



Kostas Karolemeas

Senior Product Engineering Leader - Agentic AI Platforms

AI architect, 2x founder, product technology lead, and visual computing specialist.

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Product-minded AI architect and two-time founder with 30+ years building software products across agentic AI, developer platforms, healthtech, 3D graphics, scientific visualization, banking, engineering, and media. Currently product and technology lead for GAIA / thegaia.ai, an enterprise agentic AI platform covering application development, observability, transparency, governance, and automated evaluation. Combines hands-on architecture across LLM applications, agent workflows, React/Next.js, Node.js, Java, Python, C/C++, and cloud systems with founder-level ownership of product strategy, UX, delivery, go-to-market, and team development.

LEADERSHIP THESIS

- **AI product leadership:** Turns ambiguous AI opportunities into governed, observable products with clear user value, delivery discipline, and production engineering standards.
- **Platform thinking:** Has repeatedly built developer platforms and application frameworks, from enterprise banking frameworks to modern AI and code-generation platforms.
- **Founder execution:** Has carried CEO, CTO, product, architecture, and hands-on engineering responsibilities from concept through regulated delivery, market launch, and team development.

CORE CAPABILITIES

AI products	Agentic AI platforms, LLM application architecture, evaluation systems, observability, transparency, governance, OpenAI, Anthropic, Python, Jupyter, ML/RL foundations.
Product engineering	Product strategy, roadmap ownership, UX/UI direction, rapid prototyping, no-code/low-code/code hybrid platforms, full-cycle delivery, developer experience.
Technical leadership	Systems architecture, technical lead roles, engineering process standardization, cross-functional delivery, regulated software, enterprise platforms.
Visual computing	3D graphics, scientific visualization, medical image processing, CAD interfaces, physical simulation, statistical image processing, C/C++.
Software stack	React, Next.js, React Native, Vue, Angular, Node.js, Java EE, Tomcat/JBoss, PostgreSQL, SQL Server, MySQL, Oracle, DB2, MongoDB, CouchDB/Couchbase, C/C++.

SELECTED IMPACT

- Product and technology lead for GAIA / thegaia.ai, an enterprise platform for building, operating, observing, and evaluating agentic AI applications.
- Led AI architecture for a Greek Cadastre legal-validation platform, described in source material as the first AI implementation for administrative decision-making in the Greek government.
- Founded Allcancode and built a hybrid no-code, low-code, and code platform that generates React, Next.js, and React Native applications and accelerates delivery by 4x.
- Co-founded Evorad and led a certified RIS-PACS product through ISO 9001, ISO 13485, and CE Mark Class IIa requirements.
- Built deep visual-computing experience across 3D graphics, scientific visualization of MRI data, medical image processing, CAD interfaces, and physics-based simulation.

EXPERIENCE

UBITECH | Senior AI Architect / Product & Technology Lead, GAIA

Jan 2024 - Present | Athens, Greece

Leads AI product and platform architecture for GAIA / [thegaia.ai](#) and other AI-enabled public-sector and enterprise systems.

- Owns product and technology direction for GAIA, an agentic AI application platform designed to accelerate AI application development while making agent behavior observable, transparent, and evaluable.
- Shapes the platform across the full AI application lifecycle: agent workflow design, application development, operational visibility, governance controls, and automated evaluations.
- Bridges product leadership and hands-on senior engineering, translating frontier AI capabilities into product architecture, delivery plans, and engineering practices suitable for enterprise adoption.
- Architected AI support for a legal-validation platform for the Greek Cadastre, automating validation of contracts related to property transfers.
- Contributed to the ship registration platform for the Greek Ministry of Maritime Affairs and Insular Policy.

Allcancode Inc. | Founder, CEO, CTO

Jul 2014 - Dec 2024 | Athens, Greece

Founded and led a product company focused on helping entrepreneurs and teams launch software products much faster.

