

# Robert Babiarz

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Portfolio: [robertbabiarz.com](https://robertbabiarz.com)

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## PROFESSIONAL SUMMARY

Senior Product Designer and experience design lead with 26 years building command, control, and situational-awareness interfaces for high-consequence, compliance-first systems, networked cyber-physical IoT platforms and real-time regulated transaction systems where operator error carries real-world cost. Deep expertise in UX strategy, interaction design, information architecture, and design systems, with a track record of shipping novel interaction models fast, co-developing with operators in the field, and earning design a founding voice inside engineering-first organizations. 3 issued patents, 1 pending. Builder by instinct: takes ownership, moves quickly, and thrives in ambiguity.

## CORE COMPETENCIES — COMMAND, CONTROL & HIGH-CONSEQUENCE UX

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- **UX Strategy & Vision:** Translated product strategy into multi-year experience roadmaps across the WaveLinx IoT portfolio, contributing to a 35% sales increase on WaveLinx Connected Systems in 2025.
- **Situational-Awareness & IA:** Restructured dense, real-time operational and telemetry data across monitoring, diagnostics, and field-commissioning tools using progressive-disclosure and three-tier drill-down patterns so operators can move from a single-screen overview to root cause fast, reducing operator click depth by 89% and cutting report generation time by 90%.
- **Interaction Design:** Shipped first-to-market interaction models for AR-assisted field tooling, autonomous device commissioning, over-the-air firmware cascading across a wireless mesh, and AI-assisted layout, delivering a 175% lift in deep-feature navigation engagement.
- **Risk Management & Regulated-Domain UX:** Designed error-prevention workflows, audit-ready action logs, and multi-role authority models across networked cyber-physical IoT systems (IEC 62443-aligned security provisioning, energy and safety compliance) and a real-money platform spanning nine regulated jurisdictions (KYC/AML, responsible-gaming, and full audit-trail mandates). The patterns these demand, anomaly dashboards, confirmation-gated destructive actions, rollback pathways, role-scoped access, and provable audit trails, are the same primitives required by defence command-and-control and multi-domain situational-awareness interfaces, where an operator decision under pressure must be fast, unambiguous, and accountable.
- **Design Systems:** Founded and scaled the CLS Design System from zero, the shared foundation for every new product across six concurrent IoT product lines, built to keep a fast-moving multi-product team consistent and shipping.
- **Operator Research & Co-Development:** Scripted and led contextual inquiry and field research directly with the people who operate the systems, commissioning engineers, facility managers, and on-site operators, co-developing in their environment and converting qualitative signal into prioritized roadmap input that shaped product direction.
- **Team Leadership & Mentorship:** Led 3 junior designers through weekly critiques, stretch assignments, and design-system onboarding.

## PROFESSIONAL EXPERIENCE

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### COOPER LIGHTING SOLUTIONS (a Signify company)

Mississauga, ON · March 2020 – Early 2026

Sole senior UX practitioner for WaveLinx, a networked, IEC 62443-certified cyber-physical sensing and control platform (BLE mesh of sensors, controllers, and gateways) deployed across enterprise, healthcare, and critical-infrastructure sites, not a consumer product.

*6-year tenure · progressed Senior UX Designer 2 yrs → Principal UX Designer 1 yrs → Lead UX Designer 3 yrs*

