

Gustavo Castro

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TARGET ROLE: Senior Engineering Manager | Director of Software Engineering

PROFESSIONAL OVERVIEW High-impact Engineering Leader with deep expertise in SaaS scaling, IoT, and AI. Recently relocated to the US (Florida) bringing 25 years of global experience in leading agile teams and delivering mission-critical industrial software.

KEY ACHIEVEMENTS

- **Hyper-Growth:** Scaled an engineering department from 15 to 38 staff in <12 months while improving employee net promoter scores (Creare Systems).
- **Tech Turnaround:** Successfully unified fragmented software products into a cohesive SaaS platform, reducing maintenance costs by estimated 25%.
- **Innovation:** Launched a market-leading No-Code Computer Vision platform adopted by industrial agribusiness clients (Ponfac).

WORK HISTORY

Senior Engineering Manager | Creare Systems *Nov 2023 – Present* Focus: Fleet Management SaaS & AI Safety.

- Full ownership of software portfolio execution.
- Managed integration of IoT telemetry data ingestion pipelines.
- Transitioned teams to modern DevOps/CI-CD methodologies.

R&D Manager / CTO | Ponfac S.A. *Oct 2019 – Nov 2023* Focus: Industrial AI & Computer Vision.

- Technical leadership for computer vision SDKs and edge deployment.
- Bridged gap between Data Science (AI models) and Software Engineering (Production).

Software Development Manager | Elo Systems *Aug 2010 – Sep 2019* Focus: Smart Grid & Electronics.

- Managed development for mission-critical energy platforms.

Software Manager | Altus S.A. *1999 – 2010* Focus: Industrial Automation.

SKILLS

- **Tech:** SaaS, IoT, Kafka, AI/ML Integration, OpenCV, Cloud Architectures.
- **Soft:** Team Building, Crisis Management, Strategic Planning, Mentorship.