

Luis Pozo Gilo

Engineering Leader | CTO & Co-Founder | Team Scaling, Architecture & Delivery

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PROFILE

Engineering leader and CTO/co-founder with 5+ years building software teams, delivery systems and digital products from early-stage environments through organizational scale. Helped grow Nomu Labs to ~25 people and its engineering organization to ~15, combining people development, architecture, product thinking, delivery and business ownership. Hands-on technical background across web, cloud, data and applied AI, with a strong focus on building autonomous teams and pragmatic systems that evolve with product maturity.

EXPERIENCE

Nomu Labs — CTO & Co-Founder 2021 - Present
Madrid, Spain

- Built and evolved the engineering organization to ~15 people within a ~25-person company, establishing squad-based ownership with technical leads and developers capable of running multiple product engagements in parallel.
- Interviewed 100+ candidates and contributed to ~30 hires across engineering and business functions; developed 18 early-career software engineers into productive team members, with the most experienced progressing into Squad Lead roles.
- Designed Nomu's engineering operating model around clear ownership, capacity planning, estimation, QA, delivery rituals and project economics, partnering with the COO on hiring, margins, resource allocation and profitability decisions.
- Led the multi-year architectural evolution of FIBA's Hoops for Schools from a rapid white-label MVP into separated React applications and a TypeScript/Node.js platform prepared for serverless execution, with specialised Node.js/Python workloads and 12+ engineers contributing over time.
- Combined technical and product leadership across long-running and enterprise engagements, translating ambiguous business needs into architecture, PRDs, delivery plans and iterative product decisions for clients including FIBA, Samsung, Hyundai and NBN23.
- Helped rebuild the company's delivery model after a major client concentration shock, preserving engineering capability while redesigning team structure, service delivery and cost discipline around a leaner, repeatable product-development model.

Selected impact: €1M+ cumulative company revenue · 10+ simultaneous projects · Hoops for Schools: 20+ countries, 3,000+ schools, 68k+ students

Ontology Engineering Group — Research Assistant / Software Engineer 2019 - 2022
Universidad Politécnica de Madrid

- Built Morph-CSV, translating research on virtual knowledge graphs into open-source software; co-authored 4 academic publications and contributed to doctoral research.
- Worked across Python, SQL/SPARQL, semantic web and data integration, turning research ideas into practical implementations used in academic projects.

SELECTED PRODUCT IMPACT

Hoops for Schools: 3-year product partnership with FIBA · 20+ countries · 3,000+ schools · 68k+ students

Lens AI: ~70k users · hundreds of thousands of generated images · €100k+ in funding

EDUCATION & EXPERTISE

Software Engineering Studies — Universidad Complutense de Madrid / Universidad Politécnica de Madrid · completed through third year

Leadership: Engineering Management · Team Development · Hiring · Technical Strategy · Delivery · Capacity Planning · Product Discovery
Technical: TypeScript · JavaScript · Node.js · React · Python · AWS · Serverless · APIs · CI/CD · SQL · MongoDB · Data Integration · LLM/RAG
Languages: Spanish (Native) · English (Professional working proficiency)