

GUSTAVO CASTRO

Senior Engineering Leader | CTO | R&D Manager Orlando, FL | +1 (352) 349-4910 gustavocastro73@gmail.com | linkedin.com/in/gustavocvcastro/

PROFESSIONAL SUMMARY

Highly accomplished and results-driven **Senior Engineering Manager and CTO** with a distinguished 25-year track record in building and scaling high-performing, cross-functional teams. Expert in delivering innovative software and hardware solutions from concept to launch, with deep specialization in **SaaS, AI/Computer Vision, and IoT technologies**. Proven ability to significantly grow engineering organizations (scaling teams from 15 to 38+ engineers) and oversee global software portfolios. Extensive international experience spanning the USA, Germany, China, India, and the Czech Republic. Passionate about aligning technical strategy with strategic business objectives to deliver measurable impact.

CORE COMPETENCIES

- **Executive Leadership:** Strategic Planning, Team Scaling & Mentorship, Stakeholder Management, Budgeting (P&L).
- **Technical Expertise:** SaaS Architecture, AI & Machine Learning, Computer Vision (OpenCV), IoT, Telemetry.
- **Product & Innovation:** R&D Management, No-Code Systems, Product Roadmap, Government-funded Projects (FINEP).
- **Methodologies:** Agile, SDLC, QA Automation, Project Management (PMI standards).

PROFESSIONAL EXPERIENCE

CREARE SISTEMAS SA

Engineering Manager | Canoas, RS / Remote *11/2023 – Present*

- **Team Leadership & Scaling:** Led and managed a cross-disciplinary team (Backend, Frontend, Hardware, Data Science). Successfully expanded the team from 15 to 38+ engineers within one year.
- **Portfolio Management:** Assumed supervision of the entire company's software portfolio, including Safety AI Cameras, telemetry for heavy vehicles (logistics and agribusiness), and mobile solutions.
- **Platform Restructuring:** Led initiatives focused on infrastructure improvement, component modularization, and UX/UI enhancement for higher scalability.
- **Innovation & Research:** Managed the research team in partnership with the Federal University of Rio Grande (FURG), promoting applied research in advanced technologies.
- **Data & Security:** Oversaw telemetry data analysis to enhance security features and ensured compliance with industry regulations and data protection standards.

PONFAC SA

CTO / R&D Manager | Porto Alegre, RS *10/2019 – 07/2023*

- **Executive Leadership:** Served as **Chief Technology Officer**, defining the long-term technology roadmap and overseeing R&D, IoT, and Robotics departments.
 - **AI Innovation:** Designed and developed a groundbreaking **No-Code system for Computer Vision projects**, featuring a proprietary IDE that integrated SDKs, OpenCV, and AI solutions.
 - **Algorithm Development:** Engineered a proprietary area-to-weight conversion algorithm using AI-processed imagery to estimate livestock weight based on age, length, and sex.
 - **Project Coordination:** Acted as the Innovation Project Coordinator with FINEP (Brazilian Government development area), securing and managing funding for high-tech visual inspection solutions.
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ELO SISTEMAS ELETRÔNICOS SA

Software Development Manager | Porto Alegre, RS *08/2010 – 09/2019*

- **Smart Grid Leadership:** Defined and developed the smart grid solution architecture for Brazil, managing infrastructure projects for industrial and residential measurement data.
 - **Product Development:** Managed the "Router Project," developing network infrastructure for utility meters, overseeing the full lifecycle from specification to pilot batch production.
 - **Operations Management:** Handled project budgets, financial reports, contract negotiations, and outsourced vendor management.
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FUNDAÇÃO BRADESCO

Professor - Technical Course in Electronics | Gravataí, RS *03/2002 – 10/2011*

- Taught specialized courses including: Microcontrollers and Interfaces, Programmable Controllers, Industrial Automation, and Industrial Networks.
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ALTUS SA

R&D Manager / Software Factory Manager | São Leopoldo, RS *08/1999 – 07/2010*

- **R&D Management:** Managed a team of 25+ engineers developing industrial automation products, including fault-tolerant systems for oil platforms.
 - **Software Factory:** Led the software development sector, focusing on process improvement, high-performance systems, and high availability.
 - **Global Collaboration:** Led technical meetings and development with partners in India and the Czech Republic; managed international supplier negotiations.
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TECHNICAL SKILLS

- **Languages:** C++, C#, Python, Node.js, Java, Next.js, SQL, NoSQL.
 - **AI/Data:** Machine Learning, Computer Vision, Image Processing, OpenCV, AI Smart Cam, Power BI.
 - **IoT/Industrial:** MQTT, TCP/IP, PLC, Industrial Protocols, Telemetry, Hardware Integration.
 - **Tools:** GIT, Jira, Microsoft Project, Advanced Excel.
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EDUCATION

- **MBA in Management of Technology-Based Companies** | UNISINOS, Brazil
 - **Bachelor's in Computer Science** | UNIVALI, Brazil
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LANGUAGES

- **English:** Fluent / Professional
 - **Portuguese:** Native
 - **Spanish:** Intermediate / Conversational
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INTERNATIONAL EXPERIENCE

- **USA (2015):** Monitoring integration tests for energy management systems.
- **Germany (2009, 2008):** Hannover Fair and technical training in automation.
- **India (2009):** Technical specification meetings for R&D partnerships.
- **China (2008):** Supply chain management and raw material supplier audits.