Gustavo Castro

Senior Manager, Software Engineering | Enterprise Platforms, AI, SaaS & IoT

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PROFESSIONAL SUMMARY

Senior Manager, Software Engineering and technology leader with 25+ years of experience building, scaling, and modernizing enterprise software platforms across AI, SaaS, and IoT domains. Proven ability to translate business strategy into scalable software architecture, lead high-performance engineering teams, and deliver mission-critical systems.

Extensive experience in software architecture, platform modernization, agile delivery, technical roadmaps, and stakeholder collaboration. Background leading distributed and global engineering teams across the United States, Europe, and Asia.

Currently based in Central Florida (Orlando area) with immediate availability for on-site, hybrid, or remote roles in the United States.

CORE SKILLS

- Software Engineering Leadership
- Senior Manager, Software Engineering
- Enterprise & Solution Architecture
- Scalable & Distributed Systems
- Cloud-Ready Platforms
- AI & Computer Vision Systems
- SaaS & Platform Engineering
- IoT & Telemetry Platforms
- Agile / SDLC / Engineering Best Practices
- Technical Roadmaps & Strategy
- Platform Modernization
- Stakeholder & Executive Collaboration
- Global & Distributed Teams
- R&D and Innovation Management

PROFESSIONAL EXPERIENCE

Creare Sistemas SA
Senior Engineering Manager November 2023 – Present | Distributed Teams

- Lead cross-functional software engineering teams delivering scalable SaaS platforms, AI-powered safety systems, and IoT telemetry solutions.
- Scaled the software engineering organization from 15 to 38 engineers in under one year, assuming ownership of the full enterprise software portfolio.
- Drove delivery of AI-based safety camera systems and telemetry platforms for heavy vehicles and agribusiness environments.

- Led platform modernization, system unification, and software architecture initiatives, improving scalability, reliability, and maintainability.
- Managed R&D and innovation projects in partnership with a federal university research center.
- Partnered with product, operations, and executive leadership to align engineering strategy with business objectives and long-term technical roadmaps.

Ponfac S.A. – Innovation in Image Processing
R&D Manager / CTO October 2019 – November 2023

- Defined enterprise technology strategy, software architecture, and engineering standards across multiple AI-driven products.
- Designed and delivered AI-based computer vision systems for industrial and agribusiness applications.
- Built and launched a no-code computer vision SaaS platform integrating proprietary SDKs, OpenCV, and AI models.
- Coordinated innovation and R&D programs funded by national and federal initiatives.
- Translated complex business requirements into scalable, maintainable technical solutions.

Elo Sistemas Eletrônicos SA
Software Development Manager August 2010 – September 2019

- Led large-scale software engineering teams and external vendors delivering Smart Grid and mission-critical industrial platforms.
- Owned project planning, budgeting, scheduling, and end-to-end software delivery.
- Improved software development processes, quality standards, and delivery predictability.
- Collaborated closely with engineering, operations, and executive stakeholders.

ALTUS SA
R&D Manager / Software Development Manager August 1999 – July 2010

- Managed R&D departments including hiring, budgeting, training, and performance management.
- Led development of industrial automation platforms, embedded software, and high-availability systems.
- Directed fault-tolerant and mission-critical systems for industrial environments.
- Managed international engineering partnerships and global development initiatives.

EDUCATION

MBA – Management of Technology-Based Companies University of Vale do Rio dos Sinos (UNISINOS)

Bachelor of Computer Science University of Vale do Itajaí (UNIVALI)

LANGUAGES

- Portuguese – Native
- English – Full Professional Proficiency
- Spanish – Elementary