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Welcome to my admittedly verbose resume! For a more concise one please visit my LinkedIn profile.

A people first geek with 20+ years of building software and teams in different countries and company sizes.

With a strong focus on people, I have a proven track record of delivering high quality software, building and growing happy teams, and improving processes.

I love sharing what I know and my decades of experience combined with my MBA, hundreds of courses taken, books read and events attended put me in a good position to do so.

Experiences

Software Engineering

🕒 Feb 2021 – present

🏢 Coursera

👤 Senior Software Development Manager

Managed several teams and charters in the Enterprise org:

- Responsible for key Enterprise metrics and projects, unlocking millions of dollar in revenue
- Responsible for key products like SkillSets, Employability and Admin experience
- Created a new operational process for the org, increasing operational health metrics
- Measurably improved "bus factor" in the team (knowledge distribution and component ownership)
- Improved team's processes for better remote-first practices and more efficient collaboration with other teams and stakeholders

Organizational contributions:

- Above average interview count
- Mentored a Senior Engineer towards becoming an Engineering Manager
- Created an engineering-wide policy, increasing inclusiveness and belonging
- Volunteered in the DE&I squad, helping come up and drive many of the org-wide goals taken in the area
- Improved our Postmortem process, automating and reducing high touch-points, enabling better accountability, metrics and easier knowledge sharing within the company
- Reduced context switching, improved documentation and efficiency for cross functional collaboration in Enterprise org's biggest cross-functional internal forum
- Proposed measurable improvements for other orgs (Recruiting and IT), increasing the hiring pipeline throughput and diversity

🕒 Sep 2017 – Dec 2020

🏢 Amazon / AWS

👤 Software Development Manager III

- Proposed and implemented an engineering-wide "Going off-call" policy, increasing inclusiveness and belonging
- Became a certified Cultural Competences for Teams instructor, increasing inclusiveness and diversity awareness to the many hundreds of employees that took the training.
- Part of the Software Development Manager Peer Advisory board, helping new managers onboard and be successful in the company
- Promoted to Software Development Manager III

Amazon Payments

- Team owning 2 charters (International Expansion integrations and Payment on Delivery)
- Delivered amazon.com.tr (Amazon Turkey) payments integration. This multi-year project involved weekly collaboration and coordination with different teams, roles, partners, vendors in different countries.
- First team to start PSD2 work that enabled Amazon to stay complaint in Europe (SEPA DD)

AWS Route53

- Started a team from scratch, hiring 7 engineers
- Responsible for maintaining existing and building new generations of different Route53's User Experience (Consoles) with measurable operational, accessibility and usability improvements.
- Owned 5 different products in 2 different tech stacks, serving different sub- orgs with different stakeholders.
- Launched two world-wide projects and expanded our presence to multiple new partitions and regions.
- Improved Route53 org's sourcing efficiency by ~32% and our candidate diversity by ~11%.

🕒 Apr 2016 – Feb 2017

🏢 Brandwatch

👤 Team Lead & Senior Developer

Moved back to Germany and Brandwatch. After 8 months, I have become the team lead.

🔗 [edTech](#) [education](#) [aws](#)

🔗 [Payment Services](#) [AWS](#) [Route 53](#) [Agile](#) [People Management](#) [Delivery Management](#) [Risk Management](#)

🔗 [Node](#) [Javascript](#) [Require](#) [Backbone](#) [Underscore](#) [HTML 5](#) [CSS 3](#) [Highcharts](#) [jQuery](#) [Mustache](#) [BDD](#) [Jasmine](#) [Phantom](#) [REST](#) [Scrum](#) [GitHub](#) [JIRA](#)

- Worked on existing and new features on their main product (Analytics)
- Wrote a script to perform a massive refactor (thousands of files) to update a ~5 year old jQuery codebase (with several breaking changes) to the latest version, improving bundle size, patching security vulnerabilities, improving performance on some DOM operations and enabling new jQuery features for the team to use
- Tracking overall progress of the team and removing blockers
- Helping the PM with Scrum ceremonies and prioritization
- Having local, more frequent 1-1s with the team

🕒 Apr 2015 – Apr 2015

🏢 X-Team (Remote)

👥 Full stack developer

Hired by the awesome remote company X-Team to help researching, planning and developing the next phase of X-Labs (their open source initiative) and other internal projects involving IndexedDB. Great team, expert people, cool tech and tools.

