Choong-Won Richard Kim

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SUMMARY

Staff engineer & former founder who turns ambiguous ideas into user-centric products. Strong communicator who has led large monetization projects and owned web platforms at scale. Currently building agentic AI products at Anthropic.

Stack & domain expertise: React / TypeScript, GraphQL (Niobe/Apollo), LLM Integration & Prototyping, Node, Redux, Frontend Architecture, Payments & Checkout, Design Systems, SQL

EXPERIENCE

Anthropic

Member of Technical Staff
NY, Sept 2025 - present

Airbnb

Staff Software Engineer (promoted 2024 EOY) | *Checkout*
NY, 2025 - Sept 2025

- **Future Checkout - launch & scale (Oct 2024-) -** Led 70+ contributors across five teams and produced an eight-figure ARR lift. Program tracking to a nine-figure goal and was highlighted on Q1'25 earnings call as a revenue driver.
- Mentored seven ICs (mix of Jr and Sr), launched tech-lead forums, and delivered org-wide talks quarterly (eg: "Optionality in Software Design", multi-org), setting decision-making and execution best practices.

Senior Software Engineer | *Checkout*
NY, 2022 - 2025

- **Future Checkout - inception & green-light (2023-24) -** Secured CEO funding for next-gen checkout, growing a three-person prototyping group to 20+ core contributors across three teams.
  - Authored and executed the cross-org infrastructure migration blueprint and product rollout strategy.
  - Co-created a constraint-driven design system optimizing for user decision-making under complexity, reducing cognitive load and cutting time-to-book by 6%. Adopted as the standard framework for all new checkout features.
- Built AI products and prototypes such as vibe-enhanced search, unified work feed, listing image verification, auto-triaging bug workflows, and a team decision analysis / enablement tool.
- Drove "Checkout Buy-Now-Pay-Later" integration and produced an eight-figure launch impact.
- Drove "Monthly Stays" price-discovery projects and increased long-term booked nights by 2.4%.

Software Engineer | *Payments, Transportation, Checkout*
SF, 2017 - 2022

- Led cost-of-payments initiative: coordinated multi-team optimizations yielding eight-figure annual savings and Brexit-compliance for host payouts in 12 markets.
- Built host financial tools, credit-card fraud defenses, and payout redundancy for 15+ currencies.
- As founding frontend engineer for Transportation, built early multi-modal trip-planning discovery features.

evoqe LLC.

Co-Founder, CTO, Lead Designer
Boston, 2013 - 2015

- Co-founded a profitable college social life startup. Grew to 75% of iOS users on Tufts campus. Designed and built event management, social networking, and local advertising platform.

Additional Experience

Privacy | React Native Software Eng (contract) | *2016 - 2017* | Built security features for credit-card tokenization products.

Google | Software Engineering Intern | *2016* | Created analytics dashboards that pinpointed signup-flow friction.

Drift | iOS Software Engineer (contract) | *2015* | Built graphics-editing features that doubled 7-day retention.

EDUCATION, OPEN SOURCE, and COMMUNITY

BS | Computer Science, Cognitive Brain Sciences (focus: language development) | Tufts University | 2017

Open source - 10K+ stars across UI/UX libraries focused on dev experience and interface design | Github

Writing - 250k+ views across articles on tech, design, leadership, and fixations | Substack, Medium | 2014 - present

Speaking - Speaker at LeadDev's StaffPlus conference (video) | Oct, 2025