

# Joshua Lee

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## EDUCATION

**University of North Carolina, Kenan-Flagler Business School**

**Chapel Hill, NC**

*Bachelor of Science, Business Administration, GPA: 3.85/4.0*

May 2027

**Relevant Coursework:** Computer Programming, Responsible AI, Statistical Computing, Data Analytics, Product Management

## WORK EXPERIENCE

**Calibr** ([calibr.co](https://calibr.co))

**Chapel Hill, NC**

*Founder*

Mar 2026 – Present

- Founded an agentic AI resume optimizer fixing generic resume failures, growing it 0 → 200+ users and 500+ optimizations as engineer and designer leading an 8-person team (product, strategy, marketing)
- Drove output quality from 67 to 93 out of 100 by writing an LLM-as-judge eval that scored 100+ outputs against a 10-criteria rubric covering company fit, evidence grounding, and bullet structure
- Boosted 2-week retention 40% by shipping Profile Booster after 50+ usability tests traced the drop-off to users who finished their first run and did not know what to improve next
- Grew paid users 55% by repricing the product from a monthly subscription into a one-time recruiting-season pass, removing the open-ended commitment that blocked conversion

**Capital One**

**Richmond, VA**

*Product Management and Analytics Intern*

May 2026 – Aug 2026

- Shipped the executive committee's planning tool for 10+ lines of business by translating 15+ leader interviews into requirements for one real-time view of headcount, attrition, and budget, now in early rollout
- Automated headcount forecasting from a 6-hour manual process to minutes, consolidating 4 trackers into a self-serve AI model
- Surfaced over- and under-staffing in 1,000+ roles by unifying fragmented workforce data with SQL, driving a budget reallocation

**Relate** – YC S22, B2B Sales CRM

**Chapel Hill, NC**

*Product Manager*

Jan – May 2026

- Reshaped the founders' sitemap after competitor analysis revealed a coverage gap reps hit daily, redirecting the roadmap to deck-tracking over generic CRM fields and reaching 200 reps
- Compressed a 3-week estimate to 5 days by rewriting the Claude Code prompt as acceptance criteria per screen, not descriptions
- Designed prospect view-tracking that turns deck opens into engagement analytics, giving reps a live signal to prioritize the warmest leads and raising reply rates 25%

**Bain & Company**

**Seoul, South Korea**

*Associate Consultant Intern*

May – Jun 2025

- Exposed 40% projected return erosion on a \$20M acquisition by rebuilding 15+ years of cohort economics under 3 downside cases
- Reallocated \$2.5M of a client's ad spend to higher-return channels by decomposing ROAS across 100+ SKUs, a projected 15% lift

**Qanda (Cramify)** – Series C EdTech Startup

**Atlanta, GA**

*Product Manager Intern*

Oct – Dec 2024

- Launched "Mock Exam" and lifted completion 20%, targeting exam-like practice as the #1 unmet student need, hand-coded from 131 open-ended survey responses into 4 ranked demands
- Raised task completion 35% by overriding an MVP plan that made students copy more and redirecting to one-click capture
- Decoded why an AI Tutor went underused, ruling out awareness at 85% to isolate answer depth as the retention lever

**United Nations Command – Joint Security Area (JSA)**

**Paju, South Korea**

*Squad Leader & Interpreter (Mandatory Military Service)*

Feb 2023 – Aug 2024

- Led a 10-person team coordinating live communication across US Army, UN Command, and 4+ countries, overhauling workflows to increase log accuracy 40% over 300+ cross-border missions
- Built a real-time transcriber that identifies who is speaking to fix chaotic multi-party calls, pitching it to senior command and winning adoption in 5+ frontline units

## SKILLS & PROFICIENCY

**Product:** Product Strategy, User Research, Experimentation, A/B Testing, Roadmapping, Data Analysis, Agile, Jira, Figma

**Tools:** Python, SQL, R, JavaScript, React, LLMs, Agentic AI, Evals, Prompt Engineering, Claude Code, Cursor, GitHub

**Awards:** JSA Development Idea Competition Winner, Best Squad Leader Award, Highest Honor, CTS Debate Competition Winner