👉 Node Javascript React Flux LevelDB Tape Highcharts jQuery BPM

🕒 Jun 2014 – Mar 2016

🏢 DataEasy

👥 Software Development Manager

DataEasy provides different solutions for end-to-end electronic document process management and automation. It has Brazil's biggest private and government organizations as their clients.

👉 Scrum XP Kanban SemVer BPM Software Testing Freetest Testlink DevOps Jenkins Continuous Integration Shell Scripting Java EE Maven GitHub New Relic Node Docker Management

Technical contributions:

- Managed 5 teams and 4 charters (all their products)
- Hired for a new team from scratch (5 engineers and 1 Business Analyst)
- Migrated the company's infrastructure to Git and Github
- Implement Semantic Versioning to all products in the company
- Implemented the company's first automated release script
- Create their first CI pipeline with Jenkins and Github
- Introduced Slack to the company and create a set of ChatOps commands to manage releases
- The points above enabled me to introduce the concept of "DevOps" in the company, enabling engineers to prep releases on their own with confidence and efficiency, enabling IT department (previously preparing the releases) to stay small and lean
- Introduced advanced monitoring in our applications (New Relic)

Organizational contributions:

- Created "Funky Fridays": bi-weekly innovation/learning days where employees could experiment with new technologies and solutions, prepare a tech talk for the company, etc
- Documented all process in the engineering department in BPMN and presented to all employees. That tacit knowledge was now documented and allowed us to identify rooms for improvement, enabling employees to also think about improvements and to better understand the organization in general, facilitating career growth and hence retention
- Collaborated with local University and had a few senior engineers join me in automated tests course provided by top professors. This combined with the above allowed us to streamline our testing cycles, reducing a big bottleneck in our release cycle
- Helped choose a new ticketing system for the company

🕒 Nov 2013 – Jan 2016

🏢 GOJS User Group

👥 Cofounder / Volunteer

Founded and ran the first Javascript user group of the state.

- Workshops planning and organizing
- Presenting talks
- Community moderation
- Website creation and maintenance,

👉 Node Javascript

🕒 May 2014 – Jan 2017

🏢 SENAC Goiás

👥 Consultant

SENAC is the largest agency for professional education in Brazil, present in more than 1800 cities. This was a short job as a consultant on new web technologies and architectures to aid their team and organization towards a more robust and modern system architecture, developer happiness and productivity.

👉 Node Javascript

🕒 Apr 2013 – Nov 2013

🏢 Brandwatch

👥 Senior Developer

Worked on existing and new features on their main product (Analytics). Wrote a simple codemod to organize and format files, reducing future diff sizes and improving readability of the entire codebase.

👉 Node Javascript Require Backbone Underscore HTML5 CSS3 Highcharts jQuery Mustache BDD Jasmine Phantom REST Scrum GitHub JIRA

<ul style="list-style-type: none"> "Introduction to Agile Methodologies" "Git & GitHub basics" 	<ul style="list-style-type: none"> "Cultural Intelligence and the Connection Economy" 	<ul style="list-style-type: none"> SEBRAE "How tango can make you a better (business) man" 	<ul style="list-style-type: none"> I LatAm Free Software Installation Festival (FLISOL) "Entrepreneurship with free software"
<ul style="list-style-type: none"> Ago 2011 – Goiânia, Brazil Computer, Electrical and Civil Engineering graduation Graduation Ceremony Speech 	<ul style="list-style-type: none"> Ago 2009 – Goiânia, Brazil VI Goiás Forum of Free Software (FGSL) "Introduction to Ruby Language" 	<ul style="list-style-type: none"> June 2009 – Goiânia, Brazil Goiás State Government LibreOffice instructor 	

Volunteer Work

Volunteer work ignited in me the caring for people: be them the ones we are the doing the work for, or my colleagues. It also taught me to value and dedicate my time for something else than money, for something that would do (or be) good for someone besides myself.

