

# Gustavo Castro

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Engineering Manager | Technical Leader | People Developer

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## PROFILE

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Engineering Manager with a 25-year career spanning software engineering, R&D leadership, and large-scale system delivery. I specialize in building and scaling high-performing engineering teams while remaining hands-on with architecture and critical technical decisions.

My background combines SaaS platforms, C#/.NET systems, SQL databases, AI and computer vision solutions, and IoT architectures. I'm passionate about improving how teams build software—enhancing engineering practices, delivery quality, and developer experience—while fostering a culture of trust, ownership, and continuous learning.

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## EXPERIENCE

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Creare Sistemas SA

**Engineering Manager** | Nov 2023 – Present

I lead multidisciplinary engineering teams responsible for a SaaS platform that integrates software, hardware, AI, and telemetry systems.

- Manage engineers across backend, frontend, hardware, and data science.
- Contribute directly to technical design and architecture while coaching the team.
- Drive improvements in platform modularization, infrastructure, and user experience.
- Lead applied research initiatives in partnership with a federal university.
- Promote best practices across the SDLC, quality assurance, and security.

### Impact

- Scaled the team from 15 to 38 engineers in one year.
  - Expanded responsibility from a single product to the entire software portfolio.
  - Actively supported QA, product ownership, and project coordination when needed.
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Ponfac SA

**CTO / R&D Manager** | Oct 2019 – Jul 2023

Started as R&D Manager and progressed to CTO, leading innovation in AI and computer vision.

- Defined technical strategy and system architecture.
- Led development of AI-powered computer vision solutions.
- Coordinated government-funded innovation programs.

### Highlights

- Designed an AI algorithm converting animal image data into weight estimates.
  - Built a No-Code computer vision platform integrating proprietary SDKs, OpenCV, and AI models.
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Elo Sistemas Eletrônicos SA

**Software Development Manager** | Aug 2010 – Sep 2019

Led software teams delivering large-scale Smart Grid and industrial systems.

- Managed engineering teams, vendors, and outsourced partners.
  - Owned delivery of complex, regulated infrastructure projects.
  - Defined architectures, protocols, and long-term technical roadmaps.
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## ALTUS SA

**R&D Manager / Software Development Manager** | Aug 1999 – Jul 2010

Led R&D and software engineering for industrial automation and high-availability systems.

- Managed teams of up to 25 engineers.
  - Delivered fault-tolerant systems for critical industrial environments.
  - Worked closely with international partners across Europe and Asia.
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## Fundação Bradesco

**Technical Instructor** | Mar 2002 – Oct 2011

Taught electronics, programming, industrial automation, and networking in a technical education program.

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## EDUCATION

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**MBA – Management of Technology-Based Companies** UNISINOS

**Bachelor of Computer Science** UNIVALI

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## SKILLS & TECHNOLOGIES

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- Engineering & People Management
  - C#, .NET, SQL
  - Node.js
  - Python
  - SaaS Platforms
  - AI & Machine Learning
  - Computer Vision (OpenCV)
  - IoT & Telemetry Systems
  - Software Architecture
  - CI/CD & Process Improvement
  - Agile Delivery
  - Cross-functional Collaboration
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## LANGUAGES

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- Portuguese (Native)
  - English (Professional)
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## INTERNATIONAL EXPERIENCE

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Professional projects and technical engagements in the United States, Germany, India, China, and the Czech Republic.