- Led business, product, and technical strategy for a hybrid no-code, low-code, and traditional-code platform for rapid web and mobile application development.
- Built a generation platform for React, Next.js, and React Native applications, documented as accelerating development by 4x.
- Created a process for moving new product ideas from concept to market in weeks, spanning UX/UI design, application architecture, implementation, and launch readiness.
- Developed a training program that made computer science undergraduates and software enthusiasts productive on real software projects in days.

Evorad S.A. | Co-founder, CEO, CTO

Jun 2006 - Jul 2011 | Athens, Greece

Built and led an advanced medical imaging company, combining regulated product delivery with deep technical architecture.

- Owned company, product, technology, and architecture responsibilities while remaining active in product design and software implementation.
- Delivered a comprehensive RIS-PACS solution on Java SE/EE, SQL Server/Oracle, and Windows/Mac/Linux platforms.
- Led certification work for ISO 9001, ISO 13485, and CE Mark Class IIa for medical software.
- Prototyped a cloud and web-based medical image-sharing platform using Java EE, Tomcat, MySQL, Amazon EC2/RDS/S3, HTML5, JavaScript, iOS, and Linux.
- Created Jfx, an application development framework spanning Java SE/EE, object databases, relational databases, and cross-platform deployment.

ABC S.A. (Piraeus Bank Group) | Software Development Manager

Mar 2001 - Sep 2005 | Athens, Greece

Led architecture, development, and process standardization for banking systems and web application frameworks.

- Led and architected collateral, securities, ERP, and loan-origination systems for Piraeus Bank and other banking customers.
- Designed and led Flex, a web-based application development framework, strengthening reuse and delivery consistency across enterprise systems.
- Standardized development processes while leading teams using J2EE, IBM WebSphere, DB2, UML, and source-control workflows.

Earlier Leadership and Engineering | Project Manager, Systems Architect, Senior Software Engineer

1991 - 2001 | Athens, Greece

Built technical range across industrial automation, finance, media, CAD, 3D graphics, image processing, and scientific visualization.

- EDI Hellas: led development and pre-sales for a B2B e-commerce supply-chain product; consulted for the Athens Stock Exchange Central Securities Depository and Alpha Bank.
- Kantor Management Consultants: contributed to an IT master plan for the Greek Ministry of Economics' Corps of Economic Crime Prosecution.
- ITT Industries: led architecture and GUI design for a U.S. patented pump-selection system used by 1,000 sales users worldwide; served on an international software process standardization committee.
- General Magnetics: developed scientific visualization of medical data using 3D representation of MRI images, plus medical image compression and processing for telematics.
- Pi Systems and Christos Mangos S.A.: developed 3D photorealistic building representation, Windows CAD interfaces, statistical image processing, motion detection, flicker filtering, and physical simulation of wind, gravity, and cloth in C/C++.

EDUCATION, CREDENTIALS AND COMMUNITY

- **MBA, Project Management:** University of Surrey, Distance Learning Program, 1999-2000
- **BSc, Computer Science:** The American University of Athens, 1989-1992
- **Imagine K12 Accelerator:** Y Combinator, EdTech Entrepreneurship, 2015-2016
- **Entrepreneur Training & Startup Launch Program:** Founder Institute, 2014
- **AI certifications:** Neural Networks and Deep Learning; Improving Deep Neural Networks: Hyperparameter Tuning, Regularization and Optimization.
- **Founder mentor:** Mentor at Founder Institute since 2019, advising founders on product development, go-to-market strategy, and fundraising.

SELECTED PUBLICATIONS

- Research PACS and extensible medical image-processing publications at European Congress of Radiology and International Journal of Computer Assisted Radiology and Surgery, 2007-2008.
- Optimization of T2 parametric image map calculation in MRI polymer gel dosimetry, Journal of Physics: Conference Series, 2006.

LANGUAGES

Greek native | **English** C2/proficient | **German** basic