

Steven Hagene

Senior Frontend Engineer / UX Engineer

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SUMMARY

Senior Frontend Engineer and UX-minded product developer with 10+ years of experience building production web, mobile, and AI-powered applications across clinical software, fintech, property management, legal tech, and federal environments. Founder and architect of three production design systems (enterprise, SaaS, and cross-platform web+Flutter), with deep practice in React, TypeScript, Next.js, Astro, design tokens, component governance, and accessibility (WCAG 2.1 AA / Section 508). Recent work includes AI-integrated product interfaces and a disciplined AI-assisted engineering practice built on multi-model adversarial review. Founder of an SBA-certified Service-Disabled Veteran-Owned Small Business. Former Marine Sergeant with prior TS/SCI clearance.

TECHNICAL SKILLS

Frontend: React 18/19, Next.js (App Router), Astro, Angular, TypeScript (strict), JavaScript, HTML5, CSS3, Tailwind CSS, Mantine, Material UI, Radix, Zustand, TanStack Query, tRPC, Zod, Flutter

UX and Design Systems: Design tokens (W3C, Style Dictionary, Token Studio), Figma, Storybook, UXPin, component governance, canonical components, ESLint design-rule enforcement, OKLCH theming, accessibility, WCAG 2.1 AA, Section 508

AI-Integrated Product: Claude Code, Claude Agent SDK, Anthropic SDK, OpenAI Codex SDK, LangGraph, LangChain, CrewAI, RAG, tool calling, structured outputs, multi-model adversarial review, in-browser ML (Transformers.js)

Backend, Cloud, and Delivery: Node.js, Bun, FastAPI, Python, PostgreSQL, Drizzle, Supabase, SQL Server, Qdrant, LiveKit, pg-boss, REST, AWS, GCP, Cloud Run, Vercel, Netlify, Docker, Playwright, Vitest, axe-core, GitHub Actions, Azure DevOps, Stripe, Payabli, QuickBooks Online

PROFESSIONAL EXPERIENCE

Semper Digital Solutions

Founder and Principal Software Engineer | 2024 - Present

- Senior consulting practice delivering frontend, full-stack, and AI product engineering for startups and small businesses; operated as an SBA-certified Service-Disabled Veteran-Owned Small Business (SDVOSB) and registered federal contractor.

TEO, property-management financial SaaS | Lead Frontend / Full-Stack Engineer (client engagement)

- Lead the development team and partner directly with the CEO on requirements and product direction, setting frontend standards, review culture, and delivery practices across a large multi-package React + TypeScript application.
- Founded the company design system from zero: a three-layer token architecture (primitive, semantic, component) with W3C-compatible exports and an isolated framework adapter, enforced through custom ESLint rules and canonical components so consistency comes from tooling rather than documentation.
- Lead WCAG accessibility remediation across the product, raising contrast floors at the token level and redesigning interactive states to remain usable in greyscale and for color-blind users.
- Own the payments and accounts-receivable domain end to end, from QuickBooks invoicing through settled payment (Payabli hosted checkout, branded pay links, webhook ingestion, background workers) along with the operator-facing AR surfaces and invoice workflows.
- Strengthened security and quality practices: identified and remediated a cross-environment ledger-write risk with default-deny, fail-closed safeguards, and instituted an adversarial multi-model AI review gate for money-path changes.

Musterhall, creator learning platform | Principal Engineer and sole developer (client engagement)

- Sole engineer for the entire platform: Next.js + TypeScript web application (marketing, catalog, checkout, video delivery, creator studio, admin console), Flutter mobile apps, and the Supabase/Postgres backend.
- Built the cross-platform design system from a single token source of truth, emitting themed CSS custom properties for web and a generated Dart package for Flutter, with a shared component library documented in a public Storybook catalog and governed by catalog-first rules.
- Built a reusable real-time video room engine on LiveKit with host moderation tools (permissions, muting, eviction, raise-hand, lockdown) and in-room chat on a wire protocol shared with the mobile client.
- Established the engineering quality bar: comprehensive automated testing (Vitest, Playwright e2e, CI-parity gates), a feature-flag rollout ladder with fail-safe semantics, and adversarial security review that caught and fixed real vulnerability classes before release.

