

# Junia Janvier

Senior Technical Product Manager · Licensed REALTOR® · The Education Alchemist

junia@juniajanvier.com · 401-400-1285 · linkedin.com/in/juniajanvier · juniajanvier.com

API & Data Platforms · Responsible AI  
AI Governance · Real Estate · DEI in Product  
EN · HT · ES · FR · LA

## SUMMARY

Senior Technical Product Manager with 4+ years directing complex API and data platform programs at scale. Own IDS, Capital One's authoritative income decisioning platform governing data quality across 16M+ consumer accounts. Identified and remediated a systemic classification error affecting 600K+ accounts. Spearheaded the 30M-account Discover Financial acquisition migration, the largest card conversion in Capital One history. Licensed REALTOR serving buyers, sellers, and investors across Rhode Island in four languages. Co-created the first accredited DEI in Technology course at Boston University. Bloomberg Black in Tech Lab Fellow. AAPF Fellow. Congressional honoree. National keynote speaker.

## EXPERIENCE

### Founder, Owner & Executive Director

*Age of Advocacy / Junia Janvier LLC · 2019 – Present*

- Founded Age of Advocacy at 19, a K-12 digital equity nonprofit designing curriculum in partnership with Wheeler School and Sophia Academy and mobilizing public school partners, nonprofits, and tech sector supporters.
- Formalized operations under Junia Janvier LLC (2025), the entity behind The Education Alchemist, housing keynote speaking, DEI curriculum development, PM coaching, homebuyer education, and community-centered resources.
- Deliver national keynote addresses and workshops on responsible AI, equity in product design, financial literacy, and women in STEM at confirmed stages: NSBE 50th National Convention, Black Is Tech, Blacks In Technology Convention, Girls Who Code Summit, Sophia Academy, Boston University, and CWE.
- Design and license educator toolkits, homebuyer guides, and community resources through The Alchemist's Archive in English, Haitian Creole, Spanish, and French.

### Senior Digital Product Manager — Income Decisioning Platform

*Capital One · Aug 2023 – Present*

- Govern IDS, Capital One's authoritative source for income, assets, housing, employment, and FICO data — accountable for data quality determining financial access for 16M+ consumers across all Credit Card segments.
- Architected a document-intelligence pipeline extracting and normalizing metadata from user-uploaded proof-of-income documents, replacing manual review workflows at scale with FCRA and ECOA compliance embedded at the design level.
- Identified and remediated a systemic income record classification error affecting 600K+ accounts, halting downstream bias propagation through Core Decisioning models before consumer impact.
- Spearheaded the 30M+ account Discover Financial acquisition migration, the largest card conversion in Capital One history, delivering full on-schedule integration with zero service degradation.
- Translate complex regulatory mandates into enforceable technical guardrails in partnership with Risk and Compliance for upstream product teams and agent servicing workflows.

## REALTOR® – Residential Sales & Homebuyer Education

*Corcoran Chart House Realty · Apr 2026 – Present*

- Launched a community-first residential sales practice in Rhode Island serving buyers, sellers, and investors, built around a consultant-first model guiding clients from financial baseline through closing.
- Developed a multilingual homebuyer education seminar series in English, Haitian Creole, Spanish, and French, directly addressing the information asymmetry that has historically excluded diaspora communities from homeownership.
- Apply enterprise fintech fluency from Capital One directly into client coaching, equipping buyers to evaluate assets, negotiate terms, and build equity with the same analytical rigor used at scale.

## DEI & Technology Curriculum Instructor

*Center for Women & Enterprise · Sep 2023 – Mar 2025*

- Designed and delivered a multi-module workshop series covering Intro to Web Design, DEI for E-Commerce, and DEI in Product Design, equipping 40+ underrepresented business owners with practitioner-ready frameworks across 18 months.
- Translated advanced product design theory and DEI scholarship into immediately applicable curriculum for audiences without technical backgrounds.

## REALTOR® – Residential Leasing

*Keller Williams · Mar 2024 – Oct 2025*

- Built a renter education seminar program from scratch covering tenant rights, fair housing law, and financial self-advocacy, drawing 25+ participants per session and establishing a replicable educational model.
- Delivered multilingual client advisory services achieving a 95% client satisfaction rate and building a referral network through consistent advocacy for underrepresented renters.
- Deployed CRM-integrated lead generation systems that drove a 25% increase in client referrals.

