

BARTOSZ BUKOWSKI

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- » With over 10 years in product design for web and mobile with strong emphasis on UX and UI, including 6+ years leading design teams, I bring a proven track record of guiding designers through complex, high-impact products from strategy to delivery.
- » My leadership philosophy emphasizes autonomy, accountability, craftsmanship, and personal growth - empowering remote teams to perform at their best while fostering a culture of excellence.
- » I combine strong UX and visual design fundamentals - typography, layout, composition, and interaction patterns - with deep research-to-design expertise, defining the “why” and building the “how” through data, empathy, and iteration.
- » Skilled in stakeholder management, I articulate and defend design strategies through storytelling, evidence, and clarity, ensuring alignment across disciplines and leadership levels.
- » With extensive experience creating and maintaining scalable and tokenized design systems that unify vision and execution, I’m ready to lead your design organization toward innovative, cohesive, and human-centred products - let’s connect to make it happen!

EXPERIENCE:

11/2022 – 06/2025 - IT&D UX/UI Design Manager – Reckitt, Warsaw

- Managing the team of designers, fostering the UX community, mentoring and guiding designers.
- Product ownership of tokenized design system, defining priorities and KPIs, planning product road map.
- Setting and scaling up migration processes, defining priorities and requirements, cooperating with other internal teams and external agencies.
- Managing Stakeholders - gathering requests, establishing essential features and functionalities of the product.
- Educating and consulting Reckitt’s brand teams about usability, functions and boundaries of our product.
- Building process of globally unique tokenisation for multibrand design system.
- Managing process of designing and building GenAI-powered app for multibrand use.

Achievements:

- Built global multibrand design system & framework for 200+ brands and 80+ markets.
- Achieved cutting delivery cost by 50% and reducing delivery time to market by half [“50% cheapertwice as fast”].
- Migrated over 700+ websites to common framework.
- Managed creation of 40+ brand templates for global use (including 7 Powerbrands).
- Unified and standardised design process (currently system facilitated by 200+ brands globally).
- Established team of highly competent, versatile designers.

01/2020 – 10/2022 - UX Design Chapter Lead – Reckitt, Warsaw

- Building from ground up, expanding and managing the UX Design Team.
- Leading Design Team as internal creative agency, working with multiple Hub's teams simultaneously.
- Managing and planning designers' work and engagement in projects; Projects valuation.
- Establishing the principles of UX role in product development process.
- Governing the relations with external digital and creative agencies.
- Assuring the accessibility compliance across Reckitt digital products.

Achievements:

- Built the Design Team (8 versatile designers) working as internal creative unit.
- Architected complete design process for digital product development.
- Creation of 11 Power brand templates for global use.
- Designed Healthcare Professionals Platform for Reps and Doctors communication.
- Introduced WCAG 2.1 AA as global industry standard in Reckitt organization.

04/2016 – 12/2019 - UX/Graphic Designer – Reckitt, Warsaw

- Preparing wireframes and user journeys for Reckitt IT products (websites and apps).
- Creating and handling the Reckitt Digital Brand (guidelines and assets).
- Designing UI for database systems.
- Handling the look and feel of many Reckitt's and Mead Johnson's brands during development.
- Educating, consulting and supporting in regard of accessibility and user perspective.
- Preparing graphics for campaigns.
- Designing various elements for R&D project initiatives.
- Handling UX tasks and processes in dev team, building UX competencies, starting new UX Team.

Achievements:

- Designed 40+ brand layouts for StarterKit platform.
- Migrated 90+ sites to StarterKit.
- Designed Global Pharmaceutical Delivery Portal.

02/2013 – 03/2016 - Senior Web developer – Lionbridge, Warsaw

- Filling the role of lead graphic designer and design mentor for all Cisco Teams.
- Ownership and advocating for brand rules and guidelines obligatory Cisco websites.
- Creation of mobile pages and applications.
- Implementation of RWD on Cisco websites, providing RTL support.
- Individual business client management.
- Project management.

11/2009 – 01/2013 - Web developer – Lionbridge, Warsaw

- Creation, edition and maintenance of EMEA - Cisco.com pages.
- Designing page layouts, graphics and multimedias.

05/2007 – 10/2009 - Multimedia specialist – Lionbridge, Warsaw

- Edition and localization of digital and web products.

SOFTWARE AND TECHNOLOGY PROFICIENCY:

- » Adobe CC software (Photoshop, Illustrator, XD, InDesign, Lightroom etc)
- » Layout creation software (Figma + Token Studio, Sketch, InVision)
- » Data analysis software (Google Analytics, HotJar, Lighthouse, Content Square, Site improve)
- » Version control system (Git)
- » Prompt engineering and GenAI applications (Openai, Gemini, Claude, Dall-e, Midjourney, Leonardo)
- » Combining design and AI tech (Figma, Claude, Codex)
- » Project management (Jira, Confluence, ADO)
- » Documentation repositories (Storybook)
- » Knowledge of HTML and CSS, principles of RWD, etc.
- » Certificates:
 - › Foundations of User Experience (UX) Design by Google (2021)
 - › Professional Scrum with User Experience by Scrum.org (2021)

SKILLS AND RECENT DUTIES:

- » **Strong analytical skills** - ability to evaluate and prioritize in complex product design processes.
- » **Research driven design** – when possible, including synthetic data, users' feedback and research in design process as a solid baseline for data analysis, formulating goals and testing criteria.
- » **Accessibility oriented thinking** – always setting accessibility as highest priority, informing and training all sides of product development about principles WCAG and importance of accessibility.
- » **Team management** - building design teams from ground-up, participation in hiring process, skill assessment, role assignment, project overseeing, capacity management.
- » **Mentoring the designers** – guiding team members through their careers, helping setting goals and long-term plans, driving their curiosities and passions, supporting their endeavours.
- » **Building internal UX community** – creating and maintaining inter-hub UX communication channel, conducting discussions and meetings regarding UX techs and novelties, setting roles and common goals, building true designers' companionship.
- » **Handling design part of digital product development process** – Defined complete design process as a part of product development, Managing end-to-end design process: *definition - implementation - distribution - maintenance*.
- » **Great cooperation with stakeholders** – consulting and educating brands and business partners about features of our digital product; gathering feedback and requests; providing solutions and advising best practices to achieve desirable results, managing expectations.
- » **Merging worlds of business, design and development** – my team was the bridge connecting stakeholders and product development through user perspective. We were providing unusual solutions, out-of-the-box, user-oriented thinking and achieving compromise suitable for all sides.
- » **Exceptional communication and presentation skills** – Informing various types of stakeholders about values of our digital product, its genuine design system, unique approach and pioneer tokenization process. Setting most important features to match participants needs.
- » **Years of development of design skills** – Splendid colour perception, highly developed aesthetics and sense of composition. Good understanding of perception psychology and use of adequate typography.
- » **Languages:** Native Polish, Fluent English (C1), Basic Spanish.
- » **Education:** Warsaw University of Technology (Politechnika Warszawska), Electronics and Information Technology Faculty, Information and Communication Technology – 2002 – 2006 (unfinished)

HOBBIES:

3D printing, Formula 1, DIY & Tinkering, Strategic games