



# Emilio Bogantes

## Chief Technology Officer

Heredia, Costa Rica  
+506 8803 9504 · [ejbogantes@gmail.com](mailto:ejbogantes@gmail.com)

↪ [LinkedIn Profile](#),  
[Personal Website](#)

### Skills

Strategic Leadership  
Technical Expertise  
Team Management and Collaboration  
Business Acumen  
Communication and Stakeholder Management  
Problem-Solving and Decision-Making  
Innovation and Creativity  
Project Management  
Adaptability and Continuous Learning  
Principles and Practices of Engineering  
Agile Methodologies  
Information Technology

### Languages

Spanish

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English

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## Profile

Dynamic and visionary technology leader with a proven track record of driving digital transformation, spearheading innovation, and over 12 years of experience at the intersection of technology and business strategy, delivering exceptional results for global organizations.

Expertise in leading cross-functional teams, transforming technology ecosystems, and maximizing operational efficiency. Skilled in developing and executing technology road-maps, harnessing emerging technologies such as AI and machine learning to create competitive advantages.

Strong business acumen with a focus on aligning technology initiatives with organizational goals. Adept at building high-performance teams, fostering a culture of collaboration, and inspiring continuous improvement.

Passionate about leveraging technology to deliver exceptional user experiences and drive business growth.

## Employment History

### Chief Technology Officer, Pangea Holdings, Heredia

March 2023 — Present

- Co-founded and spearheaded a cutting-edge AI-driven tech startup revolutionizing the food service industry.
- Successfully executed and oversaw the implementation of a comprehensive technology roadmap, driving innovation and operational excellence.
- I spearhead and drive fundraising initiatives to secure strategic investments for continued growth and expansion.
- Proven expertise in effective management strategies and cultivating strategic partnerships to drive business success and enhance market positioning.

### Director of Engineering, Soom, Inc, Boston

March 2022 — Present

- Led successfully re-engineering of a complete SaaS platform from inception to launch, driving technological advancements and delivering a robust and scalable solution.
- Strengthened the engineering team by 50%, strategically hiring experienced Engineers and Project Managers, fostering a high-performance culture, and accelerating project delivery.

## Hobbies

**Traveling:** Enthusiastic traveler, exploring diverse cultures, experiencing new destinations, and broadening horizons.

**Golf:** Passionate golfer, enjoying the strategic and challenging nature of the sport and continuously honing skills on the golf course.

**Work-out:** Committed to maintaining a healthy and active lifestyle, engaging in regular exercise routines to promote physical fitness and well-being.

**Gastronomy:** Appreciation for diverse cuisines and culinary experiences, exploring new flavors and techniques in cooking and dining.

**Gardening:** Finding joy in nurturing plants, creating beautiful outdoor spaces, and connecting with nature through gardening.

**Thinking about innovative ideas:** Constantly seeking opportunities for innovation, cultivating a creative mindset, and exploring novel concepts and solutions.

- Achieved a remarkable 80% reduction in cloud computing costs through innovative optimization strategies and efficient resource utilization.
- Streamlined operations by automating 80% of previously manual processes, resulting in significant time and cost savings while improving overall efficiency.
- Actively leads and navigates a remote-based company with global locations in the USA, Costa Rica, and the Netherlands, driving effective collaboration and seamless technology integration across diverse teams.
- Plays a crucial role in technology road-mapping, aligning it with business strategy and making informed decisions to support the organization's growth and competitive edge.
- Combines strategic leadership with hands-on expertise, engaging in code development and software architecture to ensure optimal system performance and scalability.

## Software Architect & Technical Lead, Edify Software Consulting, Alajuela

June 2021 – March 2022

- Provided guidance and support to Technical Leads, offering expertise in design patterns, third-party integration, and conducting thorough code reviews to ensure high-quality software development practices.
- Led the software architecture efforts for multiple projects, effectively designing scalable and maintainable solutions that align with business objectives and technical requirements.
- Demonstrated a strong ability to translate new business requirements into innovative and efficient software solutions, leveraging your technical expertise and industry knowledge.
- Maintained comprehensive documentation of all technical processes, ensuring clarity and transparency for team members and stakeholders throughout the software development life-cycle.
- Exhibit hands-on coding skills and actively contribute to the development of critical components while also overseeing the infrastructure setup and optimization to support reliable and performant software systems.

## Technology Lead, Hangar Worldwide (Critical Mass), Heredia

May 2019 – June 2021

- Played a crucial role in enhancing code quality by conducting thorough code reviews and ensuring adherence to coding standards and best practices.
- Took the lead in building new websites and digital products, leveraging your expertise in front-end and back-end technologies to deliver innovative and user-friendly solutions.
- Oversaw the seamless deployment of digital products, ensuring smooth integration and successful implementation.
- Stayed up-to-date with the latest front-end and back-end platforms and technologies, continuously expanding your knowledge to drive technological advancements within the organization.
- Architected responsive and interactive websites and experiences, utilizing your skills in designing scalable and engaging user interfaces.
- Managed developers, providing guidance and support in integrating, debugging, and deploying production-ready code.

