

RICARDO GARCIA

AUTOMOTIVE INTERIOR DESIGN LEADER | DESIGN MANAGER

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EXECUTIVE PROFILE

Automotive design leader with 25+ years of global experience directing interior and exterior programs across production vehicles, EVs, luxury vehicles and advanced concepts for Ford, Hyundai/Kia, FCA and Fisker. Proven record leading interior programs from early ideation and sketch development through production execution, translating creative vision into production-feasible solutions while protecting design intent through complex engineering and manufacturing processes. Experienced leading multidisciplinary designers, digital/clay modelers and studio engineers, with direct collaboration across Engineering, Aerodynamics, Manufacturing, Color & Trim/CMF, UX/UI, Marketing and executive stakeholders. Global experience across the U.S., Korea, Europe and Australia, including direct Hyundai/Kia Irvine–Namyang collaboration.

CORE LEADERSHIP

INTERIOR DESIGN	Concept-to-Production • Creative Direction • Interior Architecture • Ergonomics • Design Reviews
ADVANCED VEHICLES	EV Interiors • Digital Cockpits • UX/UI Integration • Advanced Concepts • AI-Assisted Design
GLOBAL LEADERSHIP	U.S. • Korea • Europe • Australia • Global Design & Engineering Collaboration
CROSS-FUNCTIONAL	Engineering • Manufacturing • Aerodynamics • CMF / Color & Trim • UX/UI • Studio Engineering
TALENT	Design Team Leadership • Mentorship • Coaching • Design Critique • Academic Leadership

PROFESSIONAL EXPERIENCE

FORD MOTOR COMPANY | Dearborn Heights, MI

Design Manager – Exterior & Interior | 2016–Present

- Lead design strategies for high-profile and high-volume vehicle programs, managing multidisciplinary creative designers, digital/clay modelers and studio engineers.
- 7th Generation 24MY Mustang: Managed interior design from initial sketch through production; directed the driver-centric dual-display digital cockpit and modernized Mustang’s heritage architecture for a digital-first customer.
- Mustang Mach-E: Orchestrated comprehensive EV design direction, collaborating with aerodynamics and engineering to deliver production solutions and a minimalist, technology-forward cabin.
- Lincoln: Spearheaded advanced interior proposals defining luxury aesthetics and premium material integration for future products.
- Mach-E Interior Components: Managed high-visibility interior touch-points integrating premium haptics, craftsmanship, hardware and digital interfaces.
- Lead multidisciplinary teams and protect design intent through complex development programs, timelines and cross-functional reviews.

HYUNDAI / KIA AMERICA DESIGN CENTER | Irvine, CA

Senior Designer / Lead Production Interior Designer | 2004–2010

- Designed and developed concept-to-production interior proposals for North American, European and Korean markets.
- 2011 Kia Optima: Served as Lead Production Interior Designer, coordinating California designers with Korean engineers, clay/digital modelers and Color & Trim teams in Namyang, South Korea.
- 2013 Kia Forte: Executed production interior with emphasis on driver-oriented ergonomics and modern surface language.
- 2007 Kia KUE Concept: Designed the interior of the award-winning crossover concept for its Detroit International Auto Show debut.

FISKER AUTOMOTIVE INC. | Anaheim Hills, CA & Munich

Manager – Interior Design | 2010–2012

- Held primary responsibility for interior development of the Fisker Karma platform and managed execution through production launch at Valmet Automotive in Finland.
- Karma Surf: Directed interior design, feasibility studies and physical build for the Frankfurt Motor Show debut.
- Karma Sunset: Led interior system feasibility, optimizing packaging and structural constraints without compromising aesthetic intent.

PROFESSIONAL EXPERIENCE — CONTINUED

FCA | FIAT CHRYSLER AUTOMOBILES | Auburn Hills, MI

Senior Designer / Design Lead | 2012–2016

- Jeep Grand Wagoneer: Designed premium interior systems balancing rugged brand heritage with luxury craftsmanship and refined ergonomics.
- 2019 RAM 1500: Executed key interior component designs contributing to a cabin recognized with multiple industry awards for utility and luxury.
- FCA All-Brands Key-Fob: Led a unified key-fob strategy across FCA brands, elevating a key physical customer touchpoint.

FORD MOTOR COMPANY OF AUSTRALIA | Melbourne, Australia

Designer – Expatriate Assignment | 2000–2001

- Developed production component designs for Ford Falcon, Ute and Fairmont regional programs.

FORD MOTOR COMPANY | Dearborn Heights, MI

Creative Designer | 1999–2004

- Generated interior design proposals for high-volume programs including the 2005 Ford F-150, 2005 5th Gen Mustang, 2004 Lincoln Navigator, Ford Escape and Ford Edge.

THE WALT DISNEY COMPANY — DISNEY STORES DIVISION | Glendale, CA

Retail Entertainment Designer | 1997–1999

- Developed retail entertainment design experience within Disney Stores.

ACADEMIC LEADERSHIP & TALENT DEVELOPMENT

COLLEGE FOR CREATIVE STUDIES | Detroit, MI

Adjunct Instructor & Thesis Advisor | 2013–2021; 2003–2004

- Taught Product Design, Interior Design and Mobility Design; advised MFA Transportation Design theses and mentored emerging designers.

ART CENTER COLLEGE OF DESIGN | Pasadena, CA

Part-Time Faculty | 2006–2008

- Instructed Transportation Interior Design with emphasis on packaging, ergonomics and aesthetic execution.

FIRST TRANSPORTATION DESIGN CONFERENCE | Nanjing, China

Guest Lecturer & Workshop Leader | 2009

- Represented ArtCenter in a five-day intensive workshop teaching advanced interior design principles to professional designers.

EDUCATION

- ART CENTER COLLEGE OF DESIGN | Pasadena, CA — Bachelor of Science, Industrial Design / Product Design | 1996–1999
- SOUTHWESTERN COLLEGE | Chula Vista, CA — Associate Degree in Fine Arts | 1992–1995

DESIGN & TECHNOLOGY

- 3D / Visualization: Alias / Wavefront 3D • VIZCOM • TwinMotion • Digital Modeling • AI-Assisted Design Tools
- Adobe: Photoshop • Illustrator
- Presentation: Microsoft PowerPoint • Word • Excel
- Design: Interior Design • Exterior Design • Concept Development • Production Design • Digital Cockpit Design • Vehicle Architecture • Ergonomics • Physical/Digital Modeling

LANGUAGES

- English: Native / Fluent • Spanish: Fluent • Italian: Conversational