

# Gustavo Castro

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## Engineering Manager – Backend & Platform

Orlando, FL

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## Profile

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Engineering Manager with over a decade of experience leading backend and platform teams in complex, production-critical environments. I specialize in building structure, setting clear standards, and ensuring teams stay focused on delivery. My background combines strong technical judgment in Python-based backend systems with calm, pragmatic people leadership across multiple teams.

## What I Do Best

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- Lead multiple engineering teams simultaneously
- Set engineering standards and hold teams accountable
- Keep teams focused on execution and predictable delivery
- Act as a strong interface between engineering and business
- Scale teams and platforms without chaos or drama

## Professional Experience

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Creare Sistemas SA

### Engineering Manager

*Nov 2023 – Present*

- I currently lead multiple engineering teams responsible for a SaaS platform used in real-world production scenarios. My role is centered on delivery ownership, prioritization, and people leadership. I set development standards, align team leads, and ensure consistent execution across squads.
- During this period, I scaled the organization from 15 to 38 engineers while improving platform stability, modularity, and development cadence.

Ponfac SA

### Engineering Manager / CTO

*Oct 2019 – Jul 2023*

- Although my formal title was CTO, my day-to-day work was hands-on engineering management. I led backend and platform teams building Python-based services supporting AI-enabled products.
- I focused on team structure, technical direction, and delivery discipline while coordinating multiple parallel initiatives across R&D.

Elo Sistemas Eletrônicos SA

### Software Development Manager

*Aug 2010 – Sep 2019*

- Managed several software engineering teams delivering large-scale backend systems and distributed platforms. Owned system architecture, delivery timelines, and operational stability, working closely with stakeholders and external partners.

## Leadership Style

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I'm known for being calm, direct, and structured. I believe in clear expectations, honest feedback, and creating an environment where engineers can focus on doing great work without unnecessary noise.

## Education

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**MBA – Management of Technology-Based Companies**

**Bachelor of Science – Computer Science**

## Languages

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- English
- Portuguese (Native)