Werner Geyer, Ph.D.

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SUMMARY

AI and UX innovation leader with a proven ability to blend vision-setting with hands-on technical execution. ACM Distinguished Member with 25 years of experience advancing human-centered trustworthy AI, UX research, and applied ML in complex enterprise environments. Designs, builds, and deploys research-grade systems, conducts user studies, and validates impact in organizational workflows. Recognized for creating innovation pipelines, driving cross-lab research strategy, and delivering high-impact products.

CORE CAPABILITIES

Human-Centered AI • Trustworthy & Responsible AI • Generative AI • Agentic AI • Prototyping & Software Engineering
UX & User Research • HCI & CSCW • Qualitative & Quantitative Methods
Research Program Design • Cross-Functional Technical Leadership • People Management • Strategy & Vision Definition

WORK EXPERIENCE

IBM Research   Cambridge, MA

Chief Scientist Human-Centered Trustworthy AI & Principal Research Scientist   2024 - Present

- Led global research initiative on LLM-as-a-Judge, contributing open-source capabilities to UNITXT, Watsonx Governance, and Granite Guardian for trustworthy generative AI (~10K downloads). Open-sourced EvalAssist: https://github.com/IBM/eval-assist
- Spearheaded a research and prototyping project with the Product Excellence Office integrating generative AI into product management and UX research workflows. Validated work quality improvements and adoption patterns through field studies.
- Served as a hands-on architect and developer for generative AI and agentic AI prototypes evaluating agile epics and thematic analysis for ~1,900 users. Built and open-sourced library for AI-assisted, trustworthy qualitative data analysis based on explainable validators: https://github.com/IBM/qux360
- Co-directed department strategy, projects, and vision on human-centered trustworthy AI including managing university partnerships and mentoring junior researchers and software developers.

Senior Manager & Principal Research Scientist   2017 - 2024

- Managed a multidisciplinary department focused on ideating, designing, developing, and validating trustworthy and effective AI innovations for IBM's AI product portfolio in close collaboration with product design, user research teams, and academic partners.
- Oversaw a portfolio of ~15 research projects in Human-Centered AI, encompassing areas such as automated data science, visual AI, Human-AI collaboration, and AI fairness and explainability.
- Delivered research that informed and shaped key AI products and features driving ~$30M in attributable revenue impact and ~$10M in operational savings, including AutoAI, Watson Orchestrate, FactSheets, Watson Assistant, AuthorWorkbench, Recognition Bot with more than 10K internal users.

Global Strategy Lead for Human-Centered AI   2021 - 2024

- Built and steered a Human-Centered AI strategy team, setting the research agenda across three global labs and launching five research projects annually. Ensured alignment with business priorities and collaborated closely with senior research leadership across divisions to define and communicate scientific and strategic directions.
- Amplified internal and external visibility of the organizational strategy and strengthened the company's external reputation through high-impact academic partnerships with MIT, Stanford, Georgia Tech and RPI.

Recruiting Program Manager for MIT-IBM AI Lab   2017 - 2022

- Directed the AI research division's recruitment strategy, delivering 70+ hires in first year through Python- and AI-based sourcing automation and targeted candidate outreach at major AI events, generating a pipeline of ~20K candidates. Built the inaugural team for the IBM-MIT AI Lab.

Manager & Principal Research Staff Member   2015 - 2017

- Managed a research team developing a next-generation conversational AI platform, resulting in advanced chatbot solutions for enterprise applications. Directed a $2M product innovation fund jointly with the collaboration products business unit to accelerate high-impact R&D initiatives.

- Partnered with Human Resources to develop conversational assistants aimed at streamlining the onboarding process and enhancing employee engagement initiatives with more than $10M attributable savings.
- Shaped the design and strategic direction for key projects, including productivity tools integrated into email systems and interactive platforms such as Selfiestation and Engage@IBM reaching more than 10K users globally.

Research Manager & HCI Community Lead — 2011 - 2015

- Managed an interdisciplinary team driving the design, development, and evaluation of technologies for online communities and social analytics, including employee engagement dashboards leveraging sentiment analysis of internal social media.
- Directed the global HCI research community, overseeing a speaker series and managing sponsorship of major HCI conferences to strengthen visibility and research impact.
- Co-created novel products with Human Resources and the CIO office, including Enterprise Crowdfunding, Social Pulse, and Kenexa Survey Analytics delivering more than $20M in attributable savings and generating over $10M in revenue.

Research Staff Member & Product Engineer — 2002 - 2010

- Led multi-disciplinary project teams, conducting research in social computing, recommender systems, and group collaboration, resulting in the successful productization of enterprise tools & technologies such as IBM Connections and Activities adopted by more than 65K internal users and generating over $300M in revenue.
- Directed a product team of 5 software engineers as both architect and hands-on software engineer in IBM Software group to deliver the end-to-end design and development of a collaboration product.

EDUCATION

University of Mannheim, Germany — 1999
Ph.D. Computer Science

University of Mannheim, Germany & Institut Eurécom, France — 1995
M.S. Computer Science & Business Administration, Master's Thesis at Eurécom, France
Graduated Best in Class (Top 1%) & Won a Best Paper Award for Thesis

RECENT CERTIFICATIONS

Multi AI Agent Systems with CrewAI, DeepLearning.AI, May 2025
Practical Multi AI Agents and Advanced Use Cases with CrewAI, DeepLearning.AI, May 2025
ChatGPT Prompt Engineering for Developers, DeepLearning.AI, May 2024
Functions, Tools and Agents with LangChain, DeepLearning.AI, May 2024
Deep Learning, Coursera, DeepLearning.AI, Andrew Ng, Jan 2020
Machine Learning, Coursera, Andrew Ng, 2015

AWARDS & EMINENCE

ACM Distinguished Member 2024, **100+ Publications** (H-Score: 46), **40+ Patents**, **10+ IBM Outstanding Technical Achievement Awards** 2002-2024, **6 Best Paper Awards**: CHI (2x), RecSys, AACE, IEEE, CHIWORK, **Outstanding Reviewer Award** IUI 2025, **Outstanding IBM People Manager Award** 2017, **Founding editor** of the Human-Centered AI publication on Medium, 2023 (https://medium.com/human-centered-ai), Recognition of **ACM Service Award** 2016, Organizing Committee, Reviewer, Invited Speaker roles at top scientific venues and customer events 2002-2025, work featured in The Atlantic, Harvard Business Review, Yahoo Finance, Business Week (print-only), CNN.

LEADERSHIP & COLLABORATION STRENGTHS

Vision & Strategy Development • Leading Cross-Functional Research & Design Teams • Mentoring Researchers, Developers & Designers • Academic & Industry Collaboration Stewardship • Evidence-Based Innovation & Evaluation

TECHNICAL EXPERTISE

Python • VS Code • Git/GitHub • Pandas • NLP Tooling • LLM Prompting and APIs • RAG • Generative AI • Agentic AI • Crew AI • Vibe Coding • Databases & SQL • Mixed-Methods UX Research • UX Design (previously built enterprise-scale web-based systems in Java, HTML, JavaScript; now focused on Python-based prototyping and applied research workflows).