

Kyle Welch

Design Engineer

I build AI systems that enhance and measure human capability

Education

MS, Instructional Psychology & Technology

2016, BRIGHAM YOUNG UNIVERSITY

Shipped language learning software to schools. Published research in *Computers & Education* and *Educational Technology*

BA, Communications

2012, BRIGHAM YOUNG UNIVERSITY

Experience

BambooHR · Product Design Lead · 2023–Present. Shipped multiple AI systems to customers solo. Led org-wide AI transformation; agent-building workshops.

Tech9 · Principal UX Designer · 2021–23
Built and tested React prototypes for clients

Endurance Intl · Sr UX Designer · 2018–21
Built new customer onboarding in React

Global Access · Web Dev Manager · 2016–17
Rebuilt and shipped the company's websites

Dojo Interactive · Cofounder, CPO · 2015–16
Built chatbot for LEGO

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Shipped

Agentic Time Tracking

2026, BAMBOOHR

SMS-based agentic system for hourly time tracking. BambooHR's customers run payroll on its data. Concept to production pilot, solo.
TypeScript, Next.js, Postgres, Twilio

BambooHR Labs

2026, BAMBOOHR

Internal experimentation platform: deploy a feature, instrument hypotheses, auto-recruit testers, track results. Concept to production. Bamboo's top architects now build in this repo.
Next.js, Vercel, Neon, Anthropic API

LLM-Native Learner Modeling

2026, PRE-REGISTERED STUDY

Can a learner model inferred from one diagnostic conversation match IRT-calibrated prediction of held-out exam performance? (See Portfolio)
Python, Anthropic API

Merlin UX Learning App

2021, SOLO PROJECT

Interactive lessons, mini Figma-style editor, deterministic evals of learner's creations. Solo, full-stack. learnmerlin.com
React, Firebase

LEGO Employee Onboarding

2015, DOJO INTERACTIVE (CLIENT)

Real-time spoken language practice for new employees. Mic input, live transcription, contextual replies, mastery-based learning.
JavaScript, jQuery, Regex, Bootstrap