

# Conor Wood Hayes

 cwoodhayes |  cwoodhayes |  cwoodhayes@gmail.com | (949) 554 3392 | Chicago, IL

## SUMMARY

Hands-on full stack roboticist with extensive experience building & deploying real-world hardware, autonomy stacks, and mission-critical embedded systems end-to-end. Strong focus on translating frontier research into robust, field-capable systems.

## SKILLS

**Manipulation:** ROS2, inverse/forward kinematics & dynamics, path planning, control theory, foundation models (VLA/VLM)  
**Perception:** computer vision, SLAM, state estimation, kalman filters, particle filters, IMUs, GPS, RGB-D camera  
**Firmware/Hardware:** microcontroller development, protocol design (wired, memory, BLE), PCB design, PCB bring-up & debug  
**SWE/ML/AI:** OpenCV, NumPy, Pandas, Matplotlib, pytorch, deep learning, reinforcement learning, linux, git, Docker, AWS, API design  
**Languages:** Python, C, C++, CMake, Makefile, Bash/Zsh, Rust, SQL, TypeScript, Verilog, assembly, linker scripts

## EDUCATION

**Northwestern University** – M.S. Robotics — Perception, Manipulation, and Embodied AI Sep 2025–Aug 2026 (expected)  
**University of Southern California** – B.S. Computer Engineering & Computer Science 2015–2019  
Magna Cum Laude. Minor in Chinese for the Professions, Thematic Option (Honors in Liberal Arts)

## PROJECTS

**Northwestern** | *UniTouch* — Visual-Tactile Data Collector for Dextrous Manipulation Behavior Cloning Jan-Mar 2026  
– Designed & built wireless handheld grasping data collector (based on UMI) with novel sensor array including visual touch sensor.  
– Developed data extraction, cleaning, and visualization pipeline to train visual-tactile action policy for adversarial environments.

**Northwestern** | *PenPal* — Franka Panda 7DoF Manipulation System Nov-Dec 2025  
– Developed perception -> planning -> control pipeline (ROS2) for real-time handwriting on arbitrarily-oriented moving surface.  
– Implemented camera calibration, pose estimation, online trajectory generation, and closed-loop visual cartesian control.

**USC Rocket Propulsion Lab** | *Traveler IV* — First 100% undergrad-made rocket to fly to space 2015-2019  
– Built & led 30-person avionics team. Oversaw all software (C++), hardware (Altium), EGSE (Python, ham radio), and post-flight analysis (Matlab) for multiple iterations of custom avionics system, which successfully flew to & returned from space.  
– Debugged electrical, software, and radio issues in the field under timing constraints, inclement weather, and poor infrastructure.

## WORK EXPERIENCE

**Conor Hayes Software Consulting (CHSC)** | *Independent Consultant* 2023 - 2025, IN/NY/CA  
– Built reusable hardware testing framework (Python) for two \$500K high-speed test racks (SMU, PSU, PDU, Pickering simulators; CAN, USB, ethernet, GPIB, SCPI) for space & nuclear fusion projects, driving successful on-time delivery after 8mos.  
– Redesigned BLE protocol (C, TypeScript) for NRF52-based wearable. +2 sensors, +800% bandwidth, -10% power consumption.  
– Prototyped a low-latency peer-to-peer telepresence platform for controlling robots via web client (WebRTC, AWS, TypeScript)

**Wesper, Inc** | *Software Engineer (8th employee @ startup)* 2020 - 2022, New York City  
– Owned firmware development (C, NRF5X) to support multiple hardware iterations of a sleep apnea diagnosis wearable, from late-stage prototypes to FDA-approved, mass-produced, revenue-generating product.  
– Added new sensors, on-device algorithms, and BLE services to enable real-time reporting of heart rate, SpO2, and sleep pose.  
– Led a team of 3 to build backend from scratch (AWS ECS, EC2, λ, S3, RDS MySQL, Python) to ingest and process all patient data.

**Honeybee Robotics** | *Software & Electrical Engineering Intern* May - Aug 2018, Pasadena, CA  
– Worked directly with project teams of mechanical, electrical, and systems engineers to spec & implement new features in an internal ROS-like testing framework, with 200+ source files and 100,000+ lines of C++ code.  
– Designed, tested, and validated PCB (Altium) to provide human-in-the-loop control of small drills on remote oil rigs.

**NASA Jet Propulsion Laboratory** | *Flight Electronics Intern (Group 349E)* Jan - Aug 2017, Pasadena, CA  
– Developed still-in-use board support package (BSP) modules and automated test framework (C, Python, SPARC assembly) for first-of-its-kind deep space cubesat avionics board, assisting in translation from research to commercial product.  
– Supported initial board bring-up, discovered critical bugs in novel rad-hardened NAND flash controller and other peripherals.

## AWARDS + HOBBIES

**American Institute of Astronautics and Aeronautics** | *Achievement Award* Oct 2019  
**National Academy of Engineering/USC** | *Grand Challenges Scholar* May 2019  
**University of Southern California** | *Renaissance Scholar (0.9% of graduating class)* May 2019  
**Recorded Music:** Accumulated 700,000+ Spotify streams on original music under artist name *Wise John* (24 songs, 1 album, 1 EP).