

César Camacho

San Diego, CA, US – camacho.cesar@gmail.com – (619) 710-6901 – [in/cesarecamacho](https://in.cesarecamacho)

SUMMARY

Engineering-first CTO with 20+ years building SaaS products, leading distributed engineering organizations, and remaining deeply engaged in architecture and technical execution. Currently responsible for the technology strategy and delivery of an AI-powered real-time transcription platform. Track record across three cloud migrations (AWS → GCP → Azure), SOC 2 and PCI compliance ownership, and leading distributed teams of up to 20. Experienced in scaling cloud systems, improving release velocity and reliability, developing engineering leaders, and partnering with product and business executives to turn company goals into executable roadmaps.

EXPERIENCE

Chief Technology Officer (CTO) & VP of Engineering

MosaicVoice November 2023 - Present, Remote

- Own technology strategy, architecture, engineering delivery, infrastructure, security and technical operations for an AI-powered real-time transcription and agent-guidance SaaS platform.
- Lead the development and production operation of AI capabilities including automated QA scoring, real-time guidance, PII/PHI/PCI redaction, training simulations and LLM-enabled product workflows.
- Led the engineering workstream that achieved and maintains SOC 2 certification, and own PCI DSS self-assessment (SAQ) compliance.
- Led three production cloud migrations: an AWS re-platform, AWS → GCP (Cloud Run, GCE, Memorystore, Terraform-managed), and an in-progress GCP → Azure cutover, each without customer-facing downtime on a live call-recording platform.
- Partner with product leadership, customers and company executives to translate business priorities into technical roadmaps, delivery plans and explicit product-quality tradeoffs.
- Manage a distributed engineering organization and external technical partners, establishing delivery standards, technical ownership and more reliable release practices.
- Improved system stability and deployment confidence through stronger monitoring, incident handling, automated testing and development tooling.
- Own the AI and infrastructure budget; analyze model usage, accuracy and per-call cost to guide provider selection and build-vs-buy decisions, reducing inference and transcription spend.

VP of Engineering

Hoken April 2022 - October 2023, Remote

- Architected and led the development of Hoken's back-office platform using Ruby on Rails, optimizing for remote collaboration and scalability.
- Collaborated with business stakeholders to ensure that Hoken's applications exceeded expectations, aligning technical strategy with business goals.
- Built and led a 10-person distributed team across the US, CDMX, and Colombia, establishing effective collaboration practices and fostering a cohesive remote culture.
- Implemented agile workflows tailored for remote work, delivering 40+ projects on time and on budget within a 9-month product cycle.
- Cultivated a culture of open feedback and transparent communication, leading to early product launches and strong team alignment with the company's vision.

Director of Engineering & Engineering Manager

Credijusto January 2020 - April 2022, Mexico City, MX

- Spearheaded key integrations and partnerships, including with UberEats México, driving engineering alignment with business objectives and supporting growth.
- Recruited, mentored, and managed a distributed engineering team of up to 20 across the USA, Mexico, and Colombia, fostering a collaborative, high-performing environment.
- Established best practices for onboarding and cross-regional collaboration, ensuring smooth execution and project delivery.
- Led initiatives to improve team communication and operational efficiency, overcoming geographic and time-zone challenges to maintain alignment with company goals.

Senior Software Engineer

AppFolio July 2019 - January 2020, San Diego, CA

- Contributed to the backend development of payment functionalities for MyCase, a leading Case Management Software.
- Demonstrated versatility by taking on both backend and frontend roles, helping deliver key features quickly.
- Mentored junior developers, sharing knowledge and best practices to improve team efficiency and product quality.
- Showcased leadership potential, contributing to the team's success and aligning engineering work with business goals.

CTO/Lead Engineer

Assured Certificates January 2017 - June 2019, San Diego, CA

- Actively engaged with stakeholders to ensure the engineering direction aligned with business goals, driving successful partnerships and beta testing.
- Overhauled a multi-iteration codebase, improving system stability and introducing continuous integration practices.
- Implemented cloud-based automation for build and deployment processes, enhancing operational efficiency and reducing manual effort.

Senior Development Manager

gap intelligence January 2014 - December 2016, San Diego, CA

- Developed the company's foundational API, integrating advanced search capabilities via Elasticsearch to meet the needs of both local and international stakeholders.
- Led cross-functional teams across San Diego and Uzbekistan, ensuring effective communication and timely project delivery despite time-zone and cultural differences.
- Played a key role in building and maintaining mobile applications that improved internal operations and supported global usability.
- Fostered a positive, inclusive team environment through regular communication and trust-building exercises, ensuring smooth collaboration between geographically dispersed teams.

Senior Software Engineer

The ACTIVE Network July 2011 - December 2013, San Diego, CA

- Led the rewrite of results.active.com, reducing record import time from hours to minutes, significantly improving performance.
- Contributed to the rewrite and launch of active.com, and developed the current version of ACTIVE's RESTful API.
- Developed a Ruby wrapper for ACTIVE's API, improving code efficiency by reducing bundle size by 50%, decreasing page load time by 70%, and boosting application performance by 150%.

ADDITIONAL EXPERIENCE

Independent Products

Design, build and operate small SaaS products end to end, staying hands-on with production architecture, AI integration and cost control.

BringThis (bringthis.app): signup and volunteer coordination for community organizations (PTAs, churches, scouts, sports teams), with AI-assisted setup that converts unstructured text into organized signup sheets.

StudioBloom (studiobloom.app): SaaS for independent teaching studios, supporting class enrollment, student management, payments and family-facing workflows.

EDUCATION

BS in Computer Science

CETYS Universidad · Tijuana, B.C., Mexico · 2004

SKILLS

Leadership: Engineering Strategy, Team Building, Distributed Teams, Budget Ownership, Product Partnership, Vendor & Contractor Management

AI & Product: AI/LLM Product Development, Production LLM Systems, Real-Time Transcription, Automated QA Scoring, Model Cost/Quality Evaluation, Build-vs-Buy Strategy, AI-Assisted Engineering

Compliance & Security: SOC 2, PCI DSS (SAQ), PII/PHI/PCI Redaction, Multi-Tenant Isolation, RBAC & Least-Privilege Access, Data Retention & Audit Trails

Architecture & Cloud: SaaS Architecture, AWS, GCP, Azure, Terraform, REST APIs, System Integrations, CI/CD, Docker

Languages & Frameworks: Ruby, Ruby on Rails, JavaScript, React, HTML, CSS

Data & Infrastructure: PostgreSQL, MySQL, Redis, Elasticsearch, Sidekiq

Quality & Operations: RSpec, Observability, New Relic, Reliability, Performance Optimization, Incident Management