You can check my open source contributions at github.com/lfilho.

<ul style="list-style-type: none"> 2014; 2015 – Goiânia, Brazil Join Community Co-organizer & speaker JavaScript Node Talks Community events Leadership Career 	<ul style="list-style-type: none"> 2012; 2014 – Goiânia, Brazil Napoleon Hill Institute's Master Mind Lead auxiliary instructor Leadership Public Speaking Coaching Effective Communication Time managing 	<ul style="list-style-type: none"> 2008 – 2011 – Goiânia, Brazil Grupo Arte Nascente (GAN) Actor & Web Developer PHP NGO Art Theater Communication Non-for profit 	<ul style="list-style-type: none"> 2006 – 2015 – Goiânia, Brazil Zapt Arteatral Actor, Web Developer, President, Artistic Director & Communication Coordinator PHP Art Theater Communication Non-for profit
<ul style="list-style-type: none"> 2007 – 2009 – Goiânia, Brazil AIESEC Brazil / GO Marketing, Communication & Information Management teams Marketing Public Relations External Communication Internal Communication 	<ul style="list-style-type: none"> 2000 – 2008 – Goiânia, Brazil Mocidade Espírita André Luiz Coordinator, Speaker & Member Spiritualism Leadership Events 		

Education

<ul style="list-style-type: none"> Business Process Management, MBA Dec 2017 IT Management Institute (IGTI) – Brazil 	<ul style="list-style-type: none"> Computer Engineering, Bachelor Jun 2011 Federal University of Goiás – Brazil Extra studies on Software Engineering Relative average grade: 85% 	<ul style="list-style-type: none"> Computer Science, Visiting Student 2010/1 Saint Mary's University – Canada 2nd round on Trumped Competition Emerging Leaders of America Scholarship
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Relevant courses or specializations taken

30 courses on software, entrepreneurship, leadership and self development with a total of ~1183 hours

<ul style="list-style-type: none"> Prompt Engineering Specialization / Vanderbilt University; 80h — Dec 2023 	<ul style="list-style-type: none"> Machine Learning Specialization / Stanford University; 80h — Nov 2023 	<ul style="list-style-type: none"> Inclusive Leadership: The Power of Workplace Diversity / University of Colorado; 60h — Oct 2021 	<ul style="list-style-type: none"> Developing on AWS / AWS Training Center; 32h — May 2020
<ul style="list-style-type: none"> Architecting on AWS / AWS Training Center; 32h — April 2020 	<ul style="list-style-type: none"> DevSecOps on AWS / AWS Training Center; 32h — Feb 2020 	<ul style="list-style-type: none"> Search Inside Yourself Leadership Program / SYILI, LEAD & Google; 15h — Sep 2016 	<ul style="list-style-type: none"> React.js with Flux / FrontendMasters; 4.5h — Jun 2016
<ul style="list-style-type: none"> Kick Off Koa.js / NodeSchool; 4h — Oct 2015 	<ul style="list-style-type: none"> Learn Sass / NodeSchool; 2h — Sep 2015 	<ul style="list-style-type: none"> Learn Generators / NodeSchool; 1h — Sep 2015 	<ul style="list-style-type: none"> WebRTC Fundamentals / PluralSight; 1.66h — Aug 2015
<ul style="list-style-type: none"> Level DB / NodeSchool; 4h — Apr 2015 	<ul style="list-style-type: none"> Business Process Management (BPM) / BP Company; 16h; 16h — 2014 	<ul style="list-style-type: none"> Freetest (TMMi based) / Federal University of Goiás; 100h — 2014 	<ul style="list-style-type: none"> Startup Engineering / Stanford / Coursera; 70h — 2013
<ul style="list-style-type: none"> Projects on Carbon Credits / Eficiência Institute; 20h — 2012 	<ul style="list-style-type: none"> Leadership, Interpersonal Intelligence and Effective Communication / Napoleon Hill Institute's Master Mind; 48h — 2011 	<ul style="list-style-type: none"> Empretec Seminar / SEBRAE; 60h — 2011 	<ul style="list-style-type: none"> Immersion Behavior Driven Development / e-Genial; 12h — 2010
<ul style="list-style-type: none"> Immersion Ruby on Rails / e-Genial; 12h — 2010 	<ul style="list-style-type: none"> Java Web / SENAI FATESG; 95h — 2007 	<ul style="list-style-type: none"> Software Development Process / Government School; 40h — 2007 	<ul style="list-style-type: none"> Linux (basic, intermediate, advanced)

