



# 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

<b>Lead Data &amp; AI Architect – Holisticon Poland</b> Designing and leading the architecture of agentic data & AI platform for enterprise clients. <ul style="list-style-type: none"><li>Architect and lead development of agentic AI platforms for enterprise clients</li><li>Design scalable data architectures supporting AI/ML workflows and real-time analytics</li><li>Guide projects from concept through PoC to production deployment</li></ul> <b>Tech:</b> Python, GCP (Cloud Run, Vertex AI, BigQuery), ADK, OpenAI/Claude APIs, Vector DBs, MCP, Docker · <b>Key Project:</b> GE Appliances AI Labs Platform	Oct 2025 – Present
<b>VP of Engineering &amp; General Manager, Greece – RAW Labs</b> Lead creation of chat and analytics services built on client data using MXCP framework. <ul style="list-style-type: none"><li>Architect AI models and agent-based applications aligned with customer objectives</li><li>Coordinate engineering teams and manage stakeholder relationships</li><li>Set up and manage the Greece company branch (operations, hiring, budgeting, compliance)</li><li>Led cross-functional teams delivering enterprise AI solutions for major clients</li></ul> <b>Tech:</b> Python, Scala, Java, AWS (Expert), GCP, Azure, LangChain, OpenAI, MCP/MXCP, Keycloak, Auth0 · <b>Key Projects:</b> Vodafone Site Ranking, Swiss Statistics Smart Search, UAE National Economic Register	Jul 2021 – Nov 2025
<b>Chief Technology Officer – Palowise</b> Oversaw all technical operations for SaaS platform delivering real-time social and web analytics. <ul style="list-style-type: none"><li>Designed scalable ingestion pipelines processing millions of social media posts daily with multilingual NLP</li><li>Built analytics dashboards providing customized insights for enterprise clients</li><li>Mentored engineering teams and aligned technology roadmap with business goals</li></ul> <b>Tech:</b> Python, Scala, Spark, Elasticsearch, Kafka, PostgreSQL, Docker, Kubernetes, AWS · <b>Key Projects:</b> PaloPro Analytics, palo.gr, Cosmote Social Observability	Jan 2019 – Jun 2021
<b>Senior Software Architect – Benefits Science</b> Technical lead for analytics platform enabling employers and consultants to optimize benefits plans. <ul style="list-style-type: none"><li>Designed &amp; implemented a distributed Data Lake and Big Data ETL services</li><li>Built scalable analytics infrastructure serving enterprise clients</li></ul> <b>Tech:</b> Java, Scala, Spark, Databricks, AWS (EC2, Lambda, EMR, S3, RDS, Redshift, Athena, QuickSight, Glue), PostgreSQL	Apr 2014 – Dec 2018
<b>Senior Software Architect – UBITECH</b> Developed secure, high-availability platforms for cross-border civil-status data exchange (RENAPER, ICCS-CIEC). <ul style="list-style-type: none"><li>Led core software, security and infrastructure design for RENAPER and ICCS-CIEC initiatives</li><li>Implemented PKI-based authentication and encryption schemes</li></ul> <b>Tech:</b> JavaEE, EJBCA, jBPM, PKI, Cryptography, Oracle, JBoss, Spring, Web Services	Sep 2010 – Mar 2014
<b>Software Developer – Hellenic Army</b> Designed and implemented software solutions for critical information systems during national service. <b>Tech:</b> Java, C#, .NET Framework, SQL Server, Oracle	Mar 2010 – Nov 2010
<b>Software Developer &amp; Researcher – University of Athens</b> Systems architect on EU research projects: D4Science, Health-e-Child, DILIGENT, DL.org initiatives. <b>Tech:</b> Java, XML, Web Services (SOAP), Grid Computing, PostgreSQL, Eclipse RCP	Nov 2005 – Feb 2010
<b>Software Developer – Synastria Technologies</b> Developed BIRonet Virtual Office web application for business process management and collaboration. <b>Tech:</b> JavaEE, JMS, Hibernate, MySQL, VMWare, JSF, Spring	Jan 2007 – Jan 2008

### Core Competencies

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

Technical Expertise

<b>Cloud &amp; Infrastructure</b> AWS (Expert), GCP (Expert: Cloud Run, Vertex AI, BigQuery, Cloud Storage, IAM), Azure (Basic), Docker, Docker Compose, Kubernetes	<b>Programming &amp; Frameworks</b> Python, Scala, Java, Apache Spark, JavaEE, Spring, Node.js
<b>Data &amp; AI</b> ADK, LangChain, OpenAI/Claude APIs, Vector Databases, MCP, ETL Pipelines, ML/AI Integration, Data Lake Architecture	<b>Security &amp; Enterprise</b> PKI, Cryptography, Keycloak, Auth0, EJBCA, jBPM, Enterprise Architecture, Microservices

Education

<b>M.Sc. in Information Technology</b> National & Kapodistrian University of Athens · 2004–2009
<b>B.Sc. in Computer Science</b> National & Kapodistrian University of Athens · 1999–2004

Languages

<b>Greek</b> Native	<b>English</b> Fluent
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