Mike Bogdanovsky

Senior R&D Director · AI Transformation Leader

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25+	~100	5,000
Years scaling R&D orgs	Engineers led at peak	Product & Tech org driving AI transformation

SUMMARY

Senior R&D leader with 25+ years of experience building and scaling engineering organizations across startups and global enterprises. Proven track record of delivering complex products, leading large distributed teams, and driving transformation at scale.

Currently leading AI transformation across a ~5,000-person Product & Technology organization — redefining how software is built through agentic workflows, AI-driven SDLC, and automation.

EXPERIENCE

Apr 2022 – Present
4 yrs 2 mos

NICE Ltd

Senior R&D Director — AI Transition COE — Apr 2026 – Present

- Established and leads the AI Transformation Center of Excellence (COE).
- Drives AI adoption across a ~5,000-person Product & Technology organization.
- Defines the next-generation development model — AI-driven SDLC and agentic workflows.
- Introduces spec-driven development and coding agents into daily engineering workflows.
- Builds internal standards, tooling, and best practices for AI-native development, with centralized visibility, governance, and measurement across AI tools.

R&D Director — GenAI Solutions for CX — Aug 2023 – Apr 2026

- Led design and delivery of backend infrastructure for LLM integration.
- Built generic APIs enabling scalable GenAI capabilities across products.
- Built and scaled a new engineering organization from the ground up; delivered MVP to production under aggressive timelines.

R&D Director — APA — Apr 2022 – Aug 2023

- Managed a global organization of ~100 engineers, including group leads, architects, DevOps and QA managers.
- Owned the full delivery lifecycle — execution, quality, and predictability.

Dec 2018 – Apr 2022
3 yrs 4 mos

Align Technology

Senior Manager — Web Group Lead

- Led multiple distributed frontend teams.
- Owned architecture, design, and delivery of web platforms.
- Delivered production-grade systems in a regulated environment.

Jan 2013 – Aug 2018
5 yrs 7 mos

Showbox

Chief Technology Officer

Apr 2016 – Aug 2018

- Defined company technology strategy; partnered with business and product on roadmap and growth.

VP R&D

Apr 2013 – Mar 2016

- Built the engineering team from scratch.
- Led development of a browser-based video creation platform.

Jan 2012 – Jun 2018
6 yrs 5 mos

Datablock Ltd

CEO & Co-Founder

- Founded and led a software services company delivering end-to-end development for startups and enterprise clients.
- Key clients: Wix, Motorola, Memomi, LogOn, AnyTrack.

2000 – 2012
Earlier career

Earlier Career

Microsoft — Build Engineer (DevOps)
Innovid — Lead Frontend Developer
Xwise — Team Lead, Frontend
All-4-Web — Founder, Development Studio
AOL — Senior R&D Engineer
SohoOS — Lead Full-Stack Engineer
Gteko — Team Lead

CORE SKILLS

- AI / GenAI / LLM systems
- AI coding agents & tooling
- Distributed systems & cloud architecture
- Developer productivity platforms
- CI/CD, DevOps, observability
- Enterprise SaaS platforms

LEADERSHIP PHILOSOPHY

- You build it — you own it.
- Automation is not optional.
- Production is the single source of truth.
- Speed comes from removing bottlenecks, not adding process.
- AI is an enabler of scale, not a goal.

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