- Accurately estimated project hours and time requirements, contributing to effective project planning and resource allocation.
- Effectively communicated project status to senior leadership and clients, bridging the gap between technical and business stakeholders.
- Collaborated closely with Product Owners to understand end-user requirements and translate them into effective technical solutions.
- Provide guidance and supervision to the project team, fostering a collaborative and high-performance work environment.

### **Senior Back End Developer, Hangar Worldwide (Critical Mass), Heredia, Costa Rica**

May 2018 — May 2019

- Designed and architected robust back-end architectures, service tiers, and data tier components for various applications, ensuring scalability, performance, and maintainability.
- Developed high-quality and efficient back-end solutions, demonstrating expertise in coding best practices and leveraging appropriate frameworks and technologies.
- Provided accurate time estimates for new projects or features, contributing to effective project planning and resource allocation.
- Created comprehensive technical documentation for projects, ensuring clear understanding and seamless knowledge transfer within the development team.
- Successfully defended the technical architecture of projects, showcasing strong problem-solving skills and the ability to make informed decisions based on sound technical principles.
- Conducted code reviews, identifying areas for improvement and proposing practical solutions to optimize code quality and performance.
- Collaborated closely with cross-functional teams, including Front-End, Mobile, Design, UX, QA, and internal/external technical teams, ensuring seamless integration and alignment of solutions with client expectations.
- Continuously learned and applied new technologies, evaluating their advantages and drawbacks to enhance the development process and deliver innovative solutions.

### **Intermediate Back End Developer, Hangar Worldwide (Critical Mass), Heredia**

June 2017 — May 2018

- Developed RESTful APIs using frameworks such as Laravel and Node.js, ensuring efficient and scalable back-end solutions.
- Successfully integrated third-party services and APIs, leveraging your knowledge of integration patterns and protocols.
- Configured Linux servers via SSH, ensuring optimal server performance and security.
- Managed GitHub repositories, implementing version control and collaborating with team members to streamline the development process.
- Proficiently handled deployment processes using Jenkins, automating build and release tasks for efficient project management.
- Utilized Amazon Web Services (AWS) to deploy and manage cloud infrastructure, ensuring scalability and reliability.

- Demonstrated expertise in Docker, utilizing containerization for efficient application deployment and management.
- Provided oversight and support for back-end development activities, collaborating closely with the development team to ensure high-quality code and adherence to best practices.
- Contributed to project estimation processes, providing accurate time and effort estimates to support project planning and delivery timelines.

### **Web Developer, Baum Digital, San Jose**

July 2014 – June 2017

- Successfully developed and integrated Content Management Systems (CMS), leveraging your expertise in customizing and extending CMS platforms.
- Designed, modeled, and optimized databases using MySQL, MongoDB, and Neo4j, ensuring efficient data storage and retrieval.
- Proficiently utilized web development technologies such as PHP, HTML5, JavaScript, jQuery, CSS, and Bootstrap to create engaging and responsive web applications.
- Integrated local payment services, including Banco Nacional and BAC Credomatic, to enable seamless and secure online transactions.
- Collaborated closely with cross-functional teams, including designers and stakeholders, to ensure effective communication and alignment of web development projects.
- Demonstrated strong problem-solving skills in resolving technical challenges and implementing innovative solutions for complex web development tasks.
- Conducted thorough testing and debugging to ensure the functionality and reliability of web applications across different browsers and devices.
- Maintained up-to-date knowledge of emerging web development trends and best practices, continuously learning and applying new technologies to enhance development processes and deliver exceptional user experiences.

### **Freelance Software Engineer | Consultant, Self-employed, Alajuela**

December 2011 – March 2022

- Provided strategic guidance and advisory on software architecture, contributing to the growth and innovation of the organization.
- Utilized web development technologies such as PHP, Node.js, React.js, Next.js, WordPress, Gatsby, and others to deliver high-quality and scalable solutions.
- Designed, modeled, and administered databases, including MySQL, PostgreSQL, and MongoDB, ensuring efficient data management and optimal performance.
- Implemented robust CI/CD (Continuous Integration/Continuous Deployment) pipelines, streamlining development processes and facilitating rapid and reliable software delivery.

