GUSTAVO CASTRO

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PROFESSIONAL SUMMARY

Highly accomplished Senior Engineering Manager and R&D Leader with 25 years of experience building and scaling high-performing cross-functional teams. Expert in delivering SaaS, AI/Computer Vision, and IoT solutions from concept to global launch. Proven track record in expanding engineering organizations (from 15 to 38+ engineers), driving technical strategy, and managing multi-million dollar product portfolios. Specialized in aligning complex technical roadmaps with strategic business objectives across the USA, Germany, and China.

CORE COMPETENCIES

- **Leadership:** Strategic Planning, Team Scaling, Mentorship, Cross-functional Collaboration, Agile Methodologies.
- **Software Engineering:** SaaS Architecture, Software Development Life Cycle (SDLC), Full-stack Development.
- **Emerging Tech:** AI/Machine Learning, Computer Vision (OpenCV), Image Processing, AI Smart Cam.
- **IoT & Infrastructure:** Telemetry, Smart Grid, Hardware/Software Integration, Industrial Protocols (MQTT, TCP/IP).
- **Project Management:** Resource Allocation, Budgeting, Vendor Management, Stakeholder Communication.

TECHNICAL SKILLS

- **Languages & Frameworks:** C++, C#, Python, Node.js, Java, Next.js.
- **Data & Cloud:** SQL, NoSQL, Power BI, Data Analytics.
- **Tools & Processes:** GIT, Jira, Microsoft Project, CI/CD, Quality Assurance (QA).

PROFESSIONAL EXPERIENCE

CREARE SISTEMAS SA | Orlando, FL (Remote/Hybrid)
Engineering Manager | 11/2023 – Present

- **Organizational Scaling:** Expanded the engineering department from 15 to 38 members within one year, overseeing the entire software portfolio including Safety AI Cameras and heavy vehicle telemetry.
- **Platform Modernization:** Led a large-scale platform restructuring focused on infrastructure scalability, component modularization, and UX/UI enhancement.
- **Team Leadership:** Direct management of backend, frontend, hardware, and data science engineers, fostering a culture of accountability and high-quality delivery.
- **R&D Management:** Directed research initiatives in partnership with the Federal University of Rio Grande (FURG) for advanced AI and Computer Vision applications.
- **Operations:** Managed full SDLC for SaaS features, ensuring data security compliance and seamless integration between hardware and software platforms.

PONFAC SA | Porto Alegre, RS
R&D Manager | 10/2019 – 07/2023

- **AI Innovation:** Developed a proprietary area-to-weight conversion algorithm using AI-processed imagery to estimate animal weight based on biometric data.
- **Product Development:** Architected a "No-Code" system for computer vision, integrating a custom IDE with proprietary SDKs and OpenCV.
- **Grant Management:** Coordinated innovation projects funded by FINEP (Brazilian Government), focusing on robotics and visual inspection solutions.

ELO SISTEMAS ELETRONICOS SA | Porto Alegre, RS
Software Development Manager | 08/2010 – 09/2019

- **Smart Grid Infrastructure:** Directed the development of high-scale remote reading servers and automatic registration for Smart Grids.
- **Product Lifecycle:** Managed the end-to-end development of network routers for residential and industrial meters, including budget, pilot production, and vendor management.
- **Strategic Architecture:** Defined the national smart grid solution architecture for the Brazilian market.

ALTUS SA | Sao Leopoldo, RS
R&D Manager / Software Factory Manager | 08/1999 – 07/2010

- **Mission-Critical Systems:** Led a team of 25 to develop fault-tolerant systems for oil platforms and industrial automation.
- **Global Collaboration:** Managed R&D partnerships and technical training in India and the Czech Republic.

FUNDAÇÃO BRADESCO | Gravatai, RS
Technical Professor | 03/2002 – 10/2011

- Instructed courses on Microcontrollers, Industrial Automation, and Local Area Networks.

EDUCATION

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

LANGUAGES & INTERNATIONAL EXPERIENCE

- **Languages:** English (Fluent/Professional), Portuguese (Native), Spanish (Intermediate).
- **International:** USA (Integration Tests), Germany (Hannover Fair), India (Technical Specs), China (Supplier Relations).