

# gustavo castro

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## Professional Summary

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Highly accomplished and results-driven Senior Engineering Manager and R&D Leader with a 25-year track record in building and scaling high-performing, cross-functional engineering teams. Expert in delivering innovative SaaS, AI/Computer Vision, and IoT solutions from concept to launch. Proven ability to scale organizations, notably expanding a product team from 15 to 38 engineers within a single year. Extensive international experience (USA, Germany, China, India) managing complex technical portfolios and aligning technical strategy with global business objectives.

## Core Competencies

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- **Leadership:** Engineering Management, Team Scaling, Mentorship, Agile Methodologies, Stakeholder Management.
- **Technical Oversight:** SaaS Architecture, Software Engineering, R&D Management, Product Development.
- **Technologies:** Python, Node.js, C++, C#, Java, Next.js, SQL, NoSQL, OpenCV.
- **Domain Expertise:** AI & Computer Vision, IoT (MQTT, TCP/IP), Telemetry, Industrial Automation, Smart Grid.

## Professional Experience

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Creare Sistemas SA

**Engineering Manager** | Canoas, RS (Remote/Hybrid) *11/2023 – Present*

- **Team Scaling & Leadership:** Successfully scaled the engineering department from 15 to 38 members within one year, overseeing the entire company's software portfolio.
- **Multidisciplinary Management:** Lead diverse teams across Backend, Frontend, Hardware, Data Science, and QA/Product roles.
- **Platform Innovation:** Directed the development of SaaS features for Safety AI Cameras and heavy vehicle telemetry, improving system interoperability and market competitiveness.
- **Strategic Restructuring:** Led platform modularization and infrastructure improvements to enhance user experience and system scalability.
- **R&D Collaboration:** Managed research initiatives in partnership with the Federal University of Rio Grande (FURG) to integrate advanced AI into commercial products.

Ponfac SA

**R&D Manager** | Porto Alegre, RS *10/2019 – 07/2023*

- **AI Innovation:** Developed a proprietary area-to-weight conversion algorithm using AI-processed imagery for agricultural applications.
- **No-Code Development:** Designed and launched a No-Code system for computer vision, integrating a proprietary SDK with OpenCV and AI solutions into a unified IDE.
- **Project Oversight:** Coordinated innovation projects with FINEP (Brazilian Government), focusing on robotics and visual inspection technologies.

Elo Sistemas Eletronicos SA

**Software Development Manager** | Porto Alegre, RS *08/2010 – 09/2019*

- **Infrastructure Leadership:** Managed the development of Smart Grid solutions, including remote reading servers and automatic registration systems.

- **Project Management:** Oversaw full-lifecycle projects for network infrastructure routers, managing budgets, staff, and pilot production batches.
- **Architecture Definition:** Defined the smart grid solution architecture for the Brazilian market, specifying protocols and high-availability frameworks.

Fundação Bradesco

**Professor – Technical Course in Electronics** | Gravataí, RS 03/2002 – 10/2011

- Taught advanced technical courses including Microcontrollers, Industrial Automation, and Local Area Networks.

ALTUS SA

**R&D Manager** | São Leopoldo, RS 08/1999 – 07/2010

- **Global Operations:** Led technical meetings and R&D partnerships in India and the Czech Republic.
- **High-Availability Systems:** Managed a team of 25 developing fault-tolerant systems for oil platforms and industrial automation.
- **Process Improvement:** Established a "Software Factory" model, improving hiring, training, and supplier negotiation processes.

## Education

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

## Skills & Tools

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- **Tools:** JIRA, Git, Microsoft Project, Power BI.
- **Languages:** Portuguese (Native), English (Fluent), Spanish (Intermediate).
- **International:** Extensive experience in USA, Germany, China, and India (Technical specifications and training).