## Results & Impact

- Led UX for Light ARchitect, an AR-powered spatial design platform used by 4,000+ professionals and scaled from mobile to enterprise web in 12 months, taking a novel sensor-and-fixture layout interaction from concept to a \$6M+ shipping product.
- Redesigned the WaveLinx CORE Insights monitoring console, the operator's window into a live mesh of networked devices, reducing click depth to root cause by 89%, increasing deep-feature navigation engagement by 175%, and cutting report-generation time by 90%.
- Contributed UX leadership to a 34% sales increase on WaveLinx Connected Systems in 2025.
- Led UX for a networked control system deployed at Peter Gilgan Mississauga Hospital (Trillium Health), the largest installation of its kind in North America, a regulated, safety-critical environment with zero tolerance for operator error.
- Designed the UX for a cascading over-the-air firmware update workflow, autonomous, fault-tolerant firmware propagation across a BLE mesh that takes the human out of the per-device loop, a directly transferable model for updating distributed sensor and edge-device fleets in the field.
- Delivered WaveLinx CORE Partitioning, real-time autonomous reconfiguration that reshapes control zones on the fly as the physical space changes (movable walls open and close), with no manual intervention, an industry first in adaptive, sensor-driven space awareness.
- Founded the CLS Design System in Figma in 2022 and scaled it across every product line, the shared foundation that let a small team co-develop and ship multiple products in parallel without losing consistency.
- Established and chaired the monthly UX showcase forum for Product Owners, Engineering, Firmware, Architecture, Directors, and Managers, the primary mechanism for cross-team visibility into design direction across the portfolio.
- Self-initiated a full WaveLinx Touchscreen Gen 2 redesign on my own initiative, a working prototype, built before it was asked for, that shaped Gen 2 discovery and roadmap decisions at the product-management level.
- Prepared and presented two major new WaveLinx features to Cooper's top agents and customers at UAG 2023 testing program, capturing VOC that fed the 2024 roadmap.
- Prototyped and pitched an AI-driven diagnostic dashboard and recommendation engine, carrying it from an internal hackathon through leadership review and onto the product roadmap.
- Elevated UX maturity inside an engineering-first organization over multiple years and product cycles, building cross-functional trust that moved design from late-stage input to a founding voice in product strategy and scoping decisions.

## Recognition, Ratings & IP

- Exceeds Expectations performance ratings across 2023 and 2024 annual reviews, both Timely Delivery and Mentorship categories. "Strong" overall rating for 2020/2021.
- "Above & Beyond — Passion — Customer-focused Product Feature Development" award by Director of Advanced Development for the Light ARchitect Download Manager.
- TED Magazine "Best of the Best" 2024, Cooper Lighting Solutions supplier-category recipient.
- 3 issued patents, 1 pending, first-to-market interaction innovations

## PARLAY GAMES INC.

Oakville / Burlington, ON · January 2000 – March 2020

*20-year tenure · progressed Senior Designer 10 yrs → Lead Designer 8 yrs → Lead & Design Manager 2 yrs*

## Results & Impact

- Owned the full product design portfolio for a real-time, high-throughput transaction platform processing \$2B USD annually with 2.8M concurrent users, serving 70+ operator clients across nine regulated jurisdictions (UK, Spain, Italy, Kenya, Denmark, US, Brazil, Bahamas, Canada), each with its own compliance regime.

- Delivered UI/UX across 50+ interactive and transactional products, evolving the stack from Java through Flash, HTML5, iOS, and Android while maintaining design continuity across four major technology generations, sustained ownership of a live system over two decades.
- Architected a global skinning system that enabled full platform customization by client brand, jurisdiction, and product offering without developer involvement, reducing launch friction for new operator deployments.
- Designed regulated transaction oversight, identity-verification (KYC/AML), and back-office financial-control interfaces across nine jurisdictions with materially different audit-trail, disclosure, and accountability requirements, the multi-authority, provable-action design problem at the heart of any compliance-first command system.

## EDUCATION

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**Bachelor of Fine Arts with Honours, BFA, Design and Applied Arts, York University**

## TOOLS & TECHNICAL SKILLS

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- **UX/UI & Prototyping:** Figma (Auto Layout, Variables, Design Systems), Adobe Creative Pro, Adobe XD, Claude Code Collaboration.
- **Research & Collaboration:** Contextual inquiry, VOC/UAG, usability scripting, A/B concept testing; Jira, Confluence, Agile/Scrum.
- **Eligibility:** Canadian citizen, based in the Greater Toronto Area. Eligible for and willing to obtain Government of Canada security clearance.