

# **WILL BAO**

Oakland, CA •

## **SUMMARY**

Oakland-based strategy, operations, and technology leader with 10+ years of experience helping organizations make high-stakes decisions across finance, HR, systems, and operations. Background in accounting, enterprise architecture, compliance-oriented product work, and cross-functional advisory leadership. Experienced in evaluating tradeoffs, improving transparency, aligning stakeholders, and translating complex data into practical recommendations. Interested in applying private-sector rigor and public-service mindset to support Oakland's budget stewardship and fiscal decision-making.

## **RELEVANT EXPERIENCE**

### **Adobe — Sr. HR Tech Architect**

**May 2025 – Present**

- Lead cross-functional initiatives spanning workforce strategy, operations, analytics, and technology, helping leadership evaluate priorities, define success metrics, and make informed investment decisions.
- Advise on architecture and governance for complex employee-facing systems, with a focus on scalability, accountability, and long-term operational effectiveness.
- Develop strategy for emerging technology capabilities, including evaluation of business value, implementation risks, and cross-functional integration needs.

### **Bao Ventures LLC — Principal**

**Jan 2023 – Present**

- Advise clients on complex business, systems, and operational challenges across HR, finance, and technology functions, translating fragmented processes into scalable, measurable solutions.
- Led a large-scale integration effort for a Fortune 10 healthcare organization covering 10,000 employees across HR and finance systems, helping ensure continuity of payroll, benefits, and business operations during organizational change.
- Improved onboarding coordination across recruiting, IT, and HR operations, reducing manual handoffs and shortening delays for new employees.
- Support publicly traded and privately held companies on process design, data quality, governance, and implementation tradeoffs affecting compensation, equity, recruiting, and organizational operations.

## **Stripe — Staff Product & Program Manager**

**Oct 2021 – Nov 2022**

- Led cross-functional development of an internal talent management product serving executives, managers, and HR, balancing stakeholder needs, implementation feasibility, and measurable operational outcomes.
- Directed automation initiatives across equity, payroll, finance, and HR systems to reduce manual processes, improve data integrity, and support time-sensitive company priorities.
- Worked across technical and business teams to turn complex operational challenges into structured plans, clear decisions, and durable internal processes.

## **Workday — Principal Product Manager / Architect**

**May 2015 – Oct 2021**

- Led strategy and execution for enterprise software products used at scale, with responsibility for roadmap prioritization, stakeholder alignment, operational risk, and measurable customer impact.
- Built solutions that reduced implementation complexity, improved administrative efficiency, and helped organizations navigate compliance and workforce management challenges.
- Led product work in regulated and operationally sensitive areas, translating policy and business requirements into practical systems and processes.

## **PwC / Deloitte — Consulting Roles**

**Jul 2013 – May 2015**

- Worked directly with clients on requirements gathering, process design, testing, implementation, and business process improvement.
- Supported pricing, proposal development, and cross-functional delivery planning, building a foundation in structured analysis, stakeholder communication, and execution discipline.

## **EDUCATION**

**California Polytechnic State University, San Luis Obispo**

Business Administration, Accounting

## **ADDITIONAL STRENGTHS**

- Budget-adjacent decision support
- Cross-functional stakeholder alignment
- Process transparency and governance
- Operational risk assessment
- Data-informed decision making
- Complex systems and implementation oversight

## **COMMUNITY INTEREST**

Oakland resident interested in public service, fiscal stewardship, and helping the City make clearer, more effective budget decisions.