RICARDO SANCHEZ DELGADO

Senior Staff Software Engineer · Platform & Applied AI · Remote (US)

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PROFILE

Senior Staff Software Engineer with 18+ years of experience leading platform and product systems at scale. Deep expertise in distributed backend architecture, applied AI/ML, LLM-powered agentic systems, and MCP-based orchestration — including production deployments for Disney's Payments and Configuration platforms serving tens of thousands of users. Operates at the intersection of product, architecture, and execution: owning ambiguous problem spaces end-to-end, creating reusable abstractions that multiply team velocity, and shipping confidently in high-trust, regulated environments.

CORE COMPETENCIES

Architecture	Distributed systems · Microservices · Event-driven · REST & GraphQL APIs · Data modeling
Applied AI/ML	LLM/SLM integration · Agentic workflows · MCP orchestration · Prompt engineering · Recommender engines · NLP · Smart routing
Languages	Java · Go · Python · TypeScript · JavaScript
Cloud & Infra	AWS · GCP · Kubernetes · Docker · DynamoDB · PostgreSQL · Redis · CI/CD
Frontend	React · Angular · Component-based UI
Leadership	End-to-end product ownership · Technical direction · Mentorship · Cross-functional collaboration

PROFESSIONAL EXPERIENCE

Tech Manager / Staff Architect · Globant (for Disney) · *Jan 2021 – Present*

Led technical strategy and hands-on execution for Disney's Payments & Configuration platforms, supporting tens of thousands of internal users across regulated, high-stakes domains.

- Designed and productionized LLM/SLM-powered agentic solutions for automation, decisioning, and developer productivity — implemented MCP (Model Context Protocol) orchestration patterns to manage AI agents safely at scale.
- Built ML-driven recommender systems and intelligent smart routing solutions using Python/NLP with Matrix User-User/Item-Item strategies, improving user engagement and operational efficiency.
- Designed generalized configuration and promotion engines (Java, AWS) enabling safe, auditable changes across multiple environments — reduced feature delivery time across teams.
- Built high-throughput, fault-tolerant services integrating S3, DynamoDB, Kafka-style event flows, and internal APIs; maintained zero-downtime deployments in regulated, high-risk domains.
- Acted as hands-on IC despite seniority — shipped production code, debugged live incidents, improved developer experience, and led platform modernization without predefined specs.
- Served as technical Gatekeeper for hiring and mentorship, maintaining engineering standards across Agile PODs.

Software Architect · Globant (for Southwest Airlines) · *Sep 2017 – Dec 2020*

Led full-stack and backend architecture for high-impact aviation projects across Crew, Maintenance, and Operations domains.

- Orchestrated cloud migration to AWS and GCP using Kubernetes, serverless (Spring Cloud Functions), Jenkins, and TeamCity CI/CD — processing millions of records per minute for Crew Planning.

- Developed microservice solutions with Spring Cloud, Akka/Alpakka Actor System, and WSO2 on Cloud Foundry; built full-stack web solutions with React and Node.js.
- Led COBOL-to-Java and legacy-to-cloud migrations; implemented Elasticsearch/Kibana-integrated data processing flows for business reporting.
- Built AI-based recommender system using Python with NLP and geo-referenced data for personalized content delivery.

Software Architect · **Globant LATAM** · *Feb 2015 – Aug 2017*

- Led Java-based platform modernization and cloud migration for aviation clients; replaced legacy C++ systems with scalable Java solutions.
- Built comprehensive web solution with AngularJS, Node.js, and Spring Cloud Netflix stack (Eureka, Ribbon, JWT security); deployed on Cloud Foundry / OpenStack.
- Mentored engineering teams; served as Gatekeeper for hiring; established Jenkins/Pivotal CI/CD pipelines.

Solution Architect (.NET) · **BrainWinner Group** · *2013 – 2015*

- Designed risk calculators for front-office financial applications using .NET and WCF; led full SDLC for Base24 integration systems with TDD practices.
- Conducted code reviews focused on security hardening (spoofing, data tampering, privilege escalation); delivered reconciliation architecture for complex legacy + live data flows.

Technical Lead / Architect — LATAM & Caribbean · **Morpho S.A.** · *Jun 2007 – Feb 2014*

- Designed biometric identification systems (facial and fingerprint recognition) deployed across multiple countries — mission-critical with strict reliability and security SLAs.
- Owned presales architecture, Bill of Materials, technology selection (COTS, DBMS, frameworks), and regional engineering teams across LATAM.

SELECTED IMPACT

- Shipped production LLM/SLM agentic systems with MCP orchestration — one of few engineers with hands-on deployment experience at scale in regulated enterprise environments.
- Built ML recommender engine for Disney platforms combining NLP, content-based filtering, and geo-referenced data — directly improved user engagement metrics.
- Designed configuration and promotion engine enabling safe environment rollouts — measurably reduced cross-team feature delivery time.
- Migrated and stabilized legacy platforms under heavy load while maintaining feature velocity — zero-downtime deployments in payments and identity systems.
- Created internal tooling that reduced support escalations and improved debugging speed for non-engineering teams.

OPEN SOURCE & PERSONAL PROJECTS

SteerMesh — *Founder & Architect* · steermesh.dev · github.com/SteerMesh

Open-core AI steering control plane that solves tool-config divergence across AI development environments. Enables teams to define steering guidance once and compile deterministic, versioned bundles for Kiro, Cursor, Amazon Q, and other AI tools — with governance, RBAC, drift detection, and audit trails in the cloud tier.

- Designed CLI + compiler pipeline that produces locked, checksummed steering bundles with multi-tool rendering targets (Go + TypeScript SDKs).
- Built open-core architecture: CLI, spec, and pack ecosystem stay open; SteerMesh Cloud adds org-level RBAC, policy gates, and fleet-scale sync.
- Addresses a real enterprise gap: AI behavior drift when teams fork tool configs — directly relevant to regulated and large-scale engineering organizations.

EDUCATION & LANGUAGES

B.S. Computer Science

Languages:

Universidad de Santander, Colombia — 2006

Spanish (Native) · English (Advanced) · French (Advanced)