- ▶ Web accessibility; XSLT; Tableless

/ Atípico; 20h — 2005
- ▶ Information Systems workshop

/ UFG; 32h — 2004
- ▶ Advanced Adobe Flash and Actionscript

/ SENAC; 56h — 2004
- ▶ Graphic Projects workshop

/ SENAC; 4h — 2003
- ▶ Web Design

/ SENAC; 120h — 2002
- ▶ Programming logic

/ SENAC; 90h — 2001-2002

Relevant events attended

🗨 27 events on technology and entrepreneurship in different cities and countries

- ▶ WebDevCon

/ Seattle, USA; 16-19 Apr 2019
- ▶ AWS Console Unconf

/ Seattle, USA; 29-30 Jan 2019
- ▶ Web Summit

/ Lisbon, Portugal; 7-10 Nov 2016
- ▶ CodeMotion Conf

/ Berlin, Germany; 24-25 Oct 2016
- ▶ TEDx Goiânia

/ Goiânia, Brazil; 21 Oct 2015
- ▶ 4th Join Community

/ Goiânia, Brazil; 16-17 Oct 2015
- ▶ AndYet Conf

/ Richland, USA; 06-08 Oct 2015
- ▶ Google Developers Group DevFest 2014

/ Goiânia, Brazil; 17 Sep 2014
- ▶ 3rd Join Community

/ Goiânia, Brazil; 30-31 Mai 2014
- ▶ Analyzing network vulnerabilities

/ Goiânia, Brazil; 26 Apr 2014
- ▶ 19th Convendas (Sales congress)

/ Goiânia, Brazil; 15 Mar 2014
- ▶ JSConf.eu

/ Berlin, Germany; 14-15 Sep 2013
- ▶ Reject.js

/ Berlin, Germany; 12 Sep 2013
- ▶ Ruby Conf Brazil

/ São Paulo, Brazil; 3-4 Nov 2011
- ▶ International Conf of Innovative Cities

/ Curitiba, Brazil; 17-20 Mai 2011
- ▶ I LatAm Free Software Installation Festival

/ Itapuranga, Brazil; 9 Apr 2011
- ▶ X Software Engineering Journey of Goiás

/ Goiânia, Brazil; 24, 25 Sep 2010
- ▶ VIII Software Engineering Journey of Goiás

/ Goiânia, Brazil; 3,4 Oct 2008
- ▶ I IT Governance Seminar

/ Goiânia, Brazil; 31 Mar 2008
- ▶ Java: JEDI Initiative

/ Goiânia, Brazil; Sep 2007
- ▶ II Goiás Forum of Free Software

/ Goiânia, Brazil; 1 Oct 2005
- ▶ IBM: Migrating and developing for Linux

/ Goiânia, Brazil; 18 May 2005
- ▶ I LatAm Free Software Installation Festival

/ Goiânia, Brazil; 2 Apr 2005
- ▶ I Electric and Computer Engineering Week

/ Goiânia, Brazil; 8-12 Nov 2004
- ▶ II Java Gyn

/ Goiânia, Brazil; 15 July 2004
- ▶ IX Web Design Meeting

/ Brasília, Brazil; 15 Jul 2004
- ▶ I National IT Congress

/ Goiânia, Brazil; May 2004

Certifications and Noteworthy achievements

- ▶ AWS Certified Cloud Practitioner; Nov 2018
- ▶ "MasterMind Commender and Class' Name" title on MasterMind training in Leadership, Interpersonal Intelligence and Effective Communication; 2011
- ▶ "Best presentation" prize on MasterMind training in Leadership, Interpersonal Intelligence and Effective Communication; 2011
- ▶ "Self Overcoming" prize on Empretec Entrepreneurship Seminar; 2011
- ▶ IELTS (International English Language Testing System), 8 points in 2017 (89%)
- ▶ KITE (Kaplan International Tools for English), C2 Level - Proficient (564 points) in 2015
- ▶ TOEFL (Test of English as a Foreign Language), 108 points in 2011 (90%); 103 points in 2009 (86%)
- ▶ Sun Certified Java Programmer (SCJP) for the Java 5 Platform; 2008

