Emilio Bogantes

CTO · VP of Engineering · Applied AI Leader

Heredia, Costa Rica · Open to relocation · Works on US time zones
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I · PROFILE

Technology and AI executive with 15+ years: co-founder and CTO, and Director of Engineering in regulated SaaS leading up to 24 people, including 4 engineering managers. Tie engineering to cost, speed and business outcomes through a People × Processes × Data × AI operating model. Facilitate MIT Professional Education AI programs for senior leaders, in English and Spanish.

II · LEADERSHIP IMPACT

- **~80% lower cloud costs and a 4× faster delivery cycle (4 weeks to 1)** at Soom, a regulated SaaS platform for medical devices.
- **4–6 weeks to 1–3 days customer onboarding** at Soom, with ~80% of manual operations automated.
- **+50% engineering growth without losing predictability,** leading up to 24 people at Soom.
- **Five-country delivery organization** (Costa Rica, US, Mexico, Colombia, Brazil) at Pangea Holdings, whose culture was ranked #1 for innovation in Central America & the Dominican Republic by Forbes Centroamérica.
- **2 weeks to minutes for forensic report preparation:** a multi-agent AI pipeline built hands-on over 13,000+ scanned case files, every result human-verified.

III · EXPERIENCE

Self-employed

Aug 2026 – Present
Remote

Independent AI & Architecture Consultant

- Built a multi-agent AI pipeline for a legal firm (under NDA) over 13,000+ scanned case files, cutting forensic report preparation from 2 weeks to minutes, every result human-verified (Aug–Sep 2026).
- Assessed a disaster-response marketplace for Algoworks across architecture, code quality, security, maintainability and AI integrations; presented hardening recommendations, prioritized by severity and business impact, to technical and executive stakeholders (Oct 2026).

Ignite Visibility

Mar 2026 – Jul 2026
San Diego, CA · Remote

Solutions Architect III

- Promoted for sustained enterprise delivery and cross-account influence; advised client accounts as senior architect on architecture governance, modernization decisions and reusable patterns shared across teams.

Jan 2024 – Mar 2026
San Diego, CA · Remote

Solutions Architect II

- Led the content-domain workstream of a 15-site WordPress migration for a US insurer (~35,000 daily users per site), completed in 3–4 days with AI-assisted automation and validated by people.

Pangea Holdings

Mar 2023 – Jul 2026
Costa Rica · Remote

AI, cybersecurity and digital transformation firm

Co-Founder & Chief Technology Officer

- Set technology strategy, architecture standards and delivery governance; built a distributed delivery organization across Costa Rica, the US, Mexico, Colombia and Brazil.
- Directed enterprise integrations with Oracle, SAP, Salesforce, HubSpot and Zoho.
- Built a production customer-facing AI assistant for a construction-materials and logistics client, covering product information, pricing, quotes, and order and shipping status, with human handoff.
- Helped build the culture Forbes Centroamérica ranked #1 for innovation in the region.

Shrine Development

Fortune 100 healthcare loyalty platform, regulated and high-reliability

Aug 2023 – Jan 2024
Remote

Senior Engineering Lead & Consultant

- Led backend and integration workstreams across multiple delivery pods; drove release readiness, architecture decisions and sequencing, mentored engineers and governed SOW execution.

Soom Inc.

Regulated SaaS: electronic Instructions for Use for medical-device manufacturers (FDA, EU MDR)

Mar 2022 – Nov 2023
Greater Boston · Remote

Director of Engineering

- Led a five-month modernization of the live product, consolidating separate per-customer infrastructure into one shared multi-tenant platform.
- Cut cloud infrastructure costs ~80% and the delivery cycle from 4 weeks to 1, making delivery 4× faster.
- Automated ~80% of manual operations; customer onboarding went from 4–6 weeks to 1–3 days.
- Grew engineering 50% without losing predictability, leading up to 24 people, including 4 engineering managers and ~20 engineers.
- Governed external partners under MSA, SOW and T&M.

Edify Software Consulting

Jun 2021 – Mar 2022
Costa Rica · Remote

Software Architect & Technical Lead

- Led architecture across parallel EdTech engagements, including Great Minds assessments engineering; set delivery guardrails and code-review and integration standards, and mentored tech leads and engineers.

Earlier experience

Jun 2017 – Jun 2021
Heredia, Costa Rica · Hybrid

Technology Lead, Hangar Worldwide (Omnicom / Critical Mass network), after Senior and Intermediate Back End Developer roles. Platform strategy across AWS, Azure and GCP for Fortune 500 clients.

Jul 2014 – Jun 2017

Web Developer, Baum Digital Marketing.

Dec 2011 – Mar 2022

Freelance Software Engineer & Technology Consultant, alongside employed roles.

Feb 2011 – Dec 2011

Jr. Information Systems Engineer, SEPUNA, Universidad Nacional.

IV · TEACHING & ADVISORY

Jun 2025 – Present

Learning Facilitator, Applied Generative AI & Agentic AI, MIT Professional Education, with Global Alumni. Facilitate global cohorts of directors and C-suite executives, in English and Spanish, on AI use-case prioritization, agentic workflows, human oversight, governance, responsible AI and adoption roadmaps.

Mar 2023 – Present

Ad honorem instructor, Universidad Nacional: AWS, AI and software engineering courses and workshops.

May 2024 – Jul 2024

Technology Team Lead & Mentor, Desafío Latam.

Oct 2019 – Mar 2020

Community Lead, Docker Costa Rica.

Sep 2019

Speaker, WordCamp San José.

V · EDUCATION

Expected 2027

MBA in Artificial Intelligence, University of Cumbria, through Robert Kennedy College (in progress).

2015

B.S. in Information Systems Engineering, Universidad Nacional, Costa Rica.

2023

Chief Technology Officer Professional Certificate, MIT Professional Education.

Software Architecture: Principles and Practices, Carnegie Mellon University SEI.

VI · LANGUAGES

English (C2) · Spanish (native)