

SAM KUHLMANN

Palisade, Colorado
samkuhlmann@odyssy.io
<https://www.samkuhlmann.com/>
<https://www.linkedin.com/in/samkuhlmann/>

FORWARD DEPLOYED PRODUCT ENGINEER / AI IMPLEMENTATION ENGINEER

Product-minded full-stack developer with a long history of turning ambiguous client, business, data, and operational needs into shipped software. Background spans client-facing technical delivery, product management, custom workflow applications, API/data integration, DAO tooling, distributed-team operations, and AI-enabled collaboration systems.

Recent work focuses on practical AI implementation: internal copilots, RAG/knowledge systems, workflow automation, agent-assisted maintenance, shared context, and human-in-the-loop approval workflows. Strong fit for roles that need someone who can move between discovery, implementation, customer communication, and iterative delivery.

CORE STRENGTHS

- Forward-deployed product engineering and client-facing technical delivery
 - Workflow discovery, requirements gathering, solution design, and implementation
 - Full-stack web application development for internal tools and customer workflows
 - API integration, data integration, CRM/customer database workflows, and reporting systems
 - AI-enabled workflow automation, internal copilots, RAG, and knowledge systems
 - Human-in-the-loop AI patterns, review workflows, guardrails, and operational safety
 - Product management, cross-functional delivery, documentation, and reusable implementation patterns
 - Distributed-team operations, DAO tooling, governance workflows, and shared-context systems
-

TECHNICAL STACK

JavaScript, React, Angular, Ruby, Rails, Firebase, Postgres, SQL, AWS, AWS Lambda, REST/API integration, customer database workflows, workflow automation, RAG/knowledge systems, internal copilots, human-in-the-loop AI workflows, and agent-assisted operations.

Current FDE study and target areas: TypeScript, Next.js, Python, Docker, CI/CD, observability, OAuth/webhooks, structured outputs, tool calling, embeddings/vector search, MCP, Supabase, and AI evaluation.

EXPERIENCE

SUPERPRISM

Research / Product Development | Sep 2025 - Present

- Research and build systems for human-agent coordination, shared context, and AI-assisted work.
- Develop product concepts and implementation patterns for AI-enabled workflows, knowledge systems, context engineering, and future-of-work infrastructure.
- Explore privacy- and sovereignty-preserving collaboration patterns where humans and AI agents operate from shared records, memory, and workflow state.
- Work on Refactory-style patterns combining RAG, workflow automation, operator interfaces, and human-governed agent assistance.

RAID GUILD

Product Developer | Jan 2020 - Present

- Contribute as a product developer within a decentralized service collective delivering web3, AI, product, design, development, and strategy work through flexible teams.
- Help shape AI-enabled internal systems for onboarding, project tracking, reporting, knowledge synthesis, marketing automation, member operations, CRM/sales assistance, and tool maintenance.
- Build and operate in distributed delivery environments where context is spread across meetings, chat, repos, docs, client conversations, and contributor memory.
- Develop practical AI-assisted workflows for internal copilots, reporting, workflow assistance, and agent-led maintenance of internal tooling.
- Work in DAO-native environments requiring async coordination, shared governance, flexible team formation, client-facing ambiguity management, and cross-functional execution.

DAOHAUS

Founder / Product Development / Application Development | 2019 - Present

- Helped found and develop DAOhaus as a product and protocol ecosystem for DAO formation, governance, treasury coordination, proposal workflows, and decentralized organizational operations.

- Led application development and contributed to indexing/API development for product surfaces used by decentralized communities coordinating members, funds, proposals, and on-chain execution.
- Translated complex governance and smart-contract primitives into usable web product experiences for communities and builders.
- Managed development teams and contributor workflows across product, engineering, documentation, and developer relations.
- Created developer relations materials and built SDK tooling for developers building on top of the platform.
- Applied AI and agent tooling to long-lived protocol maintenance through progressive automation, clearer software surfaces, better support context, triage assistance, implementation support, artifacts, reporting, and human approval paths.

ODYSSY

Founder / Product Development | Jun 2018 - Present

- Founded Odyssey as a development vehicle for web3, AI, DAO, collaboration, and emerging technology projects.
- Built and coordinated projects across full-stack web development, product strategy, blockchain systems, collaboration software, embedded product delivery, and future-of-work experiments.
- Built and maintained a custom book-building product for Ingram that allowed users to author books, design interiors and exteriors, and prepare complex production-ready files for printing.
- Maintained and grew the Ingram product over seven years, then prepared and transitioned it to the client when they had internal capacity to operate it.
- Supported digital/physical commerce concepts connecting tokenized assets, ownership mechanics, redemption workflows, agricultural products, and seasonal fulfillment cycles.

