NAJIA PAN

AI PRODUCT MANAGER | AI-NATIVE PRODUCT BUILDER

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AI Product Portfolio ↗

SUMMARY

AI Product Manager and AI-native Product Builder combining UCLA training in Statistics & Data Science and Film & Digital Media with product creativity, design judgment and systems thinking. Translates user needs and complex business logic into clear product experiences, executable system architectures and verifiable evaluations across agents, knowledge systems and multimodal products. Brings experience connecting technical teams and business stakeholders across China and the U.S., an international product mindset, and independently taking diverse products from 0 to 1, supported by nine years of bilingual, cross-cultural study and collaboration and four years of generative AI use.

PROFESSIONAL EXPERIENCE

OLA Vacations **Beijing, China / Fort Lauderdale, USA**

Wholly owned U.S. subsidiary of Gaund Holding Group

AI Product Management Trainee | AI Innovation & Cross-Border PMO *Dec 2025 – Aug 2026*

- Converted 250 production API logs into 16 P0/P1 Data Warehouse Agent eval cases, improving routing accuracy by 22%; identified two systemic SQL defects, including field selection affecting over half the cases.
- Helped define NLU and recommendation specifications for an AI cruise-sales assistant; governed a RAG knowledge base covering 36+ cruise brands, 476+ ships and 100+ JSON assets through standardization, three-source verification and version control.
- Interviewed three advertising, film and theatre professionals to build an AIGC directing workflow; A/B-tested concept development, storyboard sequencing and prompt precision, and built a style-template matrix, improving difficult-emotion video quality by 67%.
- Built five-dimensional video evals covering character consistency, physical consistency and UGC authenticity, with risk-based hard blocks, soft gates and diagnostics. Detected input keyframes misjudged as generated output; rescored actual output first frames, correcting two 100% pass rates to 67% and 80%.
- Managed cross-border PMO for an external AI platform partnership; organized and bilingually facilitated 30+ China–U.S. sessions on GEO, data feedback loops and enterprise AI workflows. Interpreted technical documentation, business requirements and system boundaries to align collaboration and delivery.

Everlabs **Los Angeles, USA**

Data Product Analyst & Business Development *Jun 2024 – Jun 2025*

- Built Dune Analytics dashboards across BSC, Avalanche, Ethereum and Dogecoin, analyzing growth, network activity, token distribution and transactions; informed deployment-chain selection, launch timing, product direction and GTM decisions with product and engineering teams.
- Supported a Tezos digital-asset marketplace launch in a bilingual environment; managed Chinese Telegram/Discord content, localized support, international KOL partnerships and events, contributing to $100K+ GMV, 500+ community members and an event reaching 5,000+ users.

Beautiful Hardware Manufacture Ltd. **Los Angeles, USA**

Growth Product Analyst & Business Development *Apr 2023 – Apr 2024*

- Led U.S. market discovery, localization and business development for a Chinese hardware manufacturer; interviewed and held partnership discussions with Costco, Walmart, regional retailers and independent designers, translating feedback into positioning, assortment and launch decisions.
- Increased sales by 19% through localized brand positioning and product A/B testing; built analytics and business dashboards that reduced CAC by 23% and improved average conversion by 18% across a roadmap of 30+ product launches.

UCLA HASS Lab **Los Angeles, USA**

Interdisciplinary Product Research *Jun 2023 – Dec 2023*

- Conducted 50+ voice-of-customer interviews with students and faculty, translated interdisciplinary collaboration barriers into user stories, KPIs, and a mentor-matching MVP, and incorporated research findings into the project execution plan.

HP Tech Ventures **Los Angeles, USA (Remote)**

Business Analyst Extern ***Aug 2022 – Oct 2022***

- Identified 10+ technology investment opportunities in hybrid work; used regression, SQL data cleaning, and Tableau visualization to examine relationships among founding teams, product-market fit signals, and venture outcomes.

