Pavlos Polydoras

Digital Transformation & AI-Driven Data Leader

Executive technology leader with 20 years' experience delivering secure, scalable systems across research, government and enterprise sectors.

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About

I've spent twenty years building systems that matter – from EU research platforms handling cross-border data exchange to real-time analytics processing millions of social posts daily. Today I architect agentic AI platforms at enterprise scale, translating between engineering teams and executives to bridge the gap between AI ambition and production reality.

I've built and scaled teams from Athens to Seoul, but I still write code every week. I don't ask my teams to do anything I wouldn't do myself.

Experience

Lead Data & AI Architect – Holisticon Poland
Oct 2025 – Present

Designing and leading the architecture of agentic data & AI platform for enterprise clients.

- Architect and lead development of agentic AI platforms for enterprise clients
- Design scalable data architectures supporting AI/ML workflows and real-time analytics
- Guide projects from concept through PoC to production deployment

Tech: Python, GCP (Cloud Run, Vertex AI, BigQuery), ADK, OpenAI/Claude APIs, Vector DBs, MCP, Docker · Key Project: GE Appliances AI Labs Platform

VP of Engineering & General Manager, Greece – RAW Labs
Jul 2021 – Nov 2025

Lead creation of chat and analytics services built on client data using MXCP framework.

- Architect AI models and agent-based applications aligned with customer objectives
- Coordinate engineering teams and manage stakeholder relationships
- Set up and manage the Greece company branch (operations, hiring, budgeting, compliance)
- Led cross-functional teams delivering enterprise AI solutions for major clients

Tech: Python, Scala, Java, AWS (Expert), GCP, Azure, LangChain, OpenAI, MCP/MXCP, Keycloak, Auth0 · Key Projects: Vodafone Site Ranking, Swiss Statistics Smart Search, UAE National Economic Register

Chief Technology Officer – Palowise
Jan 2019 – Jun 2021

Oversaw all technical operations for SaaS platform delivering real-time social and web analytics.

- Designed scalable ingestion pipelines processing millions of social media posts daily with multilingual NLP
- Built analytics dashboards providing customized insights for enterprise clients
- Mentored engineering teams and aligned technology roadmap with business goals

Tech: Python, Scala, Spark, Elasticsearch, Kafka, PostgreSQL, Docker, Kubernetes, AWS · Key Projects: PaloPro Analytics, palo.gr, Cosmote Social Observability

Senior Software Architect – Benefits Science
Apr 2014 – Dec 2018

Technical lead for analytics platform enabling employers and consultants to optimize benefits plans.

- Designed & implemented a distributed Data Lake and Big Data ETL services
- Built scalable analytics infrastructure serving enterprise clients

Tech: Java, Scala, Spark, Databricks, AWS (EC2, Lambda, EMR, S3, RDS, Redshift, Athena, QuickSight, Glue), PostgreSQL

Senior Software Architect – UBITECH

Sep 2010 – Mar 2014

Developed secure, high-availability platforms for cross-border civil-status data exchange (RENAPER, ICCS-CIEC).

Tech: JavaEE, EJBCA, jBPM, PKI, Cryptography, Oracle, JBoss, Spring, Web Services

Software Developer – Hellenic Army

Mar 2010 – Nov 2010

Designed and implemented software solutions for critical information systems during national service.

Tech: Java, C#, .NET Framework, SQL Server, Oracle

Software Developer & Researcher – University of Athens

Nov 2005 – Feb 2010

Systems architect on EU research projects: D4Science, Health-e-Child, DILIGENT, DL.org initiatives.

Tech: Java, XML, Web Services (SOAP), Grid Computing, PostgreSQL, Eclipse RCP

Software Developer – Synastria Technologies

Jan 2007 – Jan 2008

Developed BIRonet Virtual Office web application for business process management and collaboration.

Tech: JavaEE, JMS, Hibernate, MySQL, VMWare, JSF, Spring

Core Competencies

AI & Machine Learning	Digital Transformation	Team Leadership	Data Architecture
Distributed Systems	Cloud & Microservices	Big Data & ETL	Security & PKI

Technical Expertise

Cloud & Infrastructure

AWS (Expert), GCP (Expert: Cloud Run, Vertex AI, BigQuery, Cloud Storage, IAM), Azure (Basic), Docker, Docker Compose, Kubernetes

Programming & Frameworks

Python, Scala, Java, Apache Spark, JavaEE, Spring, Node.js

Data & AI

ADK, LangChain, OpenAI/Claude APIs, Vector Databases, MCP, ETL Pipelines, ML/AI Integration, Data Lake Architecture

Security & Enterprise

PKI, Cryptography, Keycloak, Auth0, EJBCA, jBPM, Enterprise Architecture, Microservices

Education

M.Sc. in Information Technology
National & Kapodistrian University of Athens · 2004–2009

B.Sc. in Computer Science
National & Kapodistrian University of Athens · 1999–2004

Languages

Greek	English
Native	Fluent