

GUSTAVO CASTRO

Senior Engineering Manager | AI, SaaS & IoT Platforms | Clermont, FL | gustavocastro73@gmail.com
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SUMMARY

Senior Engineering Manager with **25+ years of experience** building and scaling high-performance engineering teams across software, hardware, AI, and IoT domains. Expert in **scaling organizations (15 to 40 engineers)** and managing full product portfolios.

Proven track record in delivering end-to-end SaaS platforms, AI Computer Vision solutions, and mission-critical systems in global contexts (USA, Europe, Asia). Dedicated to fostering cultures of ownership, accountability, and aligning technical strategy with aggressive business objectives.

EXPERIENCE

Creare Sistemas | Senior Engineering Manager

Canoas, RS (Remote/Hybrid) | Nov 2023 – Present

- **Orchestrated** cross-functional engineering teams (Backend, Frontend, Data Science, Hardware), managing the full SDLC for a core SaaS platform.
- **Scaled** the engineering organization from **15 to 38 engineers** in under one year, establishing hiring standards and expanding ownership of the software portfolio.
- **Modernized** the platform architecture, leading system unification initiatives that improved modularity, scalability, and user experience.
- **Spearheaded** the development of AI-powered safety camera systems and telemetry platforms for the heavy vehicle and agribusiness sectors.
- **Directed** funded R&D projects in strategic partnership with federal universities to drive innovation.
- **Aligned** engineering execution with executive business strategy, bridging the gap between product operations and technical delivery.

Ponfac S.A | R&D Manager

Porto Alegre, RS | Oct 2019 – Nov 2023

- **Engineered** and delivered AI-based computer vision algorithms specifically for industrial and agribusiness efficiency.
- **Architected and Launched a No-Code Computer Vision Platform**, integrating proprietary SDKs, OpenCV, and AI models to democratize access to vision technology.
- **Defined** the long-term technology roadmap and software architecture, setting engineering standards across multiple product lines (IoT & Robotics).
- **Coordinated** high-value innovation projects funded by national federal programs.

- **Partnered** directly with stakeholders to translate complex business needs into scalable technical solutions.

Elo Sistemas Eletronicos | Software Development Manager

Porto Alegre, RS | Aug 2010 – Sep 2019

- **Managed** large-scale software development teams and external engineering vendors for mission-critical industrial systems.
- **Delivered** complex Smart Grid initiatives, successfully integrating enterprise software, network routers, and remote metering hardware.
- **Standardized** software architecture and communication protocols for national Smart Grid solutions.
- **Optimized** development processes, resulting in higher quality standards and improved delivery predictability across multiple squads.

Fundação Bradesco | Professor (Industrial Automation)

Gravataí, RS | Feb 2002 – 2011

- **Delivered** technical instruction in Computer Science, Microcontrollers, and Networking, mentoring students in applied engineering principles.

Altus SA | R&D Manager

São Leopoldo, RS | Aug 1999 – July 2010

- **Directed** R&D departments including full budget ownership, hiring, training, and international supplier negotiations.
- **Led** the development of high-availability industrial automation systems, embedded software, and fault-tolerant solutions for oil & gas environments.
- **Facilitated** international engineering partnerships, managing technical relationships across **India, Germany, and the Czech Republic**.
- **Oversaw** the full product lifecycle from feasibility analysis to mass production and deployment.

Phenix Consultoria | Embedded Software Consultant

Feb 1998 – Nov 1999

- Developed embedded software solutions for specific industry needs.

SKILLS

- **Leadership:** Engineering Leadership, Team Scaling (15->40), R&D Management, Strategic Planning, Mentorship, Budget Management.
- **Domains:** SaaS Platforms, Computer Vision (AI), IoT, Embedded Systems, Smart Grid, Industrial Automation, Hardware/Software Integration.
- **Tech Strategy:** Cloud Architecture, Platform Modernization, No-Code Solutions, System Unification.

EDUCATION

- **MBA in Management of Technology-Based Companies** | Universidade do Vale do Rio dos Sinos (2006)
- **Bachelor of Computer Science** | Universidade do Vale do Itajaí (Univali) (1995)

LANGUAGES

- **English:** Full Professional
- **Portuguese:** Native
- **Spanish:** Elementary