Alexandre Santos

Software Development Manager | Remote Team Leader | Skilled Motivator | Father | Founder
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Summary

Experienced Software Engineering Manager with a proven track record of managing globally distributed teams in a fully remote setting for the past five years. Expert in the complete SDLC, from ideation through release and sunsetting phases, with hands-on experience in technical problem-solving, guiding diverse teams, and fostering a high-productivity, cohesive environment. Skilled in both on-premises and cloud-based systems, focusing on highly available, multi-tenant, large-scale data systems. Known for strong decision-making, timely project updates, and maintaining high team morale across time zones.

Core Competencies

- **Remote Team Management**: Expertise in managing remote teams across global locations, maintaining team cohesion, productivity, and morale.
- **SDLC & Product Management**: Skilled in end-to-end SDLC management, from concept to deployment, for complex software products.
- **Communication & Collaboration**: Proficient in remote collaboration tools, including Slack, Zoom, and Jira, ensuring seamless cross-functional teamwork.
- **Technical Leadership**: Hands-on coding, troubleshooting, and technical guidance, adaptable to both on-prem and cloud environments.

Professional Experience

Sonatype
Engineering Manager
June 2019 – June 2024 (5 years 1 month)

- Led a globally distributed team of 20 across three teams, overseeing the SDLC from ideation to release in a fully remote environment.
- Directed technical assessments, budget management, and resource allocation, aligning team goals with company priorities.
- Drove team productivity and cohesion through clear communication practices, weekly virtual stand-ups, and performance metrics tracking.
- Managed cloud and on-premises environments, maintaining fault tolerance and high availability for critical data systems.

GE Digital
Senior Staff Software Development Group – PREDIX
April 2017 – June 2019 (2 years 3 months)

- Enhanced team performance by 30% and reduced project timelines by 20% through mentorship and streamlined design practices.
- Spearheaded compliance initiatives by coordinating DAST, SAST, and penetration testing using BlackDuck, ensuring security and open-source compliance.
- Developed AI-driven analytical solutions with a 72% success rate in trend analysis, contributing to data-driven insights.

xMatters, Inc.
DevOps Leader
March 2015 – April 2017 (2 years 2 months)

- Guided SDLC processes, roadmap budgeting, and career development in a remote setting, leading to improved project delivery and team cohesion.
- Led secure development practices and team leadership in Java, significantly reducing vulnerabilities and enhancing code security.

Ping Identity
Senior Development Engineer
September 2011 – May 2015 (3 years 9 months)

- Architected improvements in the SCIM server, contributing to its adoption as an IEEE standard, and enhancing user provisioning for PingOne.

Education & Certifications

- **Bachelor's Degree in Computer Science**
- **Certified User 6.x, Splunk**
- **Cloud Foundry for Developers, Linux Foundation (LFD232)**
- **Scrum: Advanced, LinkedIn Learning**
- **Communicating with Empathy, LinkedIn Learning**

Languages

- **English:** Fluent
- **Portuguese**: Native
- **Spanish**: Working Proficiency
- **French**: Limited Working Proficiency