Emilio Bogantes

Technology & AI Executive

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PROFILE

Emilio Bogantes is a Costa Rican technology and AI executive with more than 15 years in software engineering and leadership. He co-founded Pangea Holdings and was its Chief Technology Officer from March 2023 to July 2026. Earlier he was Director of Engineering at Soom, a regulated SaaS company serving medical-device manufacturers. He is a Learning Facilitator on MIT Professional Education programs, delivered in collaboration with Global Alumni, and an ad honorem professor at Universidad Nacional. He is based in Heredia, Costa Rica.

SELECTED RESULTS

- ~80% lower cloud costs. Soom, a regulated SaaS for medical-device manufacturers. A five-month rebuild of the live product, inside FDA and EU MDR constraints.
- 4–6 weeks to 1–3 days to onboard a customer. The same platform. About 80% of the manual onboarding work now runs by itself.
- 2 weeks to minutes for complex forensic reports. A legal team facing 13,000+ scanned files. Specialist AI agents do the reading. People verify the result.
- 15 sites in 3–4 days moved off WordPress. A US insurer, about 35,000 daily users per site. Scripts and AI handled the volume. Humans validated it.

EXPERIENCE

MIT Professional Education

Learning Facilitator, Applied Generative AI and Agentic AI — Jun 2025 to Present · Remote

- In collaboration with Global Alumni.
- Program focus: Applied Generative AI for Digital Transformation.
- Mentorship and facilitation for senior leaders and global executives.

Independent engagements

Architecture and AI Assessment — Oct 2026 to Present · Remote

- Contract assessment of application code and architecture for security, performance, maintainability, and AI integration risk.
- Findings ranked by severity and business impact, with actionable hardening recommendations.

Ignite Visibility

Solutions Architect III — Mar 2026 to Jul 2026 · Remote

- Promoted based on sustained outcomes and stronger cross-account collaboration.
- Senior architecture reference across multiple engagements.
- Drove technical consistency, cross-team alignment, and client trust.

Solutions Architect II — Jan 2024 to Mar 2026 · Remote

- Cloud-native modernization and enterprise platform delivery.
- Architecture aligned with scalability, reliability, and measurable outcomes.
- Roadmaps, dependency management, and delivery milestones.

Pangea Holdings

Co-Founder and Chief Technology Officer Mar 2023 to Jul 2026 · Costa Rica, Remote

- Led technology strategy and execution across distributed US and LATAM teams.
- Designed blended workforce models and vendor governance under MSA, SOW, and T&M.
- Directed enterprise integrations across Oracle, SAP, Salesforce, HubSpot, and Zoho.

Shrine Development

Client engagement context: Fortune 100 healthcare loyalty platform.

Senior Engineering Lead and Consultant Aug 2023 to Jan 2024 · Remote

- Delivery leadership in a regulated, high-reliability environment.
- Coordinated execution across multiple pods and integration workstreams.
- Led release readiness, architecture decisions, and sequencing.

Soom Inc.

Director of Engineering Mar 2022 to Nov 2023 · Greater Boston, Remote

- Owned technology for a regulated SaaS platform with medical-device and eIFU constraints.
- Rebuilt the platform from concept to production across architecture, team, and operating model.
- Reduced delivery cycle from four weeks to one.

Edify Software Consulting

Software Architect Technical Lead Jun 2021 to Mar 2022 · Costa Rica, Remote

- Architectural leadership across multiple EdTech engagements.
- Set architecture direction and delivery guardrails.
- Mentored tech leads and engineers.

Hangar Worldwide

Technology Lead May 2019 to Jun 2021 · Remote

- Enterprise digital delivery for Fortune 500 client environments.
- Drove platform strategy and architecture across AWS, Azure, and GCP.
- Defined CI/CD quality controls and operational readiness standards.

Senior Back End Developer May 2018 to May 2019 · Remote

- Built high-performance backend systems and scalable service architectures.
- Led technical estimation, code reviews, and performance optimization.
- Strengthened documentation and knowledge transfer practices.

Intermediate Back End Developer Jun 2017 to May 2018 · Remote

- Developed REST APIs using Laravel and Node.js.

Baum Digital Marketing

Web Developer Jul 2014 to Jun 2017 · Costa Rica, On-site

- Built full-stack web and product solutions across e-commerce, hospitality, and luxury sectors.

Independent Consulting

Parallel engagements while holding full-time leadership and engineering roles.

Freelance Software Engineer and Technology Consultant Dec 2011 to Mar 2022 · Remote

- Delivered architecture and full-stack execution for startups, growth companies, and enterprise clients.
- Advised on technology strategy, platform direction, and modernization paths.
- Worked across backend, frontend, and data modernization in multiple industries.

SEPUNA, Universidad Nacional de Costa Rica

Jr. Information Systems Engineer Feb 2011 to Dec 2011 · Heredia, On-site, Part-time

- Started in systems administration, Linux servers, and Active Directory support.

EDUCATION

- MBA in Artificial Intelligence. University of Cumbria, through Robert Kennedy College. Dissertation pending.
- Chief Technology Officer Program, Blended Professional Certificate. MIT Professional Education
- Bachelor's degree in Systems Engineering. Universidad Nacional, Costa Rica
- Software Architecture: Principles and Practices. Software Engineering Institute, Carnegie Mellon University

TEACHING AND COMMUNITY

- Professor, Universidad Nacional (ad honorem), Mar 2023 to Present. Community education and mentorship in technology-related programs.
- Technology Team Lead and Mentor, Desafío Latam, May 2024 to Jul 2024. Mentored teams and supported practical technology execution pathways.
- Community Lead, Docker Costa Rica, Oct 2019 to Mar 2020. Led local community initiatives and technical learning events.
- Speaker, WordCamp San José, Sep 2019. Delivered public talk for the regional technology community.

LANGUAGES

Spanish (native). English (C2).