

Ryan Ginstrom

Senior Vice President of Engineering | Recursive Inc.

Aichi, Japan | US Citizen & Japan Permanent Resident

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Executive Summary

Technology executive with 20+ years of experience leading software, AI, and machine learning organizations from startup through large-scale production environments. Currently serving as Senior Vice President of Engineering at Recursive Inc., since September 1, 2026. Previously served as CTO and Director at Corpy & Co., with responsibility for engineering strategy, delivery governance, organizational development, AI platform initiatives, and operational performance. Track record of building and scaling engineering teams, improving delivery predictability, introducing governance frameworks, and aligning technology investments with business objectives. Experienced in AI, cloud-native systems, enterprise software, and engineering transformation. Holder of four US patents in NLP and conversational AI. Fluent in English and Japanese.

Core Competencies

Executive Leadership: Engineering Organization Leadership, Technology Strategy, Organizational Transformation, Executive Stakeholder Management, Cross-Functional Leadership, Board & Leadership Communication Delivery & Operations: Portfolio Management, Delivery Governance, Engineering Productivity, Quality & Reliability Programs, Resource Planning, Engineering Metrics & KPIs AI & Technology: AI Strategy, Machine Learning Systems, Agentic Systems, AI Governance, Explainability & Auditability, Cloud Platforms & Distributed Systems

Expertise

AI Platforms & ML: LLM Systems, MLOps, RAG, NLP, Conversational AI, Evaluation Frameworks

Infrastructure: Kubernetes, Docker, CI/CD, Microservices, Observability, Workflow Systems Search &

Retrieval: ElasticSearch/OpenSearch, Vector Search, Hybrid Retrieval, Kafka, Data Pipelines Languages:

Python, C++, Go, Kotlin

Professional Experience

Senior Vice President of Engineering | Recursive Inc. | Sep 2026 - Present

Chief Technology Officer & Director | Corpy & Co. | Tokyo, Japan | Jul 2025 - Jul 2026

Was responsible for engineering strategy, delivery governance, organizational development, and AI platform initiatives for a multinational AI consulting and software development company.

Key Responsibilities

- Led engineering strategy across software, AI, infrastructure, QA, and delivery functions.
- Managed engineering leadership organization, including multiple Vice Presidents and senior technical leaders.
- Oversaw portfolio delivery across more than 20 concurrent client engagements and internal initiatives.
- Partnered with executive leadership on business planning, organizational scaling, profitability initiatives, and operational improvements.
- Represented engineering strategy to clients, partners, and executive stakeholders.
- Worked directly with Japanese clients, manufacturers, and engineering stakeholders in bilingual technical and business environments.

Selected Achievements

- Introduced company-wide engineering governance standards covering development processes, code review, delivery readiness, and operational practices.
- Established project health monitoring framework providing visibility into delivery risk, quality, and organizational performance.
- Implemented portfolio supervision model improving oversight across large numbers of simultaneous projects.
- Led adoption of AI-assisted engineering workflows; improved delivery predictability from ~75% on-time to 100% through governance and process discipline.
- Led design and deployment of CONFIDE, a RAG-based content management and workflow platform, including agentic workflow engine, Pydantic schema enforcement, and hybrid retrieval pipeline.
- Created engineering career development and mentorship frameworks to support organizational growth.
- Developed reusable AI platform strategy focused on observability, auditability, explainability, and enterprise AI governance.
- Collaborated with AIST (National Institute of Advanced Industrial Science and Technology) on AI research initiatives.
- Supported R&D in autonomous driving, computer vision, and simulation-based AI through platform strategy.

Engineering Manager / Technical Leader | Mercari, Inc. | Tokyo, Japan | Aug 2021 - Sep 2025

Held engineering leadership roles at one of Japan's largest technology companies, operating large-scale cloud-native systems serving millions of users.

Key Responsibilities

- Led engineering teams responsible for machine learning and platform initiatives.
- Worked across product, infrastructure, and data organizations to deliver business-critical systems.
- Supported development of ML-powered capabilities and production AI features.
- Contributed to technical strategy, organizational development, and engineering excellence initiatives.

Selected Achievements

- One of the founding members of Mercari's Search ML initiative; later became Engineering Manager for the dedicated LLM engineering team, leading its LLM strategy and delivering its first customer-facing production features.
- Delivered Mercari's first production machine learning features and first production LLM-powered capabilities.
- Founded and led the ML search team, integrating ML into search to improve UX and accuracy.
- Designed and implemented MLOps infrastructure and A/B testing for models.
- Spearheaded image search feature development to expand search capabilities.
- Operated within one of Japan's largest Google Cloud environments.

Senior Software Engineer | LivePerson | Seattle, WA | Oct 2019 - May 2021

- Maintained high-volume ML systems with Kafka, Hadoop, Kotlin, and ElasticSearch.
- Developed text intent platform to enhance conversational automation.
- Built automated model training and deployment pipelines for faster delivery.

Tech Lead / Engineering Manager | Conversica | Seattle, WA | Dec 2015 - Oct 2019

- Introduced ML-based conversation automation, improving NLP capabilities.

- Architected microservices-based AI system with Django and Docker/Kubernetes.
- Built CI/CD pipelines for AI models and self-learning systems using human feedback.

Senior Software Engineer | Lending Robot | Seattle, WA | Feb 2015 - Dec 2015

- Productionized ML for loan default prediction.
- Created automated investment algorithms and secondary loan market platform.

Senior Software Engineer | Gathered Table | Seattle, WA | Dec 2013 - Dec 2014

- Developed menu planning system using linear programming.
- Built automated grocery list generation tools and backend systems.

Bilingual Engineer | Nintendo of America | Redmond, WA | Mar 2011 - Dec 2014

- Built NLP pipelines for multilingual document processing.
- Developed backend tools and translation support systems.

Sole Proprietor / Remote Contractor | Japan | Jun 1999 - Mar 2011

- Specialized in NLP and document processing.
- Created Felix translation productivity software and managed full business operations.

Patents

- Systems and methods for natural language processing and classification (US-11301632-B2)
- Systems and methods for configurable messaging response-action engine (US-11106871-B2)
- Systems and methods for configurable messaging with feature extraction (US-11100285-B2)
- Systems and methods for automated question response (US-11010555-B2)

Speaking & Thought Leadership

Speaker at FOSSASIA, Berlin Buzzwords. Featured in Tokyo Dev, Mercari Blog, and AI Listing (Mercari Release). Regular speaker and advisor on: Agentic Systems, AI Governance, Explainability & Auditability, Enterprise AI Adoption, Engineering Leadership, and Software Delivery Excellence.

Education

Bachelor of Arts in Linguistics | Stanford University, Stanford, CA

Languages

English (Native) | Japanese (Business Fluent) | Spanish (Conversational)

Additional Information

Areas of Interest: CTO Advisory | Engineering Leadership | AI Strategy | Technology Due Diligence | Organizational Transformation | Board Advisory Work Authorization: US Citizen | Japan Permanent Resident