

Gustavo Castro

Engineering Manager – Backend & Platform

Orlando, FL

Email: gustavocastro73@gmail.com | Phone: +1 (352) 349-4910

LinkedIn: <https://www.linkedin.com/in/gustavocvcastro>

Profile

Engineering Manager with over a decade of experience leading backend and platform teams in complex, production-critical environments. I specialize in building structure, setting clear standards, and ensuring teams stay focused on delivery. My background combines strong technical judgment in Python-based backend systems with calm, pragmatic people leadership across multiple teams.

What I Do Best

- Lead multiple engineering teams simultaneously
- Set engineering standards and hold teams accountable
- Keep teams focused on execution and predictable delivery
- Act as a strong interface between engineering and business
- Scale teams and platforms without chaos or drama

Professional Experience

Creare Sistemas SA

Engineering Manager

Nov 2023 – Present

- I currently lead multiple engineering teams responsible for a SaaS platform used in real-world production scenarios. My role is centered on delivery ownership, prioritization, and people leadership. I set development standards, align team leads, and ensure consistent execution across squads.
- During this period, I scaled the organization from 15 to 38 engineers while improving platform stability, modularity, and development cadence.

Ponfac SA

Engineering Manager / CTO

Oct 2019 – Jul 2023

- Although my formal title was CTO, my day-to-day work was hands-on engineering management. I led backend and platform teams building Python-based services supporting AI-enabled products.
- I focused on team structure, technical direction, and delivery discipline while coordinating multiple parallel initiatives across R&D.

Elo Sistemas Eletrônicos SA

Software Development Manager

Aug 2010 – Sep 2019

- Managed several software engineering teams delivering large-scale backend systems and distributed platforms. Owned system architecture, delivery timelines, and operational stability, working closely with stakeholders and external partners.

Leadership Style

I'm known for being calm, direct, and structured. I believe in clear expectations, honest feedback, and creating an environment where engineers can focus on doing great work without unnecessary noise.

Education

MBA – Management of Technology-Based Companies

Bachelor of Science – Computer Science

Languages

- English
- Portuguese (Native)