Paul Gendek

Senior Staff Engineer | Greater Orlando

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PROFILE

Senior Staff Engineer at The Estée Lauder Companies, working across front-end architecture, shared platforms, design systems, digital commerce and applied AI. Contributions to ELC digital infrastructure since 2012, alongside independent products I direct, test and release.

Software architecture · Technical leadership · Design systems · Product engineering · Generative AI · React · TypeScript · Drupal · Shopify · Cross-team delivery

EXPERIENCE

The Estée Lauder Companies | May 2022 - Present

Senior Staff Engineer | Mar 2025 - Present

Senior Staff Engineer, Brand Experience | Apr 2023 - Mar 2025

Senior Staff Engineer, Global Online | May 2022 - Apr 2023

- Initially enabled GitHub Copilot code review across 30+ repositories. We later refined defaults in a small subset, skipping drafts or using reviewer-requested final sweeps to preserve developers' usage allowances.
- Supported Tom Ford and Lab Series launches on Shopify through engineering enablement, bidirectional Jira/GitHub issue linking and an integration preserving existing embedded quizzes and tools.
- Defined shared-services architecture across four AI quality initiatives: audit trails, workflow orchestration, events, configuration and controlled write-back, with human review before enterprise-system updates.
- Provided engineering oversight of vendor delivery for a GCP-based agentic AI platform targeting regulated quality workflows, aligning architecture, AI/ML and delivery teams.
- Enabled Figma MCP with Copilot Agent for design-to-theme review; advanced design-library tooling and delivered short-notice UX enhancements to Jo Malone's AI Scent Advisor.
- Front-end architecture across ELC's global beauty portfolio; graduated from the 2024 ELC Emerging Leaders Program.

Cognizant Softvision | Sep 2012 - May 2022

Senior Platform Architect, Front End | Jan 2019 - May 2022

Senior Front-End Architect | Feb 2017 - Jan 2019

Senior Drupal Engineer / Front End Team Lead | Dec 2015 - Feb 2017

Drupal Engineer | Sep 2012 - Dec 2015

- Front-end platform architecture for ELC's global beauty portfolio. Brand experience includes Estée Lauder, Clinique, M·A·C Cosmetics, La Mer, Jo Malone London and Tom Ford Beauty.

INDEPENDENT PRODUCTS

Signal & Habit | Founder & Product Engineer

August 2025 - Present (concurrent)

An independent product studio and living portfolio for tools I want to use and ideas I want to explore. Product work began with Mock Band in August 2025; Signal & Habit became the shared identity in October 2026. I define requirements and architecture, test the experience and approve releases. AI agents implement changes and run automated checks.

Mock Band - Adjustable browser backing band. Owned product direction, platform choice, requirements, hardware acceptance testing and merge decisions; agents implemented changes and ran automated checks.

Campare - Recreate an earlier photo with matching framing and angle, then compare before and after.

Scantrast - Scan food products and interpret nutrition against your saved daily targets.

KitchenGrade - Explore public restaurant inspection histories and independently calculated grades, with dated evidence and links to official reports.

WaterGrade - A taste tool. Rate restaurant water and share water type, vessel and dispenser; taste does not establish safety.

ADDITIONAL EXPERIENCE

Independent consulting | Sep 2006 - Sep 2018

Freelance Contractor

Client work included Indian River Medical Center Foundation, Metal Injection, Junior Achievement of Central Florida and Foreclosures Daily.

Bluespark Labs | Drupal Themer, UI & Design | Jun 2010 - Jun 2012

XOS Digital | Front-End Web Developer | Jul 2011 - Oct 2011

Bonnier Corporation | Lead Web Developer | Oct 2008 - Jun 2011

TV4, Stockholm | Web Designer, Internship | Feb 2011 - May 2011

AKT Enterprises | Web Developer | May 2008 - Nov 2008

EuroRSCG | Web Developer | Jul 2008 - Aug 2008

EDUCATION & DEVELOPMENT

Colorado State University Global | 2025

B.S., Interdisciplinary Professional Studies | Summa cum laude · GPA 4.0

Valencia College | 2016

Associate of Arts, General Studies | GPA 4.0 · Phi Theta Kappa · President's List

Udacity | 2018

React Nanodegree

Scaled Agile | 2019

SAFe for Teams