

# gustavo castro

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## Professional Summary

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Highly accomplished Senior Engineering Manager with 25 years of experience building and scaling high-performing, cross-functional engineering teams. Expert in SaaS, AI/Computer Vision, and IoT, with a proven track record of growing organizations from 15 to 38+ engineers. Strong background in aligning technical strategy with business objectives, fostering cultures of accountability, and delivering complex global initiatives across the USA, Germany, and China.

## Core Competencies

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- **Leadership:** Engineering Management, Strategic Planning, Cross-functional Team Leadership, Mentorship.
- **Technical Excellence:** Software Architecture, SaaS, Distributed Systems, Full SDLC, Hardware/Software Integration.
- **AI & Data:** Machine Learning, Computer Vision (OpenCV), Telemetry Analytics, AI Smart Cam.
- **Process:** Agile Methodologies, Project Management (Jira/Git), Product Strategy, Compliance & Security.

## Professional Experience

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### Creare Sistemas SA

#### **Engineering Manager** | 11/2023 – Present

- Lead and manage a multidisciplinary team of 38 engineers (Backend, Frontend, Hardware, Data Science) across the company's entire software portfolio.
- Expanded engineering headcount from 15 to 38 within one year while maintaining high delivery velocity.
- Drive development and implementation of SaaS platform features, focusing on telemetry for heavy vehicles and AI safety cameras.
- Lead platform restructuring initiatives to improve infrastructure modularization and user interface efficiency.
- Manage R&D partnerships with Federal Universities to promote innovation in advanced computer vision and telemetry.
- Acted as a bridge between technical teams and stakeholders, serving roles as QA lead and Product Owner to ensure product-market fit.

### Ponfac SA

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

- Directed R&D and IoT teams, focusing on visual inspection and robotics projects.
- Developed a proprietary No-Code system for computer vision, integrating an IDE with SDKs and AI solutions.
- Engineered area-to-weight conversion algorithms using AI-processed imagery for agricultural applications.
- Coordinated innovation projects with FINEP (Brazilian government development agency).

### Elo Sistemas Eletronicos SA

#### **Software Development Manager** | 08/2010 – 09/2019

- Managed Smart Grid infrastructure projects, integrating remote reading servers and automatic registration systems.
- Oversee the end-to-end development of network routers for industrial and residential meters.
- Defined the software architecture and communication protocols for Brazil's national smart grid solution.

- Managed outsourced development teams and multi-million dollar project budgets and contracts.

## ALTUS SA

**R&D Manager** | 08/1999 – 07/2010

- Managed a team of 25 engineers developing industrial automation products and fault-tolerant systems for oil platforms.
- Coordinated international development projects with partners in India and the Czech Republic.
- Led the "Software Factory" division, focusing on process improvement and high-availability systems.

## Education

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- **MBA in Management of Technology-Based Companies** | University of Vale do Sinos - UNISINOS
- **Bachelor's in Computer Science** | University of Vale do Itajaí - UNIVALI

## Technical Skills & Languages

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- **Languages/Frameworks:** C++, C#, Python, Node.js, Java, Next.js, SQL, NoSQL.
- **IoT & Protocols:** MQTT, TCP/IP, PLC, Industrial Protocols, Telemetry.
- **Tools:** GIT, Jira, Microsoft Project, Power BI.
- **Languages:** English (Fluent), Portuguese (Native), Spanish (Intermediate).