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. Passionate about harnessing data and artificial intelligence to unlock new possibilities.

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About

I'm a software architect turned technology executive who pairs deep engineering expertise with a strategic outlook. Over the past two decades I've led high-impact projects that span cloud infrastructure, distributed data systems and AI-powered analytics. I thrive on building collaborative teams, mentoring engineers and translating complex requirements into innovative products that advance digital transformation.

Experience

VP of Engineering & General Manager, Greece – RAW Labs

Jul 2021 – Present

Lead creation of chat and analytics services built on client data using MXCP, RAW Labs' MCP framework. Guide projects from POC through SOW, design, implementation and delivery.

- Architect AI models and agent-based applications aligned with customer objectives.
- Coordinate engineering teams and manage stakeholder relationships.
- Develop business proposals and go-to-market strategies for MXCP-based services.

Technologies: LangChain, MCP/MXCP, Python, Scala, Java, AWS (EC2, S3, Lambda, RDS), Data Connectors, OpenAI APIs, Vector Databases

Key Projects: Vodafone Site Ranking System, Swiss Statistics Office Smart Search, UAE National Economic Register

Chief Technology Officer – Palowise

Jan 2019 – Jun 2021

Oversaw all technical operations for Palowise, a SaaS platform delivering real-time social and web analytics. Led the transition from PaloPro to Palowise, expanding the platform's capabilities and market reach.

- Designed scalable ingestion pipelines and multilingual NLP models.
- Built analytics dashboards providing customized insights.
- Mentored engineering teams and aligned technology roadmap with business goals.

Technologies: Python, Scala, Apache Spark, Elasticsearch, Apache Kafka, React, Node.js, PostgreSQL, Docker, Kubernetes, AWS (EC2, RDS, ElastiCache)

Key Projects: palo.gr PaloPro Analytics Platform, Cosmote Social Observability Platform

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.
- Directed new client development and automation initiatives.
- Built scalable analytics infrastructure serving enterprise clients.

Technologies: Java, Scala, Apache Spark, Databricks, AWS (EC2, Lambda, EMR, S3, RDS, Redshift, Athena, QuickSight, Glue, Data Pipeline, KMS, IAM), PostgreSQL, Python

Senior Software Architect – UBITECH

Sep 2010 – Mar 2014

Developed secure, high-availability platforms for cross-border civil-status data exchange projects.

- Led core software, security and infrastructure design for RENAPER and ICCS-CIEC initiatives.
- Implemented PKI-based authentication and encryption schemes.
- Designed enterprise-grade security solutions for government systems.

Technologies: JavaEE, EJBCA, jBPM, PKI, Cryptography, Oracle Database, JBoss, Spring Framework, Web Services (SOAP/REST), Apache Tomcat

Key Projects: RENAPER Initiative, ICCS-CIEC Data Exchange

Software Developer – Hellenic Army

Mar 2010 – Nov 2010

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

Technologies: Java, C#, .NET Framework, SQL Server, Oracle Database, System Analysis & Design

Software Developer & Researcher – University of Athens

Nov 2005 – Feb 2010

Systems architect and developer on EU research projects in information retrieval, service composition and query optimization.

- Contributed to D4Science, D4Science-II, Health-e-Child, DILIGENT and DL.org initiatives.

Technologies: Java, XML, Web Services (SOAP), Grid Computing, Information Retrieval Systems, PostgreSQL, Apache Axis, Eclipse RCP

Key Projects: D4Science Platform, Health-e-Child, DILIGENT, DL.org

Software Developer – Synastria Technologies

Jan 2007 – Jan 2008

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

Technologies: JavaEE, JMS, Hibernate, MySQL, VMWare, Apache Tomcat, JSF, Spring Framework

Key Projects: BIRonet Virtual Office

Skills

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

Technical Expertise

Cloud & Infrastructure

AWS (Expert Level), EC2, S3, Lambda, RDS, Redshift, EMR, Glue, IAM, KMS

Programming & Frameworks

Python, Scala, Java, LangChain, OpenAI APIs, Apache Spark, JavaEE, Spring, React, Node.js

Data & AI

Vector Databases, ETL Pipelines, ML/AI Integration, Data Lake Architecture, Real-time Analytics

Security & Enterprise

PKI, Cryptography, EJBCA, jBPM, Enterprise Architecture, Microservices, System Integration

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