

Charlie Eshleman

Senior Design Systems Engineer

Experience

SPOTIFY

Senior Design Systems Engineer *March 2024–Present*

Design Systems Engineer *November 2020–February 2024*

Development of the Encore design system which is at the foundation of most Spotify products. Focus on holistic library health including API design for diverse technical user needs. Lead a complete refactor of the CSS in the 100+ component web library, including research and collaboration with stakeholders. Expertise in forward compatibility using code mods. Contribution to broader engineering and design disciplines through development of internal courses, talks, and tutorials.

PUBLICISSAPIENT

Senior Engineer *December 2019–November 2020*

Engineer *August 2016–December 2019*

Core contributor to Marcel.ai design system. Worked from the start of the web track through to a live multi-feature site supporting 60,000+ users. Collaborated across disciplines on component library and styleguide which support 5+ feature teams across timezones.

Education

ROCHESTER INSTITUTE OF TECHNOLOGY

New Media Interactive Development

Bachelor of Science Degree 2012–2016

Minor: Psychology

GPA: 3.9

ADDITIONAL COURSEWORK

IdeoU *Human Centered Service Design*

School for Poetic Computation *Cybernetic Sculpture, Solidarity Infrastructures, Becoming Hypertext*

Contact

charlie.m.eshleman@gmail.com

charlie-eshleman.com

Publications

Multiple Layers of Abstraction in Design Systems

Spotify Engineering, May 2023

Customization vs. Configuration in Evolving Design Systems

Spotify Engineering, April 2021

Certifications

Master Composter

NYC Community Compost Network, June 30, 2025

Emergency Medical Technician [in progress]

Aura Prep, expected completion: March 19, 2026

Skills

Typescript, React, ASTs, CSS, Figma, HTML5 Canvas, Rive

API design, Forward compatibility, Designer/Developer collaboration, Technical tutorials, User interviews