SLALOM CONSULTING

Engineer | Mar 2018 - Jun 2018

Denver Metropolitan Area

- Served as an engineer in a consulting environment supporting client-facing technical delivery.

ADVANTAGE INTEGRATED SOLUTIONS

Software Developer | May 2015 - Feb 2018

Denver Metropolitan Area

- Built full-stack web applications for a custom software consultancy serving enterprise and emerging-company clients.
- Designed and implemented custom workflow systems on top of existing business databases and operational processes.
- Led solution architecture, solution implementation, front-end development, web service integration, database integration, testing, and deployment.
- Supported solution discovery, client management, internal team coordination, and technical delivery.
- Built a custom scheduling and invoicing platform on top of a Quickbase database for a translation-services marketplace, connecting customers, internal operators, translators, appointment logistics, reporting, and invoicing.
- Worked with JavaScript, React, Angular, Ruby, Rails, Firebase, Postgres, SQL, AWS, and AWS Lambda.

MERKLE

Digital Solutions Manager | Aug 2012 - Aug 2014

Denver, Colorado

- Ran an application development team building software on top of large CRM and customer data environments.
- Worked with clients to understand customer databases, gather requirements, define application workflows, and create technical specifications.
- Led cross-functional delivery across clients, UX designers, database teams, and application developers.
- Helped advance a new software development capability within a larger customer relationship marketing organization.
- Delivered analytics and reporting tools, real-time customer service tooling, customer preference data services, and applications/interfaces connected to major customer data stores.

FACTORY DESIGN LABS

Account Supervisor / Account Manager / Product Management | Oct 2006 - Jan 2012

Accounts: The North Face, Audi of America

- Managed client-facing delivery across information architecture, UX, visual design, content creation, development, QA, deployments, maintenance, analytics, mobile, ecommerce, SEO, and campaign work.
- Started as a content developer on the Audi account, learning the constraints and operating patterns of an enterprise-scale CMS.
- Helped turn that CMS experience into a bespoke CMS and website-builder project for The North Face, mapping content needs across departments, publishing surfaces, and ecommerce integrations.
- Ran the CMS as a product manager after the agency turned it into a reusable product offering for other clients, shaping client requests into product improvements.
- Oversaw redesign, development, implementation, and ongoing enhancement work for thenorthface.com, audiusa.com, audi.ca in English and French, and 276 Audi dealer websites.

- › Coordinated client stakeholders, creative teams, technical teams, QA, deployment schedules, content operations, and ongoing product improvements.

DIC ENTERTAINMENT

Post Production Coordinator | Sep 2001 - May 2006

- › Coordinated post-production needs across development, production, distribution, marketing, and merchandising departments.

FRAN MAGAZINE

Publisher / Editor | Jun 2002 - Jan 2006

Los Angeles Metropolitan Area

- › Managed business and creative operations for an independent publication, including planning, contributor management, research, writing, photography, editing, design, layout, print coordination, marketing, promotions, and advertising sales.
- › Designed, programmed, and maintained the publication website.

SELECTED IMPLEMENTATION THEMES

AI WORKFLOW AND KNOWLEDGE SYSTEMS

- › Superprism and Refactory work around shared context, RAG, knowledge retrieval, operator workflows, internal copilots, and human-governed agent assistance.
- › DAOhaus Hauskeeper work around agent-assisted maintenance, triage, implementation support, reporting, and human approval paths.
- › Raid Guild internal tooling for knowledge synthesis, reporting, marketing automation, member operations, CRM/sales assistance, and workflow support.

CUSTOMER WORKFLOW AND DATA INTEGRATION

- › Merkle applications on top of customer databases for analytics, reporting, real-time customer service assistance, and personalization.
- › AIS custom workflow application connecting customers, internal operators, translators, reporting, and invoicing on top of an existing Quickbase database.
- › DAOhaus indexing/API and application work supporting organizational workflows for proposals, members, treasuries, and execution.

PRODUCTIZED DELIVERY

- › Factory CMS product evolved from a client deliverable into a reusable agency offering.
- › Ingram book-building product built from scratch, maintained for seven years, and transitioned to the client.
- › DAOhaus evolved from tooling for decentralized teams into a broader platform/protocol ecosystem.

EDUCATION

University of Colorado Boulder | 1998 - 2001