Languages

- 🇧🇷 Portuguese — Native
- 🇬🇧 English — Fluent
- 🇩🇪 German & Spanish — Basic

(The not so) Off topics

🗨 Some other things that help shaping the professional I am

Relevant content

📖 Software Development

🗨 23 books on programming languages, techniques and tools

- ▶ Shape Up*Stop Running in Circles and Ship Work that Matters*
/ Ryan Singer

▶ InnerSource: *Keys to collaboration and productivity inside your company*
/ Andy Oram

▶ Practical VIM
/ Drew Neil

▶ Code Simplicity
/ Max Kanata-Alexander

▶ Rework
/ Jason Fried, David Heinemeier Hanson

▶ Head First: Design Patterns
/ E. Freeman, E. Robson, B. Bates, K. Sierra
- ▶ Mastering Vim
/ Jovica Ilic

▶ Webpack from apprentice to master
/ Juno Vepsäläinen

▶ Pro Git
/ Scott Chacon

▶ The Node Beginner Book
/ Manuel Kiessling

▶ Rails for Java Developers
/ Stuart Halloway, Justin Gehtlan

▶ Regular Expressions
/ Aurélio Marinho Vargas
- ▶ The End of Privacy
/ B.J. Mendelson

▶ Clean Code
/ Robert C. Martin

▶ Developing Backbone Applications
/ Addy Osmani

▶ Learn Rails 3 by example
/ Michael Hartl

▶ Getting Real
/ 37 Signals

▶ Java: How to Program
/ Deitel
- ▶ The Tao of Tmux and Terminal Tricks
/ Tony Narlock

▶ Getting Started with Meteor.js
/ Isaac Strack

▶ Javascript - The Good Parts
/ Douglas Crockford

▶ Agile web development with Rails 2
/ Dave Thomas, David Heinemeier Hanson

▶ Head First: Servlets & JSP
/ Kathy Sierra, Bryan Basham, Bert Bates

- 📖 **Soft Skills**

💬 45 books on leadership, culture, productivity, entrepreneurship and management
- ▶ Team Topologies*Organizing Business and Technology Teams for Fast Flow*
/ Matthew Skelton, Manuel Pais

▶ Man's Search for Meaning
/ Viktor E. Frankl

▶ The First 90 Days*Critical Success Strategies for New Leaders at All Levels*
/ Michael D. Watkins

▶ Collective Intelligence: *Mankind's Emerging World in Cyberspace*
/ Pierre Lévy

▶ Drive: *The surprising truth about what motivates us*
/ Daniel H. Pink

▶ Managing Oneself
/ Peter Drucker

▶ 7 Spiritual Laws of Success
/ Deepak Chopra

▶ A Leader's Diary
/ Luciano Pires

▶ Tribes: *We need you to guide us*
/ Seth Godin

▶ V is for Vulnerable: *Life outside the comfort zone*
/ Seth Godin

▶ The Monk and the Executive
/ James C. Hunter
- ▶ Atomic Habits*An Easy & Proven Way to Build Good Habits & Break Bad Ones*
/ James Clear

▶ Thinking, Fast and Slow
/ Daniel Kahneman

▶ Dare to Lead: *Brave work. Tough conversations. Whole hearts.*
/ Brené Brown

▶ The Checklist Manifesto: *How to get things right*
/ Atul Gawande

▶ The Power of Habit
/ Charles Duhigg

▶ The soul of leadership
/ Deepak Chopra

▶ Leading with Cultural Intelligence
/ David Livermore, PhD

▶ Disguised Opportunities
/ Carlos Domingos

▶ Startup
/ Jessica Livingston

▶ Anything You Want
/ Derek Sivers

▶ The Triumph's Law