Gustavo Castro

Orlando, Florida • (352) 349-4910 gustavocastro73@gmail.com • linkedin.com/in/gustavocvcastro *US Work Status: [Insert here e.g., US Permanent Resident / Work Authorization]*

PROFESSIONAL SUMMARY Senior Engineering Manager with 25+ years of experience leading software development, hardware integration, and platform scaling. Proven expertise in expanding distributed teams (scaling from 15 to 40+ engineers), modernizing legacy architectures, and implementing Agile best practices. Adept at aligning technical roadmaps with business revenue goals for SaaS and IoT organizations.

TECHNICAL SKILLS

- **Management:** Agile/Scrum, SDLC, OKRs, KPI Tracking, Team Scaling, Budget Management, Vendor Negotiation.
- **Technology:** SaaS Architectures, IoT Platforms, Kafka, AI/Computer Vision (Integration), Cloud Services (AWS), Edge Computing.
- **Languages:** English (Professional), Portuguese (Native), Spanish (Basic).

PROFESSIONAL EXPERIENCE

CREARE SYSTEMS | *Safety & Telemetry SaaS* **Senior Engineering Manager** | *Nov 2023 – Present Led a diverse engineering division delivering high-availability SaaS and hardware solutions for heavy industries.*

- **Rapid Team Scaling:** Orchestrated the growth of the engineering team from 15 to 38 developers in <12 months to meet aggressive product roadmap targets, improving velocity by 40%.
- **Agile Transformation:** Transitioned the organization from ad-hoc processes to structured Agile workflows, introducing standardized CI/CD pipelines and QA automation.
- **Product Delivery:** Successfully launched a new generation of AI-powered safety camera systems, ensuring seamless synchronization between edge hardware and cloud dashboards.
- **Collaboration:** Acted as the primary bridge between Product Management, C-Suite, and Engineering, translating ARR (Annual Recurring Revenue) goals into technical execution plans.

PONFAC S.A. | *Computer Vision & AI* **R&D Manager / CTO** | *Oct 2019 – Nov 2023 Executed the strategic vision for an R&D-focused firm specializing in industrial image processing.*

- **Product Architecture:** Designed a low-code Computer Vision platform allowing non-technical industrial clients to deploy AI inspection models, increasing market reach by 30%.
- **Innovation Management:** Led the development of proprietary SDKs used in critical Agribusiness monitoring, resulting in patented proprietary technology.
- **Grant Funding & R&D:** Secured and managed government innovation grants, allocating budget toward high-impact R&D initiatives for Industry 4.0 clients.

ELO SYSTEMS | *Industrial & Smart Grid* **Software Development Manager** | *Aug 2010 – Sep 2019*

- **Mission Critical Systems:** Managed the full lifecycle of Smart Grid measurement software used by utility companies, handling high-volume data ingestion.
- **Reliability:** Established coding standards that reduced critical bugs in production by 60% over a 2-year period.
- **Resource Management:** Managed cross-border outsourcing partners, ensuring quality standards and timeline adherence for large-scale utility contracts.

EDUCATION

- **MBA in Management of Technology-Based Companies** | University of Vale do Rio dos Sinos (Brazil)
- **Bachelor of Science in Computer Science** | University of Vale do Itajaí (Brazil)

📄 VERSION B: The "Hard Tech" & IoT Specialist

Use this for: Companies dealing with hardware, fleets, robots, or heavy industry (e.g., Samsara, Deere, Manufacturing).

GUSTAVO CASTRO Orlando, FL | (352) 349-4910 | gustavocastro73@gmail.com *Senior Engineering Leader | IoT & Computer Vision Specialist*

PROFILE Engineering leader with a niche specialization in the convergence of physical hardware and software platforms (Cyber-Physical Systems). Expertise in Edge Computing, Telemetry Data Pipelines, and applying AI/Computer Vision to industrial environments.

