

DANIEL KHARLAS

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Director, Product Management • Marketplace & Commerce • Unity Ecosystem

SUMMARY

AI and Multi-Platform Product leader with 8+ years building Unity-based XR/mobile applications, two-sided ecosystems, marketplace-style platforms, and AI-enabled products used by millions. Known for high-velocity execution, startup-style ownership, and translating ambiguous technology into scalable, commercially viable products. Deep experience with marketplace dynamics, enterprise partnerships, and developer workflows. Former COO and Product Lead at an XR studio building Unity/AR apps for enterprise + consumer use, and Director of Product and Operations at TRIPP shipping Unity-based XR experiences across Quest, PSVR2, AVP, Android XR, and mobile.

CORE SKILLS

Product Leadership: Marketplace Strategy · Commerce Platforms · Ecosystem Thinking · Monetization & GTM · Cross-Functional Leadership · Platform Roadmapping · KPI/OKR Definition

Technical Fluency: Unity Engine · XR/VR/AR (Quest, PSVR2, AVP) · Multi-Platform Pipelines · Backend Systems · Data Pipelines

AI & Systems: LLM Product Development · Agent Workflows · NL→Action UX · Rapid Prototyping · Evaluation Pipelines · AI Tooling

Execution: High-Velocity Delivery · Ops Leadership · Customer/Partner Management · Discovery & Research · Enterprise BD · Storytelling & Communication

EXPERIENCE

TRIPP Inc. - Remote

VP, Product & Technology Operations | 2025 – Present

Own product, AI, and technology operations across TRIPP's multi-platform ecosystem (Unity-based XR, mobile, and web) supporting millions of users worldwide.

- Lead platform and AI-first strategy, turning research concepts into shippable features across XR/mobile platforms.
- Partnered closely with Unity's XR ecosystem, integrating Unity packages, plugins, and device-specific toolkits while managing certification and compliance.
- Contributed to core revenue-driving initiatives across platform channels through feature optimization and ecosystem growth.

Director, Product & Technology Operations | 2023 – 2025

Launched and scaled Kōkua AI, TRIPP's multi-modal AI agent powering guidance, support, and voice-driven experiences.

- Managed and mentored product managers, driving clarity, prioritization, and execution across XR, mobile, and AI product lines.
- Led operations and product design for the AI agent (voice, conversational UX, fallback flows, safety, cross-platform patterns).
- Delivered monthly Unity-based releases across Quest, PSVR2, Apple Vision Pro, iOS, and Android.
- Spearheaded org-wide AI transformation, deploying AI tooling across engineering, support, and operations → reduced operational overhead by 50%+.
- Partnered with headset/platform teams (Meta, Sony, Google, Apple) and Unity to deliver first-mover XR experiences.

Senior Product Manager | 2022 – 2023

- Defined product strategy, user flows, and technical requirements for XR/mobile experiences.
- Built foundational Unity pipelines enabling later AI integrations and platform scaling.

EXAR STUDIOS - London, ON

Co-Founder, COO & Product Lead | 2019 – 2022

Ran a two-sided XR marketplace model: delivering consumer-facing AR experiences while selling enterprise AR/XR development services, including pricing, packaging, and distribution strategies.

- Owned enterprise partnerships, sales, and monetization strategy, securing \$2.5M+ in multi-year contracts.
- Built Unity-based AR applications and location-based XR installations used by thousands of consumers.

PARKWOOD MENTAL HEALTH / MINDS - London, ON

Coordinator & Research Manager, Innovation & Research | 2019 – 2020

- Managed research operations dealing with sensitive/regulated data. Translated research insights into product concepts and prototypes.

VRCADIA TECHNOLOGIES - London, ON

Co-Founder & General Manager | 2017 – 2020

- Operated a VR lounge and enterprise program delivering Unity-based VR experiences, including community-facing content and creator-driven workshops.

EDUCATION

MSc, Psychology (Neuroscience, Psychophysiology and Measurement) - Western University 2016 – 2018

BSc, Psychology (Honors Specialization) - Western University 2011 – 2016