

SEPEHR SAMADI

Engineering Leader - Agentic AI Platforms - AI-Native Delivery at Scale

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PROFILE

Founder-CTO turned engineering leader, with twelve years spanning building a software company from three people to thirty-four and owning technical and delivery strategy for products that carry hundreds of thousands of end users daily. I am currently architect and delivery lead replacing a legacy trading platform module by module while it stays live for 15 institutional clients: production judgment and multi-tenant platform design where there is no maintenance window and no room to get the boundaries wrong. I build the way RELEX is building Cortex, by directing AI agents rather than writing code by hand, and have given six international conference talks in eighteen months on exactly this problem: MCP servers, agent orchestration, and engineering deterministic guarantees around non-deterministic models. I have hired and grown engineering teams from zero, personally hiring 31 engineers as founding CTO, and I am comfortable owning scope, team shape and technical direction while all three are still being decided.

CORE STRENGTHS

Leadership and delivery accountability Owned technical and delivery strategy end to end for concurrent product lines, first as founding CTO and now as architect and delivery lead; final technical authority; executive and client C-level stakeholder management.

Production and multi-tenant judgment Architected the platform serving 15 institutional clients live in production with zero user-facing disruption; built the configurability model that avoids both over-abstraction and a separate fork per customer, the failure mode most multi-tenant platforms fall into.

Team building Personally hired 31 engineers and built an engineering function from nothing: interview process, technical bar, code review standards, ways of working, performance management; grew a team from three people to thirty-four.

Comfort with ambiguity Repeatedly the first and only engineer on a product with no designer, PO or precedent to follow: owned UI/UX, product definition and architecture end to end at Neste and pre-rebuild Metacore, and co-founded an engineering org from scratch.

AI and agentic engineering MCP servers; agent orchestration (OpenAI Agents SDK, LangGraph, CrewAI); tool calling; guardrail and determinism design around non-deterministic models; token and cost optimisation; shipped LLM features measured on accuracy, not vibes.

AI-native delivery Claude Code daily across models and reasoning budgets; Copilot with Claude models for review; built a personal agentic pipeline that turns a bug report into a plan, dispatches a coding agent to implement it, opens a PR and hands it off to a human reviewer.

Full-stack range React, Next.js, Vue, Nuxt, TypeScript, Tailwind, Flutter; Node.js/Express, Java, .NET, Python, MongoDB, relational databases, REST, GraphQL, event-driven architecture; AWS, Kubernetes, CI/CD, Nginx, Grafana and Prometheus.

EXPERIENCE

Solution Architect | FA Solutions *Helsinki - June 2026 - Present*

- Architect and delivery lead for the ground-up replacement of a legacy trading platform used by 15 institutional clients and serving hundreds of thousands of end users daily. The new platform is being cut over piece by piece with **no user-facing disruption**: 5% of the total migration shipped in the first ten weeks against a 20% scoped programme.
- Designed the configurability model that lets one product serve many clients: a standard solution with JSON-driven configuration where variation is predictable, and deliberate code-level divergence where it is not. **This avoids both over-abstraction and a separate fork per customer**, which is the failure mode most multi-tenant platforms fall into.
- Own architecture end to end across frontend, backend and cloud, and stay hands-on in implementation in every layer rather than delegating the hard parts.
- Lead a team of nine (five backend, one frontend, two UX, one infrastructure) and set the technical direction the standard solution and every client variant is built on.
- Drive AI-native product architecture, and AI across the delivery lifecycle: coding, code review, documentation and ticket generation.
- Report bi-weekly to internal executives and meet weekly with C-level stakeholders at the two clients currently in the migration pipeline.

Stack: React, TypeScript, Tailwind, Java, Azure

Lead Software Engineer and Technical Product Owner | Metacore Games *Helsinki - May 2024 - May 2026*

- Technical lead and acting product owner for the internal Game Admin Platform used by roughly 130 people across six functions, including player experience, LiveOps, configuration, release management and the executive team.
- Led the ground-up rebuild that removed a third-party SDK dependency and took full ownership of the technology, running a team of twelve (seven backend, three frontend, two infrastructure) and owning definition, planning, architecture, tracking and stakeholder reporting. Reached 100% adoption within three months of the first release, migrating every user off the previous product.
- Designed and shipped an agentic player-support system that reads a ticket, works through the platform and drafts a resolution: **65% reduction in ticket response time at 93% recommendation accuracy**.
- Increased deploy frequency fourfold and cut release downtime from 20 minutes to under one minute by removing the frontend's deployment dependency on the backend.
- Reduced time to first paint to under 0.5 seconds on typical connections.

