Gustavo Castro

Engineering Manager | Technical Leader | People Developer

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PROFILE

Engineering Manager with a 25-year career spanning software engineering, R&D leadership, and large-scale system delivery. I specialize in building and scaling high-performing engineering teams while remaining hands-on with architecture and critical technical decisions.

My background combines SaaS platforms, C#/.NET systems, SQL databases, AI and computer vision solutions, and IoT architectures. I'm passionate about improving how teams build software—enhancing engineering practices, delivery quality, and developer experience—while fostering a culture of trust, ownership, and continuous learning.

EXPERIENCE

Creare Sistemas SA
Engineering Manager | Nov 2023 – Present

I lead multidisciplinary engineering teams responsible for a SaaS platform that integrates software, hardware, AI, and telemetry systems.

- Manage engineers across backend, frontend, hardware, and data science.
- Contribute directly to technical design and architecture while coaching the team.
- Drive improvements in platform modularization, infrastructure, and user experience.
- Lead applied research initiatives in partnership with a federal university.
- Promote best practices across the SDLC, quality assurance, and security.

Impact

- Scaled the team from 15 to 38 engineers in one year.
- Expanded responsibility from a single product to the entire software portfolio.
- Actively supported QA, product ownership, and project coordination when needed.

Ponfac SA
CTO / R&D Manager | Oct 2019 – Jul 2023

Started as R&D Manager and progressed to CTO, leading innovation in AI and computer vision.

- Defined technical strategy and system architecture.
- Led development of AI-powered computer vision solutions.
- Coordinated government-funded innovation programs.

Highlights

- Designed an AI algorithm converting animal image data into weight estimates.
- Built a No-Code computer vision platform integrating proprietary SDKs, OpenCV, and AI models.

Elo Sistemas Eletrônicos SA
Software Development Manager | Aug 2010 – Sep 2019

Led software teams delivering large-scale Smart Grid and industrial systems.

- Managed engineering teams, vendors, and outsourced partners.
- Owned delivery of complex, regulated infrastructure projects.
- Defined architectures, protocols, and long-term technical roadmaps.

ALTUS SA

R&D Manager / Software Development Manager | Aug 1999 – Jul 2010

Led R&D and software engineering for industrial automation and high-availability systems.

- Managed teams of up to 25 engineers.
- Delivered fault-tolerant systems for critical industrial environments.
- Worked closely with international partners across Europe and Asia.

Fundação Bradesco

Technical Instructor | Mar 2002 – Oct 2011

Taught electronics, programming, industrial automation, and networking in a technical education program.

EDUCATION

MBA – Management of Technology-Based Companies UNISINOS

Bachelor of Computer Science UNIVALI

SKILLS & TECHNOLOGIES

- Engineering & People Management
- C#, .NET, SQL
- Node.js
- Python
- SaaS Platforms
- AI & Machine Learning
- Computer Vision (OpenCV)
- IoT & Telemetry Systems
- Software Architecture
- CI/CD & Process Improvement
- Agile Delivery
- Cross-functional Collaboration

LANGUAGES

- Portuguese (Native)
- English (Professional)

INTERNATIONAL EXPERIENCE

Professional projects and technical engagements in the United States, Germany, India, China, and the Czech Republic.