

**Niosha Kayhani**

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**MBA, PMP, CEng, MSc, BEng | Board Member | 10+ U.S. Patents**

20+ years extensive experience driving and managing commercial products and programs and P&L management. Developed and executed product strategies in publicly traded and private companies with revenue and profit growth, driving digital innovation, and evaluating new growth options, both organic and through acquisition. Skilled in building ecosystems of partners and collaborating with executive teams, investors and BoDs.

**Skills**

Strategic Planning | Innovation Management | P&L Management | R&D Portfolio Management | Data Analytics  
IoT & Automation | Biometrics | Product Development | Payment Solutions | SaaS | 3D Vision | Fiber Optics

**Professional Experience**

**Stealth Startup**, San Diego, CA, USA

**April 2024 - Present**

**CEO & Board Director**

Startup focused on workforce management enterprise software. The company is building a platform product that can disrupt the space, utilizing ground-up AI models, hybrid cloud and intuitive algorithms.

**Intelligent Transport Systems UK**, London, UK

**May 2019 - Present**

**Board Director**

Support and influence strategy, financial planning, and business operations as part of BoD responsibility.

- Facilitate and host international delegations, sign memorandums of understanding with global institutions, and support the organization's growth.

**UC San Diego**, San Diego, CA, USA

**February 2022 - Present**

**Executive Board Member**

- Support establishment of policies and key strategic objectives, alongside mentorship of engineering students at UCSD and support of recruitment as part of the Corporate Affiliates Program (CAP).

**Cubic**, San Diego, CA, USA

**July 2022 - May 2024**

**Director of International Programs & Products**

Led P&L for Cubic's e-commerce business, serving over 75 federal, state, local, and international agencies with software solutions for forensic analysis and intelligence capabilities.

- Built and grew global partnership pipeline, including resellers, agents, sales reps, and integrators from 4 to 18 in less than 2 years, leading to 17% topline growth.
- Directed cross-functional teams to drive customer satisfaction, meet SLAs, and ensure data compliance.
- Automated processes for ordering, fulfillment, and data ingestion, enhancing operational efficiency.
- Developed and executed go-to-market strategies for new product launches and regional expansions, achieving 17% revenue growth in 2023 at 40% gross margin.

**Cubic**, San Diego, CA, USA

**March 2016 - July 2022**

**Director of Innovation**

Built strategic innovation capability and oversaw 100+ engineers and product managers in a 7,000 people organization across a diverse R&D portfolio with a budget of \$55M. Promoted from Sr. R&D Engineer in 2019.

- Managed and developed R&D ROI, NPV, NCF financing and portfolio valuation modeling for IRAD efforts.

- Produced portfolio options valuations used for Board of Director and C-level reviews. Received CEO award.
- Led development of cloud product strategies and data analytics initiatives for multiple transit agencies.
- Established innovation ecosystem with startups, local businesses, and academia.
- Launched products focused on mobile payments, IoT platforms, biometrics, accessibility, passenger flow management, and security. Won 'Innovator of the Year' award and received multiple patents.

**Google**, Dublin, Ireland

**December 2014 - January 2016**

**GCE Strategist**

Optimized digital strategies for SMB's in the Nordic region and grew revenue of existing accounts by 23%.

- Drove enterprise-wide process improvement program on the Adwords platform.
- Created automated payment and invoicing feature for AdWords, instantly affecting millions of users.
- Supported Self Driving Car using my dissertation topic on thermal management of fiber optic lasers.

**SPI Lasers (TRUMPF)**, Southampton, UK

**August 2011 - November 2014**

**Manufacturing Lead**

Led lean manufacturing and process redesigns to allow for increased production capacity close to 100%, and reduced Takt times through value stream mapping and automation. Promoted from Manufacturing Engineer.

- Deployed electro-mechanic and opto-electronic manufacturing lines for fiber optic laser products.
- Led team to implement quality engineering best practices. Spearheaded IT automation for the Kanban system.

**Portsmouth University Basketball**, Portsmouth, UK

**September 2009 - July 2011**

**President**

Elected as Vice President from 2009 to 2010 and elected President in 2010 to run 160+ organization.

- Directed strategy, P&L and recruitment, achieving the highest revenue growth and securing a record promotion to the 1st division.
- Led both men's teams to record-breaking seasons with promotion into Division I for the first time and finishing 2nd place with the other team. The best records in history for both teams.

**Previous engineering and business development roles at Apollo Fire Detectors and TopUpTunes respectively**

**Education**

**MBA, Master of Business Administration**

Distinction | Scholarship | Focus: Finance, New Venture Creation & Innovation  
Warwick Business School

**MSc, Engineering & Management**

Distinction | Valedictorian | President | Focus: Fiber Optic Laser Systems & Manufacturing  
University of Portsmouth

**BEng, Mechanical Engineering**

First Class Honors | Student Council Lead | Distinguished Faculty Award  
University of Portsmouth

**Certifications**

Project Management Professional (PMP)  
Chartered Engineer (CEng)  
Lean Six Sigma Black Belt  
U.S. Patents (+10)