- **Act of the Year 2025, company-wide award**, for migrating legacy infrastructure to a Kubernetes-based architecture on AWS.
- Before the rebuild, sole frontend engineer on the original platform and owner of the Vue/Nuxt codebase end to end, also covering backend work, UI/UX design and all product definition (user interviews, user stories, requirements) with no designer or product owner on the team.

Stack: React and Next.js, Vue and Nuxt, .NET, Tailwind, MongoDB, AWS, Kubernetes

Software Engineer | **Neste** *Helsinki - May 2023 - May 2024*

- Full-stack engineer on a platform for monitoring and controlling industrial production lines, used internally for refinery operations and externally by manufacturers including food-industry customers.
- Acted as UI/UX designer for the product alongside development, with no dedicated design resource on the team, working with backend engineers and product owners.

Stack: React, .NET, Tailwind

Senior Software Engineer | **AiCell** *Tehran - September 2020 - August 2022*

- Built from scratch the interface for a humanoid robot deployed as an assistant in international airports, and contributed to the event-driven core server behind it.
- The interface reacted in real time to events from image-processing and natural-language modules and issued instructions back to motors and hardware. An early version of the problem I work on now: building predictable systems around components whose output cannot be predicted.

Stack: Flutter, Python, on-premise infrastructure

Co-founder and CTO | **Vorna Technology** *Tehran - July 2016 - December 2020*

- Co-founded a software development agency and grew it from three founders to 34 engineers and test engineers within two years, with revenue growth of roughly 70% in year two and 200% in year three.
- **Personally hired all 31 non-founder staff** and built the engineering function from nothing: hiring and interview process, technical bar, code review standards, ways of working and performance management.
- Final technical authority on architecture and technology choices across every concurrent project. Delivered 21 projects for 15 clients across fintech, HR systems, CRM, e-commerce, monitoring and digital services, with several clients returning for further work.
- Co-built the internal platform that ran the business: clients, projects, and many-to-many allocation of people across concurrent engagements.
- Exited by selling my shares to my co-founders. The company continues to operate.

Stack: Node.js and Express, JavaScript, PHP, relational databases

Web Engineer | **Arena Group** *Tehran - March 2014 - July 2016*

- Delivered web projects for a range of consultancy clients, working across HTML, CSS, JavaScript, jQuery and PHP, and adopting React in its early days.

SPEAKING, TEACHING AND COMMUNITY

Architecting for Non-Determinism: System Design Patterns When Your Core Logic Is an LLM - BaselOne 2026, Basel

Drupal as an MCP Server: Making Your CMS a First-Class Citizen in the Agentic Web - DrupalCon 2026, Rotterdam

Lost in Translation: When EU AI Governance Meets the Codebase - AI Summit 2026, Brussels

Designing Deterministic Systems Around Non-Deterministic LLMs - AgentCon 2026, Rome and AgentCamp 2026, Barcelona

When Your Pair Programmer is a Swarm: Architecting UIs for Multi-Agent Coding - AI Native Devcon 2025, New York

Guest lecturer, Software Architecture course, Aalto University, 2026

Mentor, We in Games Finland, 2025 to present

Mentor, ADPList, named a top 10 AI Design Mentor for April to June 2026

EDUCATION

MSc, Computer Science, Artificial Intelligence track - University of Oulu, Finland *2022 to present*

BSc, Electrical and Electronics Engineering - K. N. Toosi University of Technology, Tehran

PUBLICATIONS

Three peer-reviewed publications on applied AI and machine learning, 22 citations.

1. *IoT Enabled Low-Cost Real-Time Remote Air Quality Monitoring and Forecasting System* - International Conference on Device Intelligence, Computing and Communication Technologies, 2023 (first author)
2. *A Review of Recent Advances in Smart Homes for Improving Sleep Hygiene and Sleep Quality* - Acta Medica Iranica, 2023 (first author)
3. *Systematic Review of Detecting Sleep Apnea Using Artificial Intelligence: An Insight to Convolutional Neural Network Method* - Archives of Neuroscience, 2024