### **Jr. Information Systems Engineer, Universidad Nacional (SEPUNA), Heredia**

February 2011 – December 2011

- Proficiently managed Linux servers, ensuring smooth operation, security, and performance optimization.
- Successfully handled website management tasks, including content updates, troubleshooting, and ensuring uptime.
- Demonstrated basic web programming skills, utilizing languages such as HTML, CSS, and JavaScript to develop and maintain web applications.
- Provided technical support to end-users, addressing software and hardware issues, and resolving technical challenges promptly and efficiently.
- Assisted in system maintenance activities, including software installations, upgrades, and patches, to ensure system reliability and security.
- Collaborated with team members to implement IT projects and initiatives, contributing to the improvement of overall system functionality and efficiency.
- Maintained documentation and knowledge base resources, facilitating knowledge sharing and ensuring accurate and up-to-date technical information.
- Continuously expanded knowledge and skills in information systems engineering, staying updated with the latest technologies and trends in the field.

## Education

### **Blended Professional Certificate, Chief Technology Officer, Massachusetts Institute of Technology, Cambridge**

October 2022 — November 2023

- Leadership and Innovation
- Management of Technology: Road-mapping and Development
- Management of Technology: Strategy and Portfolio Analysis,
- Machine Learning: From Data to Decisions and Cloud & DevOps: Continuous Transformation

### **MBA Artificial Intelligence, University of Cumbria, Zürich**

November 2023 — November 2024

- Organisational Behaviour
- Information Management
- Digital Marketing
- Artificial Intelligence

### **Bachelor's Degree on Information Systems Engineering, Universidad Nacional de Costa Rica, Heredia**

February 2010 — May 2015

### **Associate Degree in Software Development, Universidad Nacional de Costa Rica, Heredia, Costa Rica**

February 2010 — May 2013

## Courses

### **Management of Technology: Strategy & Portfolio Analysis, MIT Professional Education**

February 2023 – May 2023

**Management of Technology: Roadmapping & Development, MIT Professional Education**

December 2022 – February 2023

**Leadership & Innovation, MIT Professional Education**

October 2022 – December 2022

**Software Architecture Principles and Practices, Software Engineering Institute | Carnegie Mellon University**

August 2022 – August 2022

**Strategic Management Program, International Business Management Institute (IBMI)**

February 2022 – February 2022

**Project Management Program, International Business Management Institute (IBMI)**

January 2022 – January 2022

**Six Sigma Yellow Belt, 6SIGMAstudy - The global certification body for six sigma certifications**

January 2022 – January 2022

**Scrum Fundamentals Certified (SFC), SCRUMstudy - Accreditation Body for Scrum and Agile**

January 2022 – January 2022

**Financial Management Program, International Business Management Institute (IBMI)**

February 2021 – February 2021

**LFW211: Node.js Application Development, The Linux Foundation**

February 2021 – February 2021

**AWS Certified Cloud Practitioner, Amazon Web Services (AWS)**

April 2020 – April 2023

**Contentful Certified Professional, Contentful**

July 2020 – July 2022

**Chief Technology Officer Career Guide, LinkedIn**

January 2020 – January 2020

**Extra-curricular activities**

**Professor, Universidad Nacional, Heredia**

March 2023 — Present

As a Professor at Escuela de Informatica, Universidad Nacional, my expertise lies in teaching AWS, Artificial Intelligence, and Software Engineering. My primary goal is to empower students with the essential skills required to excel in these dynamic fields. I am dedicated to inspiring and motivating them to thrive in the rapidly evolving digital era, fostering a passion for innovation and continuous learning.

### **Speaker, WordCamp San José, San Jose**

September 2019 — September 2019

Unleashing the Power of Docker Compose - I delivered a workshop, "Docker Compose Essentials" at WordCamp San José 2019, where I shared the essentials of Docker and showed attendees how to run a WordPress image with it effortlessly.

### **Community Lead, Docker Costa Rica, Heredia**

October 2019 — March 2020

Empowering the Docker Community - I was a proud volunteer, lending a hand with event organization, translating tutorials into Spanish, and igniting minds as a conference speaker. Driven to make a difference, I'm committed to spreading Docker knowledge far and wide.

## **Technology Stack**

### **Front End Development**

React.js, Next.js, Gatsby.js, JavaScript, TypeScript, and PHP (Laravel, WordPress).

### **Back End Development**

Node.js, AWS Lambda, Nest.js, and PHP (Laravel, WordPress).

### **Data / AI / ML**

Node.js, Python, Brain.js and Tensorflow.

### **Databases**

MongoDB, MySQL, MariaDB, PostgreSQL, Redis, DynamoDB and Neo4j.

### **Cloud Computing**

AWS, Google, Microsoft Azure and Vercel.

### **CI / CD**

AWS, Google, GitHub, Jenkins, Circle CI, Bitbucket and Vercel.

### **Other Tools**

JIRA, ProductPlan, Confluence, MS Office, Google Docs, Postman, Slack, MS Teams, Keybase, MS Project, Swagger, C4 Model, Miro, HubSpot and Contentful.

## **References**

**References available upon request**