CORE COMPETENCIES IoT & Edge: MQTT, Sensor Telemetry, Hardware-Software Integration, Real-time Data. **AI & Vision:** OpenCV Integration, AI Model Deployment (Edge vs. Cloud), Image Processing. **Management:** Distributed Teams, R&D Leadership, Cross-functional delivery.

EXPERIENCE

CREARE SYSTEMS | **Senior Engineering Manager** (Remote/Hybrid) | *Nov 2023 – Present Leading engineering for Fleet Intelligence and Safety Systems.*

- Directed the engineering of an AI-driven safety ecosystem utilizing on-vehicle cameras to detect operator fatigue and unsafe conditions in real-time.
- Modernized a legacy monolith telemetry platform into a microservices-based SaaS, improving data throughput capabilities for large-scale enterprise fleets.
- Collaborated with hardware engineering teams to ensure optimal firmware-software compatibility for thousands of fielded IoT devices.

PONFAC S.A. | **CTO / Head of R&D** | *Oct 2019 – Nov 2023 Specializing in Industrial Computer Vision Solutions.*

- Architected a "Vision-as-a-Service" platform integrating Python/C++ backends with user-friendly front ends for factory floor deployment.
- Led algorithm development for automated grain analysis in agribusiness, utilizing deep learning models to categorize harvest quality.
- Implemented rigorous testing frameworks for algorithm accuracy validation against real-world noise and environmental conditions.

ELO SYSTEMS | **Software Engineering Manager** | *Aug 2010 – Sep 2019*

- Delivered Smart Grid metering solutions responsible for tracking massive datasets for energy utilities.
- Engineered fault-tolerant systems designed to run in environments with unstable connectivity, prioritizing local data buffering and integrity.

(Additional leadership experience at ALTUS S.A - Automation Systems)

EDUCATION MBA - Technology Management | UNISINOS **B.S. Computer Science** | UNIVALI

📄 VERSION C: Concise / Recruiter Optimized

Use this for: Applying via "Easy Apply" on LinkedIn or when submitting to huge database recruiters.

GUSTAVO CASTRO (352) 349-4910 | **Orlando, FL** [LinkedIn Profile Link]

TARGET ROLE: Senior Engineering Manager | Director of Software Engineering

PROFESSIONAL OVERVIEW High-impact Engineering Leader with deep expertise in SaaS scaling, IoT, and AI. Recently relocated to the US (Florida) bringing 25 years of global experience in leading agile teams and delivering mission-critical industrial software.

KEY ACHIEVEMENTS

- **Hyper-Growth:** Scaled an engineering department from 15 to 38 staff in <12 months while improving employee net promoter scores (Creare Systems).
- **Tech Turnaround:** Successfully unified fragmented software products into a cohesive SaaS platform, reducing maintenance costs by estimated 25%.
- **Innovation:** Launched a market-leading No-Code Computer Vision platform adopted by industrial agribusiness clients (Ponfac).

WORK HISTORY

Senior Engineering Manager | Creare Systems *Nov 2023 – Present* Focus: Fleet Management SaaS & AI Safety.

- Full ownership of software portfolio execution.
- Managed integration of IoT telemetry data ingestion pipelines.
- Transitioned teams to modern DevOps/CI-CD methodologies.

R&D Manager / CTO | Ponfac S.A. *Oct 2019 – Nov 2023* Focus: Industrial AI & Computer Vision.

- Technical leadership for computer vision SDKs and edge deployment.
- Bridged gap between Data Science (AI models) and Software Engineering (Production).

Software Development Manager | Elo Systems *Aug 2010 – Sep 2019* Focus: Smart Grid & Electronics.

- Managed development for mission-critical energy platforms.

Software Manager | Altus S.A. *1999 – 2010* Focus: Industrial Automation.

SKILLS

- **Tech:** SaaS, IoT, AI/ML Integration, OpenCV, Cloud Architectures.
- **Soft:** Team Building, Crisis Management, Strategic Planning, Mentorship.