

# Gustavo Castro

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Engineering Manager | Software Engineering Leader | SaaS | AI | IoT

Orlando, FL, USA Phone: +1 352 349 4910 Email: [gustavocastro73@gmail.com](mailto:gustavocastro73@gmail.com) LinkedIn:

<https://www.linkedin.com/in/gustavocvcastro/>

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## PROFESSIONAL SUMMARY

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Engineering Manager with 25+ years of experience in software engineering and R&D, including 10+ years leading multidisciplinary engineering teams. Strong hands-on background in C#, .NET, SQL, SaaS platforms, AI/Computer Vision, and IoT solutions. Proven track record improving engineering processes, scaling teams, increasing delivery velocity, and aligning technical execution with business goals. Experienced in people management, system architecture, CI/CD practices, and cross-functional collaboration.

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## CORE SKILLS

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- Engineering Management
  - People Management (3–40+ engineers)
  - Software Architecture
  - C# / .NET
  - SQL / Database Design
  - SaaS Platforms
  - CI/CD & Engineering Process Improvement
  - Quality Assurance & Testing Practices
  - AI / Machine Learning
  - Computer Vision (OpenCV)
  - IoT & Telemetry Systems
  - System Integration
  - Agile & SDLC
  - Git, Jira
  - Cross-functional Collaboration
  - Product & Delivery Management
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## PROFESSIONAL EXPERIENCE

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Creare Sistemas SA

**Engineering Manager** — Canoas, RS, Brazil **Nov 2023 – Present**

- Lead and manage multidisciplinary engineering teams (backend, frontend, hardware, data science).
- Balance hands-on technical contribution with people management responsibilities.
- Drive full software development lifecycle using agile methodologies.
- Lead development and evolution of a SaaS platform, ensuring scalability, security, and reliability.
- Manage telemetry data pipelines to improve platform reliability and security.
- Coordinate applied research projects in partnership with the Federal University of Rio Grande (FURG).
- Lead platform restructuring initiatives, improving infrastructure, modularization, and user experience.
- Foster collaboration, engineering best practices, and continuous improvement.

## Key Results

- Scaled engineering organization from 15 to 38 engineers within one year.
  - Expanded responsibility from one product to full software portfolio.
  - Supported QA, Product Owner, and Project Management activities as needed.
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Ponfac SA

**CTO / R&D Manager** — Porto Alegre, RS, Brazil **Oct 2019 – Jul 2023**

- Led R&D, software development, IoT, and customer-facing technical teams.
- Defined software architecture and technology strategy.
- Managed innovation projects in AI and computer vision.
- Coordinated government-funded innovation initiatives (FINEP).

## Key Achievements

- Designed and implemented AI-based computer vision algorithms for weight estimation using image processing.
  - Built a No-Code platform for computer vision projects integrating SDKs, OpenCV, and AI models.
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Elo Sistemas Eletrônicos SA

**Software Development Manager** — Porto Alegre, RS, Brazil **Aug 2010 – Sep 2019**

- Managed software development teams and improved engineering processes.
  - Led large-scale Smart Grid projects (industrial, commercial, residential).
  - Managed project scope, budget, schedule, vendors, and outsourced teams.
  - Defined software architecture and communication protocols.
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ALTUS SA

**R&D Manager / Software Development Manager** — São Leopoldo, RS, Brazil **Aug 1999 – Jul 2010**

- Managed R&D department, including budget, staffing, and supplier negotiations.
  - Led development of industrial automation systems, embedded software, and high-availability systems.
  - Managed multidisciplinary teams of up to 25 engineers.
  - Led international collaborations with partners in India, Germany, China, and the Czech Republic.
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Fundação Bradesco

**Technical Instructor (Electronics & Computing)** — Gravataí, RS, Brazil **Mar 2002 – Oct 2011**

- Taught technical courses in Informatics, Microcontrollers, Industrial Automation, Networks, and PLCs.
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## EDUCATION

**MBA – Management of Technology-Based Companies** UNISINOS — 2006

**Bachelor of Computer Science** UNIVALI — 1995

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## LANGUAGES

- Portuguese: Native
  - English: Professional
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## INTERNATIONAL EXPERIENCE

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- USA: System integration testing projects
- Germany: Technical training and trade fairs
- India & Czech Republic: Software architecture and development partnerships
- China: Supplier and technology visits