Roberto Aguirre Guardia

Engineering Manager · AI native leadership (Claude Code, agentic dev workflows, spec driven development, AI assisted review) · Led teams of up to 50 with the lowest turnover of the account · Delivery, people development and technical credibility · Remote · English C1

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SUMMARY

Engineering manager who leads delivery teams and drives AI adoption as a default, not a buzzword. Deeply **AI native**: built and runs an **agentic software delivery workflow** (Claude Code, spec driven development, AI assisted code review, evidence based verification) and sets the pace on AI for the team, turning adoption into measurable throughput without letting quality slip. Led **multidisciplinary teams of up to 50** and delivered the **lowest turnover of the account**, a real track record of retaining, hiring and developing people. Ships **reliably**: delivery on cadence, risk surfaced early, scope managed, commitments kept. **Technically credible** (system design input, architectural risk, code review, debugging) without being the bottleneck, coaching engineers toward answers. Works **remote and cross functionally** with Product and Design, addressing conflict directly. Under his leadership, **DigitalHubAssist** reached **Registered Partner status in Anthropic's partner program**. Spanish native, English C1.

EXPERIENCE

Head of AI, Innovation & Product · **DigitalHubAssist** Oct 2024 · Present

United States (LLC) · Remote · AI native engineering · Anthropic partner program

- **Sets the pace on AI adoption**: built and runs an **agentic software delivery workflow** (Claude Code, spec driven development, AI assisted code review, evidence based verification) and turns it into **measurable throughput without sacrificing craftsmanship**, with clear opinions on where AI helps and where it quietly creates debt.
- Owns **technical direction** (system design, architectural risk) and delivery in a **remote and async** setup. Under his leadership, **DigitalHubAssist** reached **Registered Partner status in Anthropic's partner program**.

Engineering & Delivery Manager · **NTT DATA** Apr 2021 · Oct 2024

Multinational (GSI Tier 1) · Financial services

- Led cross functional engineering teams of **up to 50** and delivered the **lowest turnover of the account** through **hiring, development and direct people leadership**. Owned delivery to production (CrediCore) on cadence and quality, surfaced risk early, and partnered across Product and business up to the bank's presidency, making the tradeoff calls without stalling.

Delivery Lead · **VASS · GlobalHitss · Tecnocom** 2012 · 2021

Banking · Insurance · Health · Public sector

- Led multidisciplinary teams delivering critical platforms (Porvenir, **LATAMDIGITAL 2019 award**) with predictable quality under agile ceremonies, coordinating across Product, QA and stakeholders.

SKILLS

AI native leadership: Claude Code and agentic dev workflows, spec driven development, AI assisted code review, prompt engineering for tickets and docs, tracking AI adoption and throughput, evidence based verification (quality without debt)

People leadership: hiring and developing engineers, growth and retention (lowest turnover of the account), direct conflict resolution, 1:1s, delegation and coaching toward answers, teams of up to 50

Delivery: shipping on cadence, scope and risk management, predictable quality, cross functional partnership with Product and Design, remote and async leadership and written communication

Technical credibility: system design input, architectural risk, code review, debugging; TypeScript, Node.js, React, PostgreSQL, cloud (Azure), CI/CD, Docker

Education & languages: Systems Engineering (U. de Lima), MBA (Tecnológico de Monterrey) · Spanish native · English C1