
Athanasios Salamanis

Senior Software Engineering Manager

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SUMMARY

Strategic engineering leader with 12+ years of experience building and scaling high-performing software organizations. Proven success in leading global teams of engineers to deliver enterprise-scale, cloud-native, and AI-driven solutions that drive measurable business outcomes. Adept at aligning technology strategy with organizational vision, optimizing development processes, and fostering a culture of innovation, accountability, and growth. Recognized for developing top talent, leading large-scale digital transformation initiatives, and consistently delivering high-impact results across diverse industries.

WORK EXPERIENCE

Senior Software Engineering Manager

Oracle, Oracle Health & Artificial Intelligence (OHAI), Thessaloniki, Greece (Remote)
May 2024 - Present

As a senior software engineering manager within the Oracle Health & Artificial Intelligence (OHAI) division, my main responsibilities and achievements include:

- **Led and developed a 12+ engineer organization across Europe and the US**, building high-performing teams and mentoring senior engineers into leadership roles.
- Directed the design, development and deployment of **cloud-native microservices on Oracle Cloud Infrastructure (OCI)** powering real-time healthcare operations for global enterprise customers.
- Achieved **99.95%+ uptime SLAs** across distributed production systems serving **thousands of clinicians and patients**, ensuring compliance, observability, and resilience.
- Spearheaded **multi-domain projects** spanning networking, storage, and virtualization, delivering critical healthcare infrastructure capabilities on schedule.
- Provided **strategic technical oversight**, aligning architecture and design decisions with corporate goals, regulatory requirements, and industry best practices.
- Championed **operational excellence initiatives** by introducing **operational readiness metrics** that reduced downtime incidents by 30% and improved release quality.
- Expanded and scaled the organization by **hiring and onboarding engineers across all levels**.
- **Partnered cross-functionally with product, design, and other engineering leaders** to deliver comprehensive roadmaps, ensuring technology execution aligned with business strategy.

Senior Software Engineering Manager

Pfizer, Center for Digital Innovation (CDI), Thessaloniki, Greece

Mar 2023 - Apr 2024

Led the software development team responsible for Pfizer's Global Clinical Supply (GCS) Clinical Trial Management System (CTMS), a critical application used by clinical sites worldwide to facilitate clinical trials. Key responsibilities and achievements included:

- **Led a 10+ engineer team across Europe and the US**, delivering mission-critical software for Pfizer's CTMS, supporting clinical sites worldwide.
- Directed the **end-to-end development and production deployment** of a large-scale mission-critical cloud-native application deployed on AWS, ensuring enterprise-grade reliability, scalability, and strict adherence to GxP compliance standards.
- **Architected resilient microservices**, provided strategic technical guidance, and conducted thorough design/code reviews to maintain high code quality and operational excellence.
- Fostered a **high-performing team culture** through mentorship, constructive feedback, and career development initiatives, resulting in improved team retention and capability growth.
- Partnered with cross-functional stakeholders to align software delivery with **strategic business goals**, providing accurate estimations and clear technical direction.
- Established and enforced **SDLC best practices**, improving delivery predictability and software quality.
- **Delivered all critical features and production releases within the first year**, meeting stringent timelines and budget constraints in a highly regulated environment.

Software Engineering Team Lead

Eclipse Foundation, Thessaloniki, Greece (Remote)

Jan 2022 - Feb 2023

Led the Eclipse OpenSmartCLIDE project, an open-source initiative within the Eclipse Theia framework aimed at advancing productivity, code quality, security, and maintainability for cloud computing application development. Key responsibilities and achievements:

- **Led a 30+ engineer cross-organizational team across Europe** spanning 11 organizations, fostering collaboration, transparency, and a culture of meritocracy.
- Defined and executed the **technical vision** for the OpenSmartCLIDE project, ensuring alignment with strategic goals and industry standards.
- Oversaw **39 code repositories**, maintaining high-quality code standards while enabling the development of innovative software development tools for cloud computing.
- Advanced **productivity, code quality, and security** in cloud-based application development by delivering tools that improved deployability and maintainability across the ecosystem.
- Acted as a **technical and strategic mentor** by guiding contributors and promoting best practices of open-source software development.

Software Engineering Manager, Software Architect

Centre for Research & Technology Hellas (CERTH), Thessaloniki, Greece

Sep 2013 - Feb 2023

Progressed through roles from software engineer to software architect and software engineering manager, contributing to over 20 large-scale IT projects. Combined technical expertise with

leadership to deliver impactful solutions across multiple domains. Key responsibilities and achievements:

- **Directed cross-functional teams of 5 to 30 engineers**, fostering collaboration and ensuring successful delivery of complex IT projects.
- **Spearheaded 20+ large-scale projects, including 8 major European research initiatives (FP7, H2020, Horizon Europe), 7 industrial programs, and multiple national/internal projects**, consistently meeting scope, timeline, and budget objectives.
- **Oversaw delivery of 50+ software products**, including AI solutions, forecasting systems, supply chain management platforms, geoprocessing services, and RESTful APIs, ensuring high-quality, scalable solutions.
- Applied versatile **technical leadership across transportation, tourism, energy, retail, and advertising domains**, aligning solutions with strategic goals.
- **Published 31 peer-reviewed papers (437 citations, h-index 12)**, establishing expertise in big data analytics, time series forecasting, and HPC, while guiding teams to apply cutting-edge research to practical solutions.

TECHNICAL SKILLS

- **Business & Domain Expertise:** Cloud, Pharmaceuticals, Healthcare, Transportation, Energy, Retail, Tourism, Software Development Tools, Advertising
- **Technical Leadership & Architecture:** Roadmap Definition, Project Delivery, Estimation, System Design & Architecture, Use Case Definition, Requirements Elicitation, SDLC Best Practices, Deployment Strategies, Cloud-Native Development, Operational Excellence, GxP, Regulatory Standards, Change Management
- **Software Development Processes:** Scrum, Kanban, Waterfall, CI/CD, DevOps, DevSecOps
- **AI & Data:** GenAI, LLMs, Agents, MCP, RAG, Vector Databases, LangChain, NumPy, SciPy, pandas, scikit-learn, TensorFlow, Keras
- **Backend Development:** Java (Core, EE, Spring, Spring Boot, Micronaut), C, C++, Python, Go
- **Frontend Development:** TypeScript, JavaScript, HTML5, CSS
- **Databases:** Oracle DB, PostgreSQL, MySQL, MS SQL Server, MongoDB, Liquibase
- **Messaging / Streaming:** Apache Kafka, RabbitMQ
- **Caching:** Redis, Memcached, Oracle Coherence
- **Cloud & Infrastructure:** AWS, Azure, GCP, Oracle Cloud (OCI), OpenStack
- **Containers & Orchestration:** Docker, Kubernetes, Helm
- **Infrastructure as Code (IaC):** Terraform, Ansible
- **CI/CD:** Jenkins, GitLab CI/CD, GitHub Actions
- **Monitoring & Observability:** Prometheus, Grafana, Splunk
- **High-Performance Computing (HPC):** OpenMP, MPI, CUDA, Pthreads
- **GitHub:** Selected personal projects and code samples are available on [GitHub](#).

EDUCATION

Diploma of Electrical and Computer Engineering (MEng equivalent)

Aristotle University of Thessaloniki, Thessaloniki, Greece, Sep 2007 - Jul 2013

Diploma Thesis: Named Entity Recognition and Disambiguation