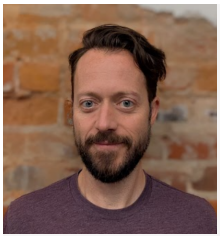

Eric J. Humphrey, PhD

Email | LinkedIn | Github | Google Scholar

Thought Leader and Pragmatic Problem Solver | Builder of High-Trust, High-Velocity Teams | Scaling Data & AI for Planet Scale Impact

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HIGHLIGHTS

ML Veteran at All Stages: 15+ years of AI/ML and software engineering experience spanning five-year tenure at Spotify with company-level impact (ML adoption, M&A), formative research intern at Google (alongside Dean, Hinton, Sutskever in 2013), PhD from NYU (Lecun), leadership at a Sequoia-backed startup, and lectured at MIT and UMiami.
Inclusive Team Architect: 7+ years of management experience, building high-performing, diverse R&D organizations, managing managers and ICs across all functions (engineering, data science, product, design), earning high employee NPS, and making critical performance management decisions to drive healthy culture.
Full-Spectrum Technical Leader: Executed across the entire product lifecycle, from foundational research (3000+ citations, multiple patents & applications) and business strategy to building and shipping production systems at every career stage.

EXPERIENCE

Fractional CTO | May 2025 – Present
Euphoric Global (Seed-stage HR tech) | 35%

- Provided executive leadership that directly led to a successful seed round and revenue-generating partnership, shaping the narrative around the company's technology, AI capabilities, and long-term vision.
- Defined the R&D roadmap and technical vision for a global launch, while developing a junior engineering manager and cultivating a high-performing, healthy engineering culture.

Flourish Community Care (Seed-stage Health-tech) | 35%

- Instituted a data-driven strategic framework by redefining core business metrics to a leading indicator ("consultations booked"), directly contributing to company execution and closing a successful seed round.
- Established the foundational technical vision and modern data stack (BigQuery, dbt, Python), hired the initial engineering team, positioning the company to scale effectively while doubling operational territory.

Peppy Health (Series-B Healthtech) | 12.5%

- Stabilized the business post-restructure as a key member of the executive team, defining the product roadmap and representing the company’s technical vision externally.
- Drove operational efficiency and cultivated a high-performing R&D culture under significant resource constraints; cut costs via platform migrations for reinvestment while managing product and engineering managers to ensure consistent delivery.

SVP of Engineering | Peppy Health (Series-B Healthtech) | Aug 2023 – April 2025

- Spearheaded a complete R&D turnaround upon joining during a major reduction-in-force; stabilized and rallied the remaining team, defined a new technical vision (React, FastAPI on GCP), and personally contributed as a player-coach to ship a new platform from scratch.
- Engineered a high-performing R&D leadership team following my promotion to SVP; managed the transition of the former department head into a Principal role, hired a new Engineering Manager, and managed out an underperforming manager to successfully scale the organization from 8 to 18.
- Delivered a new enterprise benefits platform from concept to contract in under 12 months, securing the company's first two clients on the new architecture and successfully passing all ISO 27001 surveillance audits and penetration tests.

Tech Lead & Lead Research Scientist | This One (pre-seed AI startup) | May 2022 – June 2023

- Engineered a viral growth loop by rapidly building web-based prototypes; one experiment ("movie matchmaker") received the 'Reddit hug of death,' validating a multi-user experience and demonstrating a clear path to organic user adoption.
- Promoted to Tech Lead to accelerate user adoption, where I unblocked our experimentation velocity by personally re-architecting the entire backend in two weeks, while managing the engineering team's execution against key growth metrics (DAU/WAU).

Director of Engineering | eSpark Learning (Series A → B Ed-tech) | Feb 2021 – Apr 2022

- Rebuilt the engineering organization from the ground up, taking a leaderless team of 5, restoring a high-performance agile culture, and scaling it to 12 by creating a new data science function and overhauling hiring practices to achieve 50% non-male representation.
- Directed parallel engineering squads focused on Growth and Monetization; one team drove the product's viral coefficient through teacher-to-teacher sharing (PLG), while the other supported enterprise sales with data storytelling, an effort the CEO called "transformative."
- Averted a $7M revenue loss by taking full ownership of a client-facing technical crisis; managed all stakeholder communications and led the team through a complex debugging and resolution process, securing critical renewals.

ML Engineering Manager II, Staff ML Researcher | Spotify | March 2016– January 2021

- Led the company's top-priority "Next Generation Recommender" team, reporting to the SVP of Personalization and turning around a high-stakes team to deliver the future of Spotify's core product experience for hundreds of millions of users.
- Built and scaled the Ads Machine Learning team as an Engineering Manager, doubling its size and delivering key monetization and growth initiatives including dynamic audio ad personalization and a multi-touch attribution system to quantify campaign efficacy.
- Pioneered applied machine learning research that directly shipped global features like Karaoke and Indian language ID for a new market launch; also performed the critical technical due diligence for three successful company acquisitions.

Tech Lead, Research Scientist | MuseAmi (Series A Music Ed-tech) | Jan 2015 – Feb 2016

- Promoted to Team Lead within three months of joining after creating a new mobile app demo from a core research project; immediately tasked with building the research team by hiring two full-time engineers and managing three summer interns.
- Directed a complete overhaul of a 5-year-old Optical Music Recognition engine, leading the migration from a monolithic C/C++ implementation to a modern, cloud-native architecture on AWS (Lambdas, Pub/Sub) that radically improved system visibility and testability.

Software Engineer (Intern) | Google Research | Summer 2012

- Contributed to foundational deep learning recommender systems research on Dick Lyon's audio team as an intern, working alongside AI pioneers Jeff Dean, Geoffrey Hinton, and Ilya Sutskever to process large-scale datasets with pre-TensorFlow frameworks.
- Authored core evaluation libraries and side-by-side analysis tools for internal libraries, creating durable assets that were adopted by multiple teams and used long after my internship concluded.

ACADEMIC

Ph.D. in Music Technology | New York University | 2015

- Dissertation: An Exploration of Deep Learning in Content-Based Music Informatics.
- Studied under Drs Juan Bello and Yann LeCun, Turing Award winner and AI pioneer.

M.S. in Music Engineering Technology | University of Miami | 2009

B.S. in Electrical Engineering | Syracuse University | 2007

Visiting Lecturer | Massachusetts Institute of Technology | Fall 2019

- **Instructed a senior and graduate-level course at MIT** on digital audio foundations; I designed lectures on Fourier analysis and algorithm development and supported students through complex final projects, resulting in an invitation to return.

Secretary | International Society for Music Information Retrieval | 2015-2019

- Modernized the entire technology stack as a board member, rebuilding the web footprint, overhauling proceedings and mailing list infrastructure, and mitigating significant operational risks.
- Grew society revenue and active membership by launching an evergreen membership dues system that stabilized the organization's finances and streamlined collections.

Visiting Lecturer | University of Miami | Spring 2010

- Designed and instructed a new, hands-on course for senior and graduate students, developing a new curriculum covering sensors, microcontrollers (Arduino, PIC), and smartphone platform integration.

INTANGIBLES

Nascent Polyglot: English (Native), French (A2) Norwegian (A2), Spanish (A1)

Lifelong Musician: Vocals, guitar, drums, saxophone, sound production, recording

Passionate Runner: 76m PB 10 miler, ≂75mi/mo