CrimCaseAI portfolio, legal intelligence products | Principal Engineer (client engagement)

- Delivered a portfolio of legal-intelligence products from concept to production: a live case-management SaaS, a ground-up second-generation rebuild with schema-generated forms and in-browser ML so privileged legal data never leaves the client, and an evidence-intelligence platform serving paying law firms.
- Built investigation-grade UI for high-stakes users: case dashboards, evidence timelines, transcripts, human review queues, audit logs, and cited AI case chat gated by a ground-truth evaluation harness.
- Shipped Aegis, a local-first on-premises appliance (Docker) for restricted environments, with entity graphs, timelines, and map views over sensitive case data and no external dependencies.

Additional Semper work

- Designed and shipped 10+ production marketing and municipal website builds on Astro with token-driven design systems, WCAG 2.1 AA accessibility, git-based CMS workflows, and Lighthouse 95+ scores.
- Built a Python site-audit engine that scans small-business and municipal websites for security compromises, accessibility failures, and SEO defects; operate a 24/7 autonomous multi-agent business operations system handling lead generation, email triage, research, and content.

Endpoint Clinical

Senior Software Developer | Oct 2024 - Jan 2026

- Developed production frontend features for clinical trial management software used by pharmaceutical organizations worldwide, focused on authentication, workflow tooling, reporting, reliability, and user experience.
- Architected and built the complete single sign-on frontend, including component foundation, settings management, login and error flows, and user profile integration.
- Designed and implemented an AI-powered bug resolution workflow using GitHub Copilot agent tooling and Azure DevOps to investigate bugs, analyze related PRs, identify root causes, apply fixes, and create pull requests.
- Implemented end-to-end testing with Playwright, built features spanning validation, dispensation management, and reporting, and mentored an intern on frontend best practices and code review standards.

Tech: React, Next.js, TypeScript, Material UI, Playwright, GitHub Copilot, Azure DevOps

Computershare

Senior Software Developer / UX Engineer | Jun 2021 - Jul 2024

- Led development and architecture of the company-wide Global Design System, establishing a shared component library and reusable React components consumed by product teams across the organization.
- Pioneered an automated design-to-code workflow using Figma, Token Studio, Node.js, and Style Dictionary that turned design tokens into a governed source of truth for production components.
- Bridged design and engineering by validating UX feasibility, translating design requirements into scalable frontend patterns, and serving as primary liaison between design and development teams; temporarily served as team lead, managing sprint planning and mentoring developers.

Tech: React, Angular, Flutter, TypeScript, Tailwind CSS, Material Design, Figma, UXPin, Token Studio, Style Dictionary

EARLIER EXPERIENCE

Beroe Inc.

Software Developer | Jul 2018 - Jun 2021

- Built enterprise procurement web applications with Angular, Bootstrap, Material Design, and Java microservices; resolved performance bottlenecks and built automation tools saving the analyst team 100+ hours annually; led Angular training for enterprise clients.

Judge Consulting Group

Software Developer | Mar 2017 - Jul 2018

- Developed and modernized business applications using .NET, ASP.NET, C#, VB.NET, SQL Server, LINQ, and Entity Framework in Agile/Scrum environments.

Naval Air Systems Command

IT Specialist / Web Developer | Mar 2015 - Mar 2017

- Developed .NET web applications backed by SQL Server T-SQL and Oracle PL/SQL; led requirements gathering, technical analysis, and stakeholder coordination for federal program teams.

EDUCATION AND MILITARY SERVICE

Bachelor of Science, Computer Science

Grantham University

United States Marine Corps

Sergeant / Communications Specialist | 2006 - 2011

- Combat veteran and technical leader delivering secure communications in mission-critical environments; supported MARSOC communications systems and was the first Marine to deploy the G-SWAN satellite communication system in Iraq.
- Previously held TS/SCI security clearance; supported network security through vulnerability management, IAVA patching, and Nessus.