## Product Manager – Card Acquisition & External Decisioning Platform

*Capital One · Jan 2022 – Aug 2023*

- Launched EDS (External Decisioning Service), a config-driven API that cut partner integration error rates by 67% and reduced time-to-first-call by 40% through schema standardization and structured technical onboarding.
- Directed a four-engineer team through a Point-of-Sale Orchestration API transition to a new enterprise-wide architecture, achieving 100% integration fidelity and measurably enhanced scalability.
- Managed card acquisition platform processing millions of applicants annually, driving A/B test design, analytics dashboard development, and regulatory compliance reviews across Engineering, Marketing, and Legal.

## DEI Programs Lead, Course Founder & Instructor

*BU Spark! – Boston University · Aug 2020 – Aug 2023*

- Co-created and co-instructed DS291: Exploring DEI in Technology, the first accredited 14-week undergraduate course of its kind at BU, enrolling 20+ students per cohort across three consecutive years with a 95% completion rate.
- Recruited, hired, and managed an eight-person JEDI team overseeing hiring pipelines, curriculum development, and full program delivery across three academic years.
- Produced a full suite of digital training assets and published an annual DEI report-out establishing institutional accountability infrastructure.
- Nominated BU Student Employee of the Year 2022. Serves on BU Spark! Alumni Board.

## Technical Program Manager

*Microsoft · Summer 2022*

- Built a Power BI dashboard visualizing deployment health across 300K+ server programs within Cloud Hardware Infrastructure Engineering, cutting stakeholder analysis time by 30%.
- Authored full technical documentation covering estimated effort, technology stack, and implementation roadmap for a Visualization Toolkit, enabling cross-team adoption and downstream engineering execution.

## Project Lead

Space Frontier Foundation · Dec 2021 – May 2022

- Conceived and executed a 3-day pitch competition across 8 teams at the International Space Development Conference, serving as primary point of contact for competitors, conference officials, and 12+ speakers and panelists.
- Stewarded a \$10,000 event budget delivering a 25% improvement in participant experience ratings. Designed and facilitated a 90-minute embedded DEI Framework workshop.

## CORE COMPETENCIES

<b>API &amp; Data Platforms</b>	IDS/EDS architecture, REST APIs, data pipelines, schema governance, document intelligence, system design
<b>Responsible AI &amp; Governance</b>	Algorithmic fairness, FCRA/ECOA compliance, bias detection, NIST AI RMF, EU AI Act awareness, adverse action
<b>Delivery &amp; Execution</b>	Agile/Scrum, SDLC, JIRA, Confluence, OKRs, risk registries, cross-functional alignment, escalation frameworks
<b>Data &amp; Analytics</b>	SQL, Tableau, Power BI, A/B testing, KPI definition, data quality assurance at scale, Looker
<b>Stakeholder Leadership</b>	Executive communication, legal/compliance partnership, C-suite briefings, partner management, CRM
<b>DEI in Product</b>	Equity-centered design, inclusive curriculum, community-centered consulting, first-generation programming
<b>Tools</b>	JIRA, Confluence, Figma, GitHub, Postman, Salesforce, Looker, Power BI, Tableau
<b>Languages</b>	English (native) · Haitian Creole (fluent) · Spanish (professional) · French · Latin

## EDUCATION

B.S., Computer Science · Boston University

LSAT preparation in progress. Focus: IP law, AI regulation, technology equity.

## RECOGNITION & AFFILIATIONS

- Bloomberg Black in Tech Lab Fellow · 1 of 22 selected nationally
- AAPF Fellow · African American Policy Forum
- Sophia Academy Women of Wisdom Honoree & Keynote Speaker · Recognized by the United States Congress for contributions to education and community advocacy
- Sophia Academy Alumni Council · Member
- BU Spark! Alumni Board · Member
- NSBE · National Society of Black Engineers · Member
- Monday Girl · Member · NYC Summit April 2026
- Speaking: NSBE 50th National Convention · Blacks In Technology Convention · Black Is Tech Conference · Girls Who Code Summit · Boston University · Center for Women & Enterprise