

# Gustavo Castro

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## PROFESSIONAL SUMMARY

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Senior Engineering Manager with 25+ years of experience in software development, distributed systems, SaaS platforms, IoT, and AI/Computer Vision solutions. Proven track record leading cross-functional and distributed engineering teams, scaling organizations (from 15 to 38 engineers in one year), and delivering complex client-server and cloud-integrated systems.

Strong expertise in software architecture, system integration, security practices, telemetry platforms, and large-scale industrial and SaaS solutions. Experienced in full software development lifecycle, Agile methodologies, CI/CD environments, and mentoring engineering teams toward continuous improvement and technical excellence.

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## CORE COMPETENCIES

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- Engineering Leadership & Team Development
  - Distributed Client-Server Architectures
  - SaaS Platform Development
  - Software Architecture & System Design
  - Cloud & Scalable Systems
  - CI/CD & Code Quality Best Practices
  - Security & Data Protection Practices
  - IoT & Telemetry Systems
  - AI & Computer Vision
  - Cross-functional Collaboration (Product, R&D, Hardware)
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## PROFESSIONAL EXPERIENCE

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Creare Sistemas SA

**Engineering Manager** 11/2023 – Present

- Lead cross-functional engineering teams (backend, frontend, hardware, data science).
- Manage full software development lifecycle for SaaS platform.
- Drive new feature development and platform enhancements aligned with business objectives.
- Lead platform restructuring initiatives focusing on infrastructure improvements and modularization.
- Manage telemetry data systems to enhance platform reliability and security.
- Coordinate innovation projects in partnership with Federal University of Rio Grande (FURG).
- Ensure adherence to agile methodologies, coding standards, and engineering best practices.
- Provide mentorship, technical leadership, and performance feedback to engineers.

### Key Achievement:

- Scaled team from 15 to 38 engineers within one year.
  - Expanded scope to oversee all company software products including Safety AI Cameras, heavy vehicle telemetry systems, data analytics solutions, and mobile applications.
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Ponfac SA

**R&D Manager** 10/2019 – 07/2023

- Led R&D, development, and IoT initiatives.
  - Designed and specified software architecture for computer vision and robotics projects.
  - Managed innovation projects funded by FINEP (Brazilian government).
  - Developed AI-based area-to-weight conversion algorithm using image processing.
  - Designed and implemented a No-Code computer vision development system integrating proprietary SDK, OpenCV, and AI tools.
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Elo Sistemas Eletronicos SA

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

- Managed software engineering teams and process improvements.
  - Led Smart Grid projects integrating distributed infrastructure and remote energy meters.
  - Designed and managed development of network infrastructure router for residential, commercial, and industrial meter access.
  - Defined software architecture and industrial communication protocols.
  - Managed budgets, schedules, contracts, and technical specifications.
  - Coordinated remote and outsourced teams.
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ALTUS SA

**R&D Manager / Software Development Manager** 08/1999 – 07/2010

- Managed R&D department including budget, hiring, and supplier negotiations.
  - Led 25-person engineering team developing industrial automation and embedded systems.
  - Delivered fault-tolerant systems for oil platforms and industrial automation.
  - Managed embedded software, networking systems, and high-availability solutions.
  - Conducted international collaboration with partners in India and Czech Republic.
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## EDUCATION

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MBA – Management of Technology-Based Companies UNISINOS – 2006

Bachelor's Degree – Computer Science UNIVALI – 1995

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## TECHNICAL SKILLS

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Languages: C++, C#, Python, Java, Node.js Web & Frameworks: Next.js Databases: SQL, NoSQL AI & CV: Machine Learning, OpenCV, Image Processing IoT & Protocols: MQTT, TCP/IP, PLC, Industrial Protocols Tools: Git, Jira, Microsoft Project

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## LANGUAGES

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Portuguese – Native English – Fluent Spanish – Intermediate

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## ELIGIBILITY

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Authorized to work in the United States. Not seeking visa sponsorship.