Domus China **Beijing, China**

Editorial Intern ***Jun 2018 – Mar 2019***

- Translated and localized 100+ selected articles from Domus international editions between English and Chinese; checked bilingual copy and organized interview materials for the China edition.
- Conducted on-site interviews at art and design events in China, interviewed artists and architects, published two design-trend articles, and represented the magazine at industry workshops

INDEPENDENT PRODUCTS & VENTURES

Lemon Board Games | WeChat Mini-Program **Chongqing, China**
Co-owner / 0→1 AI Product & Visual Creation Lead *Aug 2025 – Present*

- Led store positioning, spatial design, brand identity, AIGC posters, membership cards, and promotional materials as a co-owner; iterated with the business lead to complete delivery, with brand and campaign assets adopted in the operating store.
- Owned product definition, feature and interaction design, visuals, architecture and AI-assisted full-stack development for customer and staff WeChat mini-programs; established semi-automated, asynchronous handoffs between coding and deployment agents with explicit implementation, execution and review responsibilities.
- Co-developed an Eval Spec with AI and assessed real deployment rounds on product acceptance and agent execution; verified claims, evidence, versions, authorization, failure recovery and avoidable human coordination, driving fixes and evidence-backed rechecks.
- Translated reservations, table matching, membership, combined payments, and staff collaboration into executable business rules; implemented automatic billing, multi-party checkout, order splitting and merging, and exception handling.
- Progressively validated rules Q&A, lateral-thinking puzzles, strategy advice, personalized recommendations and decision review in the operating store, moving from rule accuracy toward complex decisions; designed the feedback path into Unseen.

Unseen | AI Decision & Metacognition Product **Beijing, China**
Independent AI Product Lead *Apr 2025 – Present*

- Conducted 10 structured interviews with founders, investors, and career decision-makers; translated concerns about AI sycophancy, overlooked assumptions, and insufficient evidence into problem reframing, blind-spot discovery, and judgment calibration.
- Designed a framework knowledge base and layered reasoning architecture with applicability checks, task classification, goal clarification, evidence gates, and conditional analysis of people, context, timing, and risk.
- Defined diagnostic and execution boundaries through human review, confidence controls, framework conflict checks, and reverse stress tests; limited unsupported certainty and enabled users to correct facts and intervene in next steps.
- Delivered a working Streamlit prototype and established layered evaluation, failure attribution, paired baselines, and regression tests to examine routing, evidence eligibility, and execution completeness; incorporated user feedback and human review records into product iteration.

Muse SDK Gadgets | AI Progress Companion **Beijing, China**
Independent AI Product Creator *Oct 2026 – Present*

- Built a desktop progress companion using the Muse Gadgets SDK simulator; adapted window presentation and a state bridge to turn agent-authored status into expressions, captions and progress rings for glanceable, low-interruption feedback.
- Implemented state-file monitoring and simulator updates; used logs to fix startup failures from an invalid state field. Kept process launch under user control and limited agents to state-data writes; documented code, reproduction steps and limitations.

Evidence First | Open Agent Hackathon (ChainThread) **Oct 2026**

- Developed a local AI research workbench for Ethereum analysts, integrating actual on-chain queries through Zetaris, Nemotron, and H-MEM, with review against user-confirmed evidence criteria.
- Implemented human confirmation, corrections, and versioned provenance while preserving “insufficient evidence” outcomes; passed 13/13 H-MEM checks and six persistence checks. The video includes an actual model misjudgment and human correction.

Foodies | AI/ML Personalized Recipe Recommendations **Los Angeles, USA**
AI/ML Product Discovery Project ***Sep 2023 – Dec 2023***

- Conducted North American user research through 31 interviews, 115 survey responses, and analysis of 50 sources, identifying personalized recipe-recommendation needs and gaps in existing alternatives.
- Translated research findings into personas, problem definitions, and feature hypotheses, developing an ML-driven personalized recipe-recommendation product concept.

EDUCATION

University of California, Los Angeles (UCLA) **Los Angeles, USA**
B.S. Statistics & Data Science; B.A. Film & Digital Media — GPA 3.61, College Honors ***Dec 2022***

Shanghai Theatre Academy **Shanghai, China**
Directing, Film & Theatre — National admission rank: 13

CAPABILITIES & TOOLS

AI Product: Agent workflows, AI Evals, RAG, AIGC, recommendation systems, human-in-the-loop, competitive research, version iteration, technical log management

Technical & Data: SQL, Python, R, APIs, JSON/schema design, Tableau, Power BI, Dune Analytics, Streamlit, GitHub, SDKs

Design & Research: User interviews, surveys, product discovery, PRDs, Figma, A/B testing, visual storytelling, interaction design, brand systems

AI Practice: ChatGPT/Codex, Claude/Claude Code/API, Cursor, Gemini, DeepSeek, Qwen, Perplexity, Grok, NotebookLM, Muse, Draw Things + LoRA model packages, Doubao

Languages: Mandarin Chinese (native), English (fluent)

Certifications: AI Product Management Specialization · Real-World Product Management · PM Accelerator · Cloud Architecture · SQL · API & Web Services · Software Architecture · Machine Learning in Quantum Physics