



Owen Zhang

Integrations Lead, Partnerships

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STRENGTHS

- 🔗 **Partner judgment**
Balanced customer demand, product fit, technical feasibility, and partner commitment during difficult qualification calls.
- ♥️ **Technical translation**
Turned complex API, webhook, and data mapping discussions into decisions partners and product teams could act on.
- 🏗️ **Operational structure**
Created HubSpot standards, SLAs, and handoffs that gave a high volume partnership pipeline clearer ownership.
- 📣 **Launch leadership**
Connected validation, documentation, support, and marketing work so launch teams knew what needed attention.
- 🗣️ **Human communication**
Set expectations directly and closed loops respectfully when partner requests did not fit current priorities.

SKILLS

Integration partnerships

Platform partnerships

Partner lifecycle

Strategic account management

REST APIs Authentication OAuth

Endpoints Webhooks Data flows

Data mapping Workflow design

Sandboxes Connectors

Unified APIs

SUMMARY

Integrations and **partnerships** leader with 10 years of experience connecting SaaS products, partner ecosystems, technical teams, and enterprise customers. Owns integration programs from qualification through API scoping, sandbox onboarding, workflow validation, Marketplace launch, account management, and ongoing optimization. Technically fluent in REST APIs, authentication, OAuth, endpoints, webhooks, data mapping, workflow design, security review, and integration architecture. Turns ambiguous partner requests into clear product decisions by weighing **customer value**, product fit, **technical feasibility**, **partner commitment**, and roadmap capacity. Leads distributed work across Product, Engineering, Sales, Customer Success, Support, and Marketing, using HubSpot governance, SLAs, documentation, reporting, knowledge management, and targeted automation. Builds trust through direct communication, sound judgment, and dependable follow through across complex integration relationships.

EXPERIENCE

Director, Integration Partnerships

Meridian People Systems 📅 January 2024 - Present 📍 Austin, TX

Owns integration partnership operations for a workforce SaaS portfolio, guiding opportunities from qualification through launch, strategic account development, and post launch optimization.

- Evaluated proposals against customer demand, **product fit**, API feasibility, security, effort, and roadmap capacity.
- Led authentication, endpoint, webhook, **data mapping**, sandbox, and **workflow design** sessions with strategic partners.
- Coordinated validation, **configuration**, documentation, enablement, support paths, and directory publication for launches.
- Established HubSpot governance, partner SLAs, handoff standards, and status **reporting** for high volume pipeline operations.
- Managed **roadmap** conversations and feedback cycles, balancing enterprise opportunities with sustainable integration commitments.

Senior Manager, Platform Partnerships

Juniper Workforce Cloud 📅 April 2021 - December 2023 📍 Denver, CO

Managed HR technology partnerships and platform integration programs, connecting enterprise customer needs with product strategy, technical delivery, launch readiness, and partner growth.

- Designed **onboarding** from **NDA** execution and sandbox provisioning through API review, testing, and launch.
- Facilitated REST API, **OAuth**, webhook, data flow, connector, and unified API architecture discussions.
- Built **launch** routines linking Product Marketing, Sales, **Customer Success**, Support, and Engineering stakeholders.
- Introduced qualification and escalation criteria, routing routine inquiries asynchronously and complex needs through live review.
- Established documentation review cycles with **knowledge management** owners, keeping partner guidance current and useful.

Technical Program Manager, Integrations

Cedar Peak Software 📅 July 2018 - March 2021 📍 Portland, OR

Led multi party B2B SaaS integration programs from discovery and requirements through sandbox validation, production release, support readiness, and issue review.

- Converted discovery findings into API requirements, mapping specifications, workflow diagrams, and acceptance criteria.

LANGUAGES

English Native

Mandarin Chinese Proficient

MY CAREER



● Director, Integration Partnerships at Meridian People Systems (2.8 Years)

● Senior Manager, Platform Partnerships at Juniper Workforce Cloud (2.7 Years)

● Technical Program Manager, Integrations at Cedar Peak Software (2.7 Years)

● Solutions Architect at Blue Mesa HR Solutions (2 Years)

- Coordinated sandbox validation for **authentication**, endpoints, **webhooks**, configuration, documentation, and support readiness.
- Managed dependencies and timelines across concurrent customer programs through structured status reporting.
- Created technical intake templates and documentation standards, improving partner to **Engineering** handoffs.
- Led post launch reviews, separating configuration issues, partner implementation gaps, API behavior, and **product** needs.

Solutions Architect

Blue Mesa HR Solutions 📅 June 2016 - June 2018 📍 Phoenix, AZ

Designed integration approaches for HR software implementations, translating customer workflows into API options, platform decisions, deployment plans, and practical support guidance.

- Mapped customer workflows to **APIs** and platform capabilities during HR software implementation discovery.
- Guided technical teams through **authentication**, endpoint selection, **data mapping**, testing, and deployment planning.
- Built sandbox proofs of concept, validating workflows and constraints before implementation commitments.
- Converted competing requirements into documented options, assumptions, risks, and actionable next steps.
- Supplied Product and Engineering with evidence on recurring integration gaps for roadmap consideration.
- Produced implementation and troubleshooting guides used by customer facing teams during delivery.

PROJECTS

Partner Integration Operating System 📅 2026

Built a practical operating system for partner qualification, sandbox onboarding, technical review, launch readiness, documentation, and ongoing optimization. Clear structure gives teams room for sound judgment and stronger customer outcomes.

Unified API Evaluation Program 📅 2023

Compared native builds, partner connectors, and unified API options against customer demand, product fit, technical feasibility, and roadmap capacity. Findings supported clearer product decisions and partner conversations.

LEADERSHIP & AWARDS

- Recognized by executive stakeholders for clear partner communication and sound integration roadmap judgment.
- Built peer recognition through practical mentorship within the SaaS Integration Leaders Peer Network.
- Invited to speak with Austin Product Operations Community on integration operations and cross functional delivery.

EDUCATION

Bachelor's Degree in Information Systems

Arizona State University 🎓 GPA: 3.5 📅 2016 📍 Tempe, AZ

Coursework: *Systems analysis, database management, software engineering, project management*

CERTIFICATIONS

- Certified ScrumMaster 📅 2020
- HubSpot Operations Software Certification 📅 2025

TECHNICAL SKILLS

- **API Technologies:** REST APIs, OAuth, endpoints

- **Integration Design:** Webhooks, data mapping, workflow design
- **Partner Operations:** Qualification, onboarding, lifecycle management
- **Cloud SaaS Platforms:** Workforce SaaS, HR technology, B2B SaaS
- **Program Management:** Technical program management, roadmaps, decision logs
- **Quality Validation:** Sandbox testing, workflow validation, acceptance criteria
- **Documentation Systems:** API documentation, knowledge bases, troubleshooting guides
- **CRM Operations:** HubSpot, status tracking, ownership records
- **Launch Management:** Marketplace publication, launch readiness, enablement
- **Business Analysis:** Customer discovery, product fit, tradeoff analysis
- **Security Review:** Authentication review, security considerations, access controls
- **Communication Tools:** Asynchronous communication, live meetings, stakeholder updates

PROFESSIONAL AFFILIATIONS

- Mentor, SaaS Integration Leaders Peer Network, 2023 - Present.
- Volunteer Speaker, Austin Product Operations Community, 2024 - Present.

ADDITIONAL INFORMATION

Work Status : Authorized to work in United States. No sponsorship required.

REFERENCES

AVAILABLE ON REQUEST