RAZA HASHMI

Senior AI Product Manager

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Technical Product Leader (8+ Years) specializing in commercializing ML research and building AI-driven SaaS products. Expert in defining **AI strategy**, managing the **model lifecycle** from efficacy to production, and building trust in probabilistic systems. Rare combination of Head of Product experience and published ML research (ICLR Workshop), enabling seamless collaboration with data science and engineering to ship proprietary algorithms that drive revenue.

CORE COMPETENCIES

AI Product Strategy

- Model Lifecycle Management
- Research-to-Product
- Data Strategy & Flywheels
- Evaluation Metrics & KPIs
- Ethical AI / Bias Mitigation

Technical Proficiency

- Deep Learning (PyTorch/Jax)
- NLP / LLM Applications
- Privacy-Preserving ML
- Explainable AI (XAI)
- Algorithm Design

Product Leadership

- 0-to-1 Development
- Agile & Scrum
- Stakeholder Management
- Platform Scaling
- B2B Enterprise SaaS

WORK EXPERIENCE

Head of Product
SHAPE Global Ltd

Jul 2023 - Aug 2025
Remote / London, UK

- **AI Strategy:** Transformed a static survey tool into an intelligent platform, integrating proprietary scoring models and privacy algorithms to deliver predictive workforce insights.
- **Scale:** Validated AI features across thousands of users, ensuring model outputs were interpretable and actionable for non-technical HR executives.
- **Commercialization:** Packaged algorithmic capabilities (privacy, scoring) into premium tiers, directly driving enterprise contract wins.

Product Manager (Founding Member)
World Flourishing Organization

Nov 2024 - Jul 2025
Remote

- **AI-Driven Compliance:** Prototyped a novel AI framework to ingest unstructured client evidence (policies, reports) and automatically assign "Flourishing" maturity scores.
- **Data Strategy:** Defined the data schema and ground-truth requirements to train and validate the scoring models against global standards.

Technical Product Lead (Algo & Privacy)
SHAPE Global Ltd

May 2021 - Jun 2023
Remote

- **Algorithm Design:** Architected advanced privacy-preserving algorithms that dynamically adjust aggregation thresholds to guarantee anonymity—solving a critical trust barrier for data collection.
- **Productionization:** Collaborated with engineering to optimize caching pipelines, enabling real-time scoring updates for complex organizational hierarchies.

Machine Learning Researcher
Lahore University of Management Sciences

Sep 2018 - Sep 2019
Lahore, Pakistan

- **Research:** Investigated novel neural architectures with a focus on **Explainable AI (XAI)** and model interpretability.
- **Impact:** Co-authored *"Explainable AI: Object Recognition With Help From Background"* (ICLR 2022 CSS Workshop), demonstrating deep technical understanding of model decision boundaries.

Product Innovation Manager
Sep 2019 - May 2021

SHAPE Global Ltd

- Pioneered a proprietary "Scoring" methodology (beyond simple averages) to capture nuanced employee sentiment, laying the groundwork for the platform's analytical engine.

Product & Data Analyst
Mar 2017 - Nov 2017

Ofono App

- Defined data structures for early NLP tagging and sentiment analysis of emotional feedback.

EDUCATION & ARTIFACTS

BSc (Hons) in Economics
2016

Lahore University of Management Sciences

High Distinction

- **ICLR 2022 CSS Workshop:** "Explainable AI: Object Recognition With Help From Background"
- **Technical Demo:** Privacy-Centric Algorithms (razahashmi.github.io/files/privacy_demo.html)
- **Whitepaper:** Scoring System Design (razahashmi.github.io/files/SPS.html)