planning across Engineering, UX, Data Science, Legal, Documentation, GTM, and Marketing, aligning priorities and resolving dependencies across teams.
- Led product development of Indeed's first public Job Posting API, which became core infrastructure for Indeed and Recruit hiring integrations and was adopted by Amazon.
- Led platform integrations with applicant tracking systems including Workday; worked directly with partner CEOs and CTOs to align roadmaps and delivery commitments.
- Personally built the Indeed Developer Portal while serving as Interim Product Director, and managed its documentation team to help partners understand and adopt Indeed's APIs.
- Helped establish external integration evaluations with Trust & Safety, connecting platform requirements with the practical work of onboarding partners.

Microsoft | Senior Program and Product Manager

ASP.NET and Microsoft Ajax developer platforms | May 2008 - Nov 2010 | Redmond, WA

- Led product vision and roadmap work for ASP.NET 4.0 and held product responsibility for the Microsoft Ajax framework.
- Established Microsoft's jQuery partnership and brought the open-source library into ASP.NET, aligning engineering and external developer communities across organizational boundaries.
- Brought industry experts together with engineering and product teams to prioritize the next ASP.NET release; represented Microsoft at major developer conferences, including a keynote at the Professional Developers Conference.

EDUCATION, BOOKS & RECOGNITION

Massachusetts Institute of Technology | Doctoral studies, ABD

University of California, Berkeley | BA, Philosophy

Author of 10 technology books, including ASP.NET 4.0 Unleashed and Windows 8 Apps with HTML5 and JavaScript Unleashed. Presented practical AI applications to the Austin and Houston Bar Associations.

Recognition: Microsoft ASP.NET MVP | Microsoft Software Legend