GUSTAVO CASTRO

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PROFESSIONAL SUMMARY

Results-driven Senior Engineering Manager with over 25 years of experience leading high-performing cross-functional teams. Expert in scaling engineering organizations, notably expanding a product team from 15 to 38 engineers within one year. Proven track record in delivering SaaS, AI/Computer Vision, and IoT solutions across the USA, Germany, and China. Strategic leader focused on aligning technical roadmaps with business objectives, fostering a culture of ownership, and driving continuous improvement in agile environments.

CORE COMPETENCIES

- **Leadership:** Team Building & Scaling, Mentorship, Cross-functional Collaboration, Strategic Planning.
- **Engineering Management:** Agile Methodologies (Scrum/Kanban), SDLC, Product Roadmap Execution.
- **Technical Expertise:** SaaS Architecture, Cloud Infrastructure, AI/Computer Vision, IoT, Telemetry.
- **Technologies:** C++, C#, Python, Node.js, Java, SQL, NoSQL, OpenCV, MQTT, Git, Jira.

PROFESSIONAL EXPERIENCE

Creare Sistemas SA
Engineering Manager | *11/2023 – Present*

- **Team Scaling & Leadership:** Directed a multidisciplinary team of 38 engineers (increased from 15), including Backend, Frontend, Hardware, and Data Science, overseeing the entire software product portfolio.
- **SaaS Development:** Led the development and deployment of new features for the enterprise SaaS platform, ensuring high availability, security, and market competitiveness.
- **Platform Restructuring:** Spearheaded infrastructure modernization and component modularization to improve system scalability and user experience.
- **Strategic Collaboration:** Managed R&D partnerships with Federal University (FURG) to integrate advanced AI algorithms and computer vision into commercial products.
- **Data & Security:** Analyzed telemetry data to improve platform reliability and implemented robust security measures to ensure industry compliance.

Ponfac SA
R&D Manager | *10/2019 – 07/2023*

- **Innovation Leadership:** Managed the R&D team focused on Computer Vision and Robotics, delivering high-impact AI solutions.
- **No-Code Platform:** Architected and launched a No-Code system for computer vision, integrating a proprietary SDK with OpenCV into a unified IDE.
- **Project Governance:** Coordinated innovation projects with government funding (FINEP), managing budgets and technical specifications.

Elo Sistemas Eletronicos SA
Software Development Manager | *08/2010 – 09/2019*

- **Smart Grid Infrastructure:** Led the development of remote reading servers and alarm systems for Smart Grid integration across industrial and residential sectors.
- **Project Management:** Managed large-scale budgets, vendor contracts, and outsourced teams to deliver complex network infrastructure products.

ALTUS SA

R&D Manager | *08/1999 – 07/2010*

- **Global Operations:** Managed a team of 25 engineers developing industrial automation systems, including fault-tolerant systems for oil platforms.
- **International Collaboration:** Led technical meetings and R&D initiatives with partners in India, China, and the Czech Republic.

EDUCATION

- **MBA in Management of Technology-Based Companies** | UNISINOS, Brazil
- **Bachelor of Science in Computer Science** | UNIVALI, Brazil

SKILLS & LANGUAGES

- **Languages:** English (Professional Fluent), Portuguese (Native), Spanish (Intermediate).
- **Tools:** Microsoft Project, Power BI, Jira, GitHub, SaaS Architecture.