

# MANISH SAMRAT KARNEY

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## PROFESSIONAL SUMMARY

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Engineering leader with nearly 12 years at Google building high-trust identity, verification, account access, policy enforcement, and AI platform and consumer systems. Founding engineering leader for Google Family Link, where I helped build the trust stack for supervised accounts across Google products: parent/guardian verification, consent entry flows, new capabilities and consent primitives in Google's central account systems (billions of accounts), policy enforcement, user-facing control surfaces, recovery/unlink flows, and escalation paths for sensitive parent/child account issues. Deep experience translating COPPA/GDPR, bespoke regional policy requirements, and user trust expectations into scalable infrastructure and low-friction consumer experiences. Later, led Gemini and Assistant platform teams focused on privacy-preserving AI experiences and responsible use of user context. Experienced in building teams from scratch, hiring and managing 25–40+ person teams through ambiguous 0-to-1 platform charters and setting up mission driven culture with users at the center.

## TRUST & VERIFICATION PLATFORM EXPERIENCE

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### Verification, Consent & Entry Flows — Google Family Link

Built parent/guardian verification, supervised-account onboarding, and consent flows used to establish trust for child and teen accounts across Google products. Designed COPPA/GDPR-compliant account setup, consent, recovery, unlink, and country-specific flows that balanced regulatory requirements, user comprehension, and low-friction product experience.

### Centralized Trust & Access Model — Google Accounts / Family Link

Extended Google's central account systems — billions of active accounts — with new account capabilities and supervised-account primitives, defining how consent and capabilities are modeled, enforced, and consumed by downstream products. Drove company-wide rollout, including bringing existing live accounts under supervision controls and updated operational policies for privacy review of youth data. Scaled low-latency policy enforcement across 80+ products and 140+ countries.

### Automated Decisions, Escalation & User-Facing Trust Surfaces — Family Link

Integrated automated policy enforcement with reviewable consent, recovery, unlink, and account-state workflows, enabling support, policy, and product teams to resolve sensitive parent/child account issues through clear escalation paths and audit trails. Built parent-facing surfaces for managing supervised accounts, consent, controls, recovery, and account state.

### AI Context & Privacy-Preserving Consumer Experiences — Gemini / Assistant

Led on-device Gemini and Assistant platform work across phones, watches, autos, and smart home devices — translating emerging model capabilities into privacy-preserving voice, multimodal, and user-context experiences under tight latency, power, and on-device constraints.

## EXPERIENCE

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### Founder / Product & Engineering Lead — Healthcare AI Startup | San Francisco, CA | Nov 2025 – Present

- Building human-in-the-loop AI agent infrastructure for healthcare workflows, focused on protocol-governed execution, escalation, auditability, and safe handoff between automated decisions and human review.
- Working directly with clinical customers to understand workflow, trust, compliance, and operational requirements and translate them into product and engineering priorities.
- Designing the trust layer for medical agentic automation: what the system can do autonomously, when it should defer, and how clinical staff review, override, or approve sensitive actions.

### YouTube — Engineering Lead, Mobile Client Platform | San Bruno, CA | Sep 2024 – Mar 2026

- Landed a multi-year roadmap for the first major modernization of YouTube mobile app architecture since 2016 — apps serving 2B+ users — focused on reliability, modularity, developer velocity, and faster feature development.
- Defined strategy across shared client primitives, release quality, observability, and mobile architecture to improve long-term scalability for hundreds of engineers building on YouTube mobile apps.

### Gemini / Assistant — Engineering Manager, On-Device Experiences | Zürich & Bay Area | Jun 2022 – Aug 2024

- Led a 40+ person multidisciplinary team building on-device Gemini and Assistant platform capabilities reaching 1B+ users across phones, watches, autos, and smart home devices.

- Turned emerging model capabilities into reliable consumer platform primitives, including low-latency local inference and privacy-preserving voice and multimodal flows.
- Defined context modeling and access patterns for consumer AI experiences, balancing usefulness, user control, privacy expectations, and client-side constraints.
- Partnered with Product, Research, Privacy, Policy, and regional legal teams to launch safe and compliant AI experiences globally.
- Established hiring plans, operating rhythms, feedback loops, and growth paths for a distributed team across Zürich, Mountain View, and Los Angeles.

#### **Family Link — Engineering Lead & Manager, Founding Leader | Bay Area / San Francisco, CA | 2017 – 2022**

- Led Google Family Link from 0-to-1 to global scale as a trust and safety platform used by 200M+ users.
- Extended Google's central account systems — serving billions of active accounts — with new account capabilities and supervised-account primitives, modeling how consent and capabilities are granted, enforced, and consumed across downstream products.
- Brought existing live accounts under supervision controls through company-wide rollout, including updated operational policies for privacy review of youth data — migrations requiring deep care to avoid breaking account state across products.
- Built supervised-account onboarding, parent/guardian verification, consent, and child account access flows adopted across 80+ Google products.
- Designed COPPA/GDPR-compliant trust flows, including account setup, guardian consent, recovery/unlink paths, data minimization, auditability, and country-specific policy behavior.
- Integrated automated policy enforcement with reviewable workflows and escalation paths for sensitive parent/child account issues, and built the parent-facing surfaces families use to manage supervised accounts, consent, and controls.
- Partnered with Google Identity, Privacy, Policy, Legal, UX, and product teams to turn regulatory and user-trust requirements into reusable platform capabilities and clean cross-product integrations.
- Managed and grew a 25+ person engineering team while coordinating execution across a 90-person cross-functional organization.

#### **Google Kids & Families — Founding Engineer & Tech Lead | Bay Area, CA | 2014 – 2017**

- Founding engineer for Google Family Link; built early consumer prototypes, geolocation features, and full-stack product infrastructure across backend, Android, iOS, and web.
- Led early access programs and rapid product iteration that helped establish the initial family safety and supervised-account product direction.

### **SKILLS & EXPERTISE**

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**Trust, Verification & Access:** Identity and accounts, OAuth, SSO, supervised accounts, parent/guardian verification, consent flows, age assurance, account lifecycle, account capability modeling, access control, auditability, recovery/unlink flows, live-account migrations, privacy by design.

**Policy, Compliance & Review Systems:** COPPA, GDPR, child safety, data minimization, regional policy behavior, automated policy enforcement, escalation paths, audit trails, product/legal/privacy partnership, user-facing trust flows.

**AI Product & Platform Infrastructure:** Gemini / Assistant consumer AI platforms, on-device inference, multimodal and voice flows, context modeling, responsible user-context access, privacy-preserving AI experiences, latency/power/memory tradeoffs.

**Engineering Leadership:** Hiring and coaching, managing 25–40+ person teams, senior IC and manager development, 0-to-1 platform strategy, cross-functional execution, operating rhythms, incident/launch readiness, executive communication, roadmap planning.

### **EDUCATION**

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**Stanford University Graduate School of Business | Graduate coursework, 2020–2022**

**Santa Clara University | M.S., Computer Science, 2014**

**Jawaharlal Nehru Technological University, Hyderabad | B.Tech., Computer Science, 2012**