Gustavo Castro

Senior Engineering Manager | AI, SaaS & IoT Platforms | Scaling High-Performance Engineering Teams 📍 Orlando, FL – United States

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Professional Summary

Senior Engineering Manager and technology leader with over 25 years of experience building, scaling, and leading high-performing engineering teams across software, hardware, AI, and IoT domains. Proven ability to translate business strategy into scalable technology platforms while mentoring teams and driving innovation.

Recognized for rapidly growing engineering organizations, modernizing platforms, and delivering AI-driven SaaS and IoT solutions for industrial, mobility, and agribusiness environments. Experienced in leading distributed teams and global initiatives across the United States, Europe, and Asia.

Experience

Creare Sistemas SA

Senior Engineering Manager *November 2023 – Present | Distributed Teams*

Led cross-functional teams responsible for SaaS platforms, AI-powered safety systems, and telemetry solutions.

- Scaled the engineering organization from 15 to 38 engineers in under one year while assuming ownership of the full software portfolio.
- Drove delivery of AI-powered safety camera systems and telemetry platforms for heavy vehicles and agribusiness.
- Led platform modernization and system unification initiatives, improving modularity, reliability, and user experience.
- 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.

Ponfac S.A. – Innovation in Image Processing

R&D Manager / CTO *October 2019 – November 2023*

- Defined technology strategy, software architecture, and engineering standards across multiple products.
- Designed and delivered AI-based computer vision algorithms for industrial and agribusiness applications.
- Built and launched a no-code computer vision platform integrating proprietary SDKs, OpenCV, and AI models.
- Coordinated innovation projects funded by national and federal programs.
- Translated complex business needs into scalable technical solutions.

Elo Sistemas Eletrônicos SA

Software Development Manager *August 2010 – September 2019*

- Led large-scale software development teams and external vendors.
- Delivered Smart Grid and mission-critical industrial platforms.
- Owned project planning, budgeting, scheduling, and delivery.
- Improved development processes and quality standards.

ALTUS SA

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

- Managed R&D departments, budgets, hiring, and training.
- Led industrial automation, embedded software, and high-availability systems.
- Directed fault-tolerant systems for industrial environments.
- Managed international engineering partnerships.

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