

Gustavo Castro

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

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PROFESSIONAL SUMMARY

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.

CORE SKILLS

- 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

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

LANGUAGES

- Portuguese: Native
 - English: Professional
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INTERNATIONAL EXPERIENCE

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