

Gustavo Castro

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PROFESSIONAL SUMMARY

Senior Engineering Manager with 25+ years of experience in software development, distributed systems, SaaS platforms, IoT, and AI/Computer Vision solutions. Proven track record leading cross-functional and distributed engineering teams, scaling organizations (from 15 to 38 engineers in one year), and delivering complex client-server and cloud-integrated systems.

Strong expertise in software architecture, system integration, security practices, telemetry platforms, and large-scale industrial and SaaS solutions. Experienced in full software development lifecycle, Agile methodologies, CI/CD environments, and mentoring engineering teams toward continuous improvement and technical excellence.

CORE COMPETENCIES

- Engineering Leadership & Team Development
 - Distributed Client-Server Architectures
 - SaaS Platform Development
 - Software Architecture & System Design
 - Cloud & Scalable Systems
 - CI/CD & Code Quality Best Practices
 - Security & Data Protection Practices
 - IoT & Telemetry Systems
 - AI & Computer Vision
 - Cross-functional Collaboration (Product, R&D, Hardware)
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PROFESSIONAL EXPERIENCE

Creare Sistemas SA

Engineering Manager 11/2023 – Present

- Lead cross-functional engineering teams (backend, frontend, hardware, data science).
- Manage full software development lifecycle for SaaS platform.
- Drive new feature development and platform enhancements aligned with business objectives.
- Lead platform restructuring initiatives focusing on infrastructure improvements and modularization.
- Manage telemetry data systems to enhance platform reliability and security.
- Coordinate innovation projects in partnership with Federal University of Rio Grande (FURG).
- Ensure adherence to agile methodologies, coding standards, and engineering best practices.
- Provide mentorship, technical leadership, and performance feedback to engineers.

Key Achievement:

- Scaled team from 15 to 38 engineers within one year.
 - Expanded scope to oversee all company software products including Safety AI Cameras, heavy vehicle telemetry systems, data analytics solutions, and mobile applications.
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Ponfac SA

R&D Manager 10/2019 – 07/2023

- Led R&D, development, and IoT initiatives.
 - Designed and specified software architecture for computer vision and robotics projects.
 - Managed innovation projects funded by FINEP (Brazilian government).
 - Developed AI-based area-to-weight conversion algorithm using image processing.
 - Designed and implemented a No-Code computer vision development system integrating proprietary SDK, OpenCV, and AI tools.
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Elo Sistemas Eletronicos SA

Software Development Manager 08/2010 – 09/2019

- Managed software engineering teams and process improvements.
 - Led Smart Grid projects integrating distributed infrastructure and remote energy meters.
 - Designed and managed development of network infrastructure router for residential, commercial, and industrial meter access.
 - Defined software architecture and industrial communication protocols.
 - Managed budgets, schedules, contracts, and technical specifications.
 - Coordinated remote and outsourced teams.
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ALTUS SA

R&D Manager / Software Development Manager 08/1999 – 07/2010

- Managed R&D department including budget, hiring, and supplier negotiations.
 - Led 25-person engineering team developing industrial automation and embedded systems.
 - Delivered fault-tolerant systems for oil platforms and industrial automation.
 - Managed embedded software, networking systems, and high-availability solutions.
 - Conducted international collaboration with partners in India and Czech Republic.
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EDUCATION

MBA – Management of Technology-Based Companies UNISINOS – 2006

Bachelor's Degree – Computer Science UNIVALI – 1995

TECHNICAL SKILLS

Languages: C++, C#, Python, Java, Node.js
Web & Frameworks: Next.js
Databases: SQL, NoSQL
AI & CV: Machine Learning, OpenCV, Image Processing
IoT & Protocols: MQTT, TCP/IP, PLC, Industrial Protocols
Tools: Git, Jira, Microsoft Project

LANGUAGES

Portuguese – Native English – Fluent Spanish – Intermediate

ELIGIBILITY

Authorized to work in the United States. Not seeking visa sponsorship.