



# THIAGO CHARÃO

Director of Architecture | Technology & Architecture Leadership

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## SUMMARY

Technology & Architecture leader with 20+ years across engineering, platform architecture, and delivery leadership. I work on platform foundations, identity, and AI-enabled engineering productivity — helping teams ship real software in messy, political, legacy-heavy environments. Led AI adoption across ~300 engineers, delivering ~20% measured throughput uplift. Designed and governed enterprise SSO/Identity at 50K+ MAU scale (Auth0). I focus on pragmatic execution, standards, guardrails, and enabling teams to move fast without breaking trust.

## HIGHLIGHTS

- Led engineering AI rollout (~300 engineers) → **~20% productivity uplift measured**
- Identity/SSO at **50K+ MAU scale** (Auth0)
- Modernised platform delivery on **AWS + Kubernetes (EKS)**
- Established architecture governance (standards, DRB/TRB, decision records)
- Known for calm leadership, stakeholder alignment, outcome ownership

## CORE STRENGTHS

Architecture leadership · Technology strategy · Platform Engineering  
Identity/SSO (Auth0, OAuth2, OIDC) · AI enablement & productivity programs  
AWS · Kubernetes (EKS) · Event-driven architecture · API design  
CI/CD · Engineering standards · Technical operating models · Stakeholder alignment

## EXPERIENCE

### Planet — Porto, Portugal

Director of Architecture | Apr 2025 – Present

- Own platform, identity and architecture direction aligned with business goals.
- Led AI adoption program across ~300 engineers → ~20% uplift through workflows & guardrails.
- Scaled enterprise identity with Auth0 to 50K+ MAU.
- Established architecture forums & decision mechanisms to reduce friction and duplication.

### Senior Software Engineering Manager | Apr 2024 – Apr 2025

- Led platform and architecture initiatives for scalability, resilience, delivery speed.
- Drove roadmap clarity and prioritisation with stakeholders.
- Mentored engineers & architects; raised quality standards.

## **Senior Software Engineer | May 2021 – Apr 2024**

- Built high-throughput event-driven APIs using Java/Spring & .NET.
- Improved observability, performance and reliability.
- Automated CI/CD and containerised workloads for faster delivery.

## **Basecone — Porto, Portugal**

### **Senior Software Engineer | Mar 2020 – May 2021**

- Scaled document-processing workflows (OCR pipelines) for reliability & throughput.
- Built serverless back-end services in .NET + AWS (Lambda/API Gateway).
- Created Python automations to remove manual ops overhead.

## **Farfetch — Porto, Portugal**

### **Lead Technical Consultant | Dec 2018 – Mar 2020**

- Supported mission-critical logistics/shipping services.
- Worked with distributed and graph data systems.
- Improved predictability in cross-functional delivery.

## **ThoughtWorks — Porto Alegre, Brazil (client work incl. US retail)**

### **Senior Development Consultant | Jul 2017 – Nov 2018**

- Delivered large-scale retail initiatives (loyalty/payments).
- Collaborated closely with client product and engineering stakeholders.

## **Azion Technologies — Porto Alegre, Brazil**

### **Senior Software Engineer | Jun 2016 – Jul 2017**

- Built platform features using Python/Django and API-first design.

## **Earlier Roles — Brazil / Ireland**

### **Software Engineer / Senior Consultant / Technical Lead | 2005 – 2016**

- 2005-2007 **Telecom Sistemas**: POS systems & retail platforms.
- 2007-2014 **CWI Software**: Lead dev teams; responsible for design, quality & mentoring.
- 2014-2016 **Independent Consultant**: Delivered mobile apps (Xamarin) & full-stack web solutions for clients.

## **EDUCATION & CERTIFICATIONS**

- Cornell University — Technology Leadership (Certificate)
- UFRGS — Applied Mathematics (coursework)
- Unilasalle — Computer Science (coursework)
- Microsoft Certified Professional (MCPS) — Software Development
- Cambridge English Certification

## **LANGUAGES**

Portuguese (Native), English (Fluent), Italian (Elementary)