

Guillermo Power, PhD, BSc

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Summary

Technology leader with a PhD in Conversational AI and 20 years of experience building teams and products — from founding a startup as CTO to leading engineering teams through three acquisitions. Combines deep research into human-AI interaction — including a PhD on how anthropomorphism shapes user trust in simulated conversational AI agents — with hands-on leadership: shipping software, mentoring engineers, and driving pragmatic AI adoption. Hands-on with frontier LLMs (GPT-5.5, Claude, DeepSeek V4 Pro), RAG architectures, multi-agent orchestration, and AI safety. Shares practical AI insights through SSRN working papers and podcast discussions. Volunteer trainer for NHS staff on effective AI adoption. Builds and ships AI-powered applications as side projects.

Professional Experience

Senior Software Development Manager Aconex / Conject (acquired by Oracle) | Nottinghamshire, UK | Feb 2014–Present

- Managed a team of 15 engineers split across two product lines.
- Led engineering teams through two successive acquisitions, retaining the majority of staff across all transitions — well above industry norms.
- Drove pragmatic AI adoption: running internal GenAI pilots, introducing multi-agent development workflows (**BMAD**, **OpenSpec**), and guiding teams to separate genuine productivity gains from hype.
- Developed a RAG-based agent on Oracle Cloud Infrastructure (OCI), applying retrieval-augmented generation to enterprise knowledge access use cases.
- Lead technical architecture, security reviews, and post-acquisition Oracle compliance across both product lines. Report delivery progress and team performance to senior leadership.
- Coach engineers on AI-assisted development — tools (Codex, OpenCode), agentic workflows (BMAD, OpenSpec), and responsible prompting — through hands-on 1:1 guidance.
- Championed responsible AI practices, contributing to internal ethics and safety guidelines while maintaining data privacy and security standards.
- Removed organisational blockers, mentored engineers into leadership roles, and continuously improved delivery processes across distributed teams.

CTO and Founder Bright Noodle Ltd | London, UK | 2012–2014

- Founded and managed a digital marketing consultancy, overseeing all technical operations from inception working with two co-founders and a small team.
- Provided hands-on technical leadership, developing websites and digital solutions for small to medium-sized clients, ensuring alignment with their business goals.
- Managed relationships with external suppliers and coordinated freelance developers and designers to deliver projects on time and within budget.
- Gained deep experience in entrepreneurship, client management, and full-stack development while adapting to a rapidly changing digital landscape.

CTO Media Ingenuity Ltd / LeadMarket Ltd (acquired) | London, UK | 2007–2011

- Transformed software development processes by introducing **Agile methodologies, unit testing, QA automation, server virtualisation, and uptime monitoring**, while actively contributing to new feature development.
- Served as CTO of the 60-person company, overseeing all technical operations and contributing to company-wide strategic decisions.
- Led a team of 9 developers and testers, driving the development of high-traffic consumer websites and securing **£17.5M in funding** through robust technical leadership.
- Implemented **disaster recovery procedures, load-balanced web servers, and database replication**, ensuring system resilience and scalability.

Web Developer RNLI | Poole, UK | 2005–2007

- Played an integral role in the redevelopment of the RNLI's public website and internal intranet, gaining experience in delivering digital projects within a large, mission-driven organisation.
- Collaborated with internal stakeholders and external subcontractors to ensure project alignment with business needs—an early introduction to cross-functional teamwork.

Research Fellow University of Southampton | Southampton, UK | 2003–2005

- Contributed to two major funded research initiatives (EU ADAPT project and JISC TOIA project), focusing on user modelling, adaptive systems, and online assessment technologies.
- Acted as interface design consultant for the TOIA project, gathering requirements and translating user needs into technical specifications—an early foundation for my later stakeholder management skills.
- Developed software prototypes using Java, SQL, and XML, bridging the gap between academic research and practical application.

Technical Skills

- **Leadership:** Team management, process optimisation, stakeholder collaboration, AI-driven workflows
 - **Methodologies:** Agile, Continuous Integration, Test-Driven Development (TDD)
 - **Technical Background:** ASP.NET (C#), Java, JavaScript, CSS, HTML. Strong code review and architecture skills. Highly effective with AI-assisted coding workflows.
 - **AI & Automation:** Agentic development (Codex, OpenCode, OpenSpec), multi-agent orchestration, prompt engineering. Frontier LLMs (GPT-5.5, Claude, DeepSeek V4 Pro), local models via Ollama (Llama 2, TinyLlama). RAG architectures on OCI. Image generation (ComfyUI). MCP server integration for tool-augmented LLM workflows.
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Personal Projects

- **Local AI Experimentation:** Evaluating open models on consumer hardware — LLM inference via Ollama (Llama, DeepSeek, TinyLlama) and image generation via ComfyUI — to identify practical, low-cost AI applications.
 - **Homelab Automation:** Maintain a small server cluster (Raspberry Pi, containers) with infrastructure-as-code practices for media, network, and automation services.
 - **Self-hosted Website:** Personal site for sharing technical insights, project documentation, and professional updates.
 - **Research Publications:** Author of working papers on technology, AI, and software engineering, available via SSRN.
 - **NHS AI Volunteering:** Helping local NHS staff adopt AI tools effectively through hands-on training sessions.
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Education & Training

- **PhD in Computer Science** | University of Southampton | 2003
Thesis: *How levels of anthropomorphism in conversational interfaces affect user expectations*
 - **BSc (Hons) in Computer Science and Mathematics** | University of Portsmouth | 1998
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Interests

- AI and its impact on software development, retro computing, running, off-roading, and classic cars.
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