## **RYAN TEO**



### **EDUCATION**

## Harvard University Masters of Business Administration

Cambridge, MA 2025 - 2027

### Northwestern University B.S. in Product Design & Engineering Minor in Anthropology

GPA: 3.93/4.00

Evanston, IL 2017 - 2021

#### Tanglin Trust School International Baccalaureate

44/45

Singapore 2013 - 2015

### **HONORS & AWARDS**

# Solana Grizzlython 1st Place (Payments Track, 30k USDC Prize)

Led design strategy for Tamperproof, a blockchain protocol to bridge real-world assets on-chain. 2023

### Shanghai Jiao Tong University FourC Design Challenge 1st Place (50k CNY Prize)

Led a team of four in a 24 hour design sprint against 200+ participants from 52 universities around the world. Featured in CBS News, CNN, WBEZ (NPR), The Straits Times, Shanghai Daily, and Chicago Inno.

2020

# United Nations Global Call Out To Creatives #1 Feature

Designed a series of posters for the UN's COVID-19 Spread Kindness campaign. Featured by Adobe XD Ideas.

2020

### Product Dev. Management Association White Space Design Challenge 2nd Place

Designed and engineered a kitchen scrubber that combines UV light sterilization technology with conventional home cleaning.

2019

### PROFESSIONAL EXPERIENCE

## Captain Labs Strategy & Creative Director

2018 - 2025 Chicago, IL

- Worked directly with CEO to oversee innovation & creative strategy across the company. Raised \$6.2MM from Blockchange, L1D, Reflexive, and others.
- Created the Captain brand as a blockchain innovation lab. Launched XP Tickets, Tamperproof, and Supper Club under the Captain umbrella.
- Led strategy & creative direction for XP, our flagship decentralized ticket exchange. Onboarded 50mm tickets in broker inventory.
   Scaled to \$2MM+ GOV and 5k+ customers.
- Led We're Calling You Out marketing campaign, generating 4k+ leads.
   Converted to ~350 new customers and \$90k+ in ticket sales.
- Led creative direction in a five-person team for Tamperproof, our blockchain protocol to bridge real-world assets on-chain. Won 2023 Solana Grizzlython hackathon (30k USDC prize).
- Led creative direction for Supper Club, our online ordering toolkit bringing in \$900k in weekly F&B sales to 400+ restaurants in 39 states.

### Minimal Snacks

**Founder** 

2019 - 2023 Chicago, IL

- Bootstrapped a superfood innovation startup out of The Garage, Northwestern's entrepreneurship hub.
- Launched on Kickstarter. Hit funding goal in under two hours and ultimately raised \$22k+, one of the fastest-funded snack Kickstarter campaigns of all time.
- Built out e-commerce platforms (Amazon and Wix). Scaled to \$100k+ GOV with zero outside investment.
- · Got acquired in March 2025.

#### Fahrenheit212 (now frog.co)

#### **Design & Innovation Summer Analyst**

2020 New York City, NY

- Supported innovation & design teams on circular economy strategy for IKEA. Engineered a 3D printed mycelium furniture prototype and launched a new subscription box pilot for IKEA Canada.
- Developed an innovation strategy for the Vera Institute of Justice to stabilize the organization against government funding uncertainty.

#### Jones Knowles Ritchie Brand Design Summer Intern

2017 London, UK

 Supported the design effort for CPG clients Ben's Original and WKD Vodka. Designed advertising and press release assets that translated each brand's identity into bold, market-ready visuals.