

Pablo Canales

Santiago, Chile
pablo.canaleshernandez@gmail.com
[+56 9 9650 4804](tel:+56996504804)
linkedin.com/in/pablo-canaleshernandez-17019418
github.com/Cidro

PROFESSIONAL SUMMARY

Hands-on software architect and technical leader with 20 years of experience building and modernizing multi-tenant SaaS products, digital marketplaces, public-sector systems, and client-facing applications. Combines backend and full-stack engineering, cloud infrastructure, technical planning, and mentoring to turn ambiguous business problems into maintainable production systems. Leadership experience includes CTO and engineering-management roles while remaining directly involved in architecture, implementation, code review, debugging, and production operations. Currently leading Ouro's configurable business-operations platform, including workflow automation, document generation, integrations, real-time services, and AI-assisted capabilities.

CORE SKILLS

- Architecture and technical leadership**
System design, technical direction, design reviews, code reviews, mentoring, technical planning, cross-functional alignment
- Platform and backend engineering**
Multi-tenant SaaS, workflow automation, API and integration design, background processing, real-time systems, search, document generation
- Languages and frameworks**
Python, FastAPI, JavaScript, TypeScript, Vue.js, React, PHP, Node.js
- Data and infrastructure**
PostgreSQL, MySQL, Redis, Linux, Docker, AWS, Cloudflare, object storage, observability, deployment automation

PROFESSIONAL EXPERIENCE

CTO • Ouro

Santiago, Chile • Remote
July 2024–Present

- Own technical direction and remain hands-on in the architecture and implementation of a multi-tenant platform for managing complex business operations.
- Designed a modular, configurable platform spanning CRM and sales, service operations, procurement and inventory, accounting, documents, reporting, and custom business resources.
- Established a Python and FastAPI backend architecture with PostgreSQL, Redis, containerized services, object storage, search, background processing, and real-time communication.
- Designed schema-driven resources and multi-step workflow automation that allow organizations to model domain-specific processes through reusable platform capabilities.
- Extended the platform with document generation, integrations, and AI-assisted capabilities supporting multiple operational domains.
- Guide architectural decisions by clarifying the underlying problem, evaluating tradeoffs, and choosing the simplest design that can evolve safely.
- Partner with product, clients, and business stakeholders to translate ambiguous requirements into maintainable capabilities; standardized Docker-based development and deployment workflows to improve consistency across environments and reduce operational friction.

Technical Manager • Squaredance

Toronto, Canada • Remote
July 2022–March 2024

- Managed and mentored a four-developer team while contributing directly to implementation, production debugging, architecture decisions, and code review.
- Owned technical planning and delivery coordination across engineering, product, and executive stakeholders; translated product priorities into scoped technical work and resolved implementation risks across concurrent initiatives.
- Introduced a lightweight two-week planning and review cadence, focused standups, and retrospectives tailored to the team's needs rather than applying process mechanically.
- Balanced new product work with maintenance and evolution of an established affiliate-marketing platform, protecting engineering quality while continuing to ship.

Senior Full-Stack Developer · Jumbleberry

Toronto, Canada · Remote
October 2018–July 2022

- Co-designed and built an affiliate-marketing marketplace from early architecture through production evolution.
- Led early frontend architecture and development with Vue.js and Webpack, then contributed to the migration to Vite as the application and team grew.
- Expanded from frontend ownership into backend and platform work using PHP, Phalcon, Python services, and supporting infrastructure.
- Worked across product and system boundaries to deliver features, investigate production behavior, and evolve a growing platform without losing delivery momentum.

Senior Full-Stack Developer · Asimov

Santiago, Chile
November 2015–October 2018

- Led multiple client projects concurrently, from requirements and technical design through implementation and delivery.
- Guided and supervised developers while remaining responsible for core engineering work, architecture, and technical problem-solving.
- Built web and mobile applications using PHP, Laravel, JavaScript, Vue.js, Java, and Apache Cordova.
- Maintained server infrastructure and advised clients on practical technology choices aligned with business constraints.

Web Developer · Jumbleberry

Toronto, Canada · Remote
October 2014–August 2015

- Built and maintained internal applications that improved day-to-day workflows across company departments.
- Worked across PHP applications, Linux infrastructure, AWS, and Chef-based deployment automation.

Web Developer · Ministerio Secretaría General de la Presidencia

Santiago, Chile
June 2012–June 2014

- Designed and built applications for Chilean government institutions using CodeIgniter, Symfony, and Laravel.
- Acted as a technical consultant to public-sector teams, helping define projects, evaluate implementation approaches, and coordinate effectively with external providers.
- Contributed to national Open Data, Open Government, and citizen-participation initiatives.
- Built internal REST APIs with Node.js while the organization evaluated newer platform technologies.

EARLIER EXPERIENCE

Web Developer · People&Chess	Santiago, Chile · November 2010–April 2012	Built corporate and e-commerce websites and managed Linux-based web infrastructure using PHP, Joomla, WordPress, Drupal, JavaScript, and CSS.
Web Developer · Digitaria	Santiago, Chile · January 2010–October 2010	Delivered corporate websites for agency clients using PHP-based content management systems and frontend technologies.
Web Developer · Defontana	Santiago, Chile · March 2006–June 2008	Maintained and improved a commercial online ERP platform using Microsoft technologies, including VB, .NET, SQL Server, and JavaScript.

EDUCATION

Computer Programming · Universidad Técnica Federico Santa María
Viña del Mar, Chile · 2003–2007

LANGUAGES

Spanish · Native
English · Full professional proficiency