

David Texidor

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PROFILE

Engineering leader building high-performing teams and AI-powered product delivery. 18+ years growing engineering orgs from startup velocity to enterprise maturity. I bridge the gap between emerging technology and production-ready systems, building teams that ship AI features to deliver scalable platforms across global markets, while driving AI adoption and automation into everyday engineering work.

Expertise:

Global Scale Product Development, AI-Powered Product Delivery, AI Adoption and Automation, IoT and Streaming Platforms, FinTech, Identity and Access, Internationalization and Localization, Organization Design, Technical Leadership, Hiring and Talent Development

EXPERIENCE

ARLO Technologies | October 2024 – Current

Director of Engineering, NPI Smart Home, Partner Solutions, Client Platform

10/2024 – Current

Leading two strategic areas expanding Arlo's product ecosystem and driving market growth

AI Adoption and Automation – Leveraging AI in everyday engineering work

- Drive AI adoption across 28 engineers in daily delivery: specs, coding, test automation, PR reviews, bug triage, and process improvements
- Optimizing AI usage via harness improvements, model routing, tool and MCP audits, and iterative best practices
- Replaced a manual localization (L10N) process with ai-powered translation: on-demand in a day or less, down from a 2-3 week cycle, with consistent quality and UX
- Leading automation-focused rollout of agent triage and orchestration for bug intake and triage delivering improved ticket quality and MTTR
- Coordinated and co-led org first AI workshops to ensure a consistent baseline across engineering teams

NPI, Smart Home (New Product Introductions) – Partnering across engineering, hardware, firmware, product, and go-to-market strategies to deliver differentiated user experiences, extend Arlo's competitive advantage, and accelerate adoption across consumer and enterprise channels.

- Launched Arlo's largest product release in history, (Sep. 2025)–nine new devices–across its full suite of camera offerings
- Improved device onboarding through product and UI optimizations that reduced churn by 14% and reduced time to onboard ~30%

Partner Solutions – Lead technical partnership with Arlo's top strategic partner in EU, delivering tailored software solutions unlocking new subscription and revenue opportunities.

- Ramped Arlo's newest product platform across EU and LATAM regions
- Delivering custom solutions across streaming, AI capabilities and cross-platform integration, increasing customer engagement

Previously, Client Platform – Directed core client platform, partner, and web initiatives.

- Accelerated Web platform releases from monthly to weekly supporting millions of devices and users, improving reliability and partner integration capabilities
- Drove adoption of analytics and insights frameworks informing product strategy through experimentation, feature ramps, enabling data-driven decision-making across business units

PROCORE | March 2021 – December 2023

Director of Engineering, Account Onboarding, UI Platform

11/2022 – 12/2023

- Led five teams of 4 managers and 34 engineers, (React, NodeJS, Typescript, RoR, AWS, CloudFlare)
- Built and launched free accounts experience delivering 150k in segmented growth and new customer leads
- Improved Procore's core service SLA for customer projects from 538mins to 1.1mins, reduced daily errors from 3k to under 50
- Drove UI tech stack adoption across the entire engineering organization supporting 300+ engineers
- Migrating from RoR ERB templates (monolith) to decoupled micro front-ends (MFEs) enabling greater flexibility, DevOps, and time to production improvements (1-2 hours to less than 90 seconds)

Director of Engineering, Identity

07/2021 – 11/2022

- Scaled our org from 23 engineers to 51 engineers over 8 months, growing four teams to seven across engineering and management experience levels (RoR, React, Typescript, GraphQL, AWS)
- Delivered Permissions Management platform, User Management, and Authentication capabilities providing authn/auth capabilities central to the Procore Platform
- Established change management, best practices, and process improvements across the division, building an engineering-driven culture, increasing quality, and a customer-first mindset

Director of Engineering, Preconstruction

03/2021 – 07/2021

- Managed seven teams (4 managers, 39 engineers) across US and EU on Bidding & Estimating, BIM, and Doc Management; established the hiring cadence through rapid growth

PAYPAL | 14 Years, 2007 - 2021

Senior Engineering Manager, Identity Experiences

11/2018 – 03/2021

- Led 4 teams (3 managers, 26 engineers) delivering full-stack (UI and backend) Authentication and Security capabilities for PayPal globally, across Web and mobile (React, NodeJS, JAVA, iOS, Android); led hiring that grew the Identity org 50% across geo-diverse locations
- Redefined Security Experiences including new device identification, management, and login notification
- Led PayPal's platform and technical strategy for EU PSD2 SCA compliance, ensuring ~\$35B in annual regional TPV, and represented PayPal as technology SME to the CSSF (Luxembourg compliance regulators)

Engineering Manager II, Security Experiences

03/2017 – 10/2018

- Drove security mitigations for vulnerable accounts to 110% of goal within 12 months; auto-login after password recovery raised login success ~3-4% with
- Reduced customer service call volumes from 8% to 2.6% through customer messaging enhancements for ~\$400k savings per year
- Addressed high-profile escalations related to security vulnerabilities and third-party partner integrations including Skype, Kijiji, eBay, and Facebook

Engineering Manager II, Regional Solutions, Merchant Engagement

03/2014 – 03/2017

- Led global optimization and experimentation across Merchant On-boarding delivering ~70bps conversion uplift, and achieving a global ramp of 97%
- Built out teams in San Jose, CA and Austin, TX through hiring initiative across five managers onboarding 19 engineers in five months

Engineering Manager I, UI Engineering, Checkout, Global Ops

06/2008 – 03/2014

- Delivered \$35M in revenue lift on \$1B in increased TPV (2012) through checkout improvements for merchants and eBay globally, including rollout of new experiences to NA and EMEA
- Built the web development team for PayPal's Global Operations, supporting customer service applications and self-service flows on PayPal.com

EDUCATION

Grand Canyon University | Phoenix, AZ

Bachelor of Arts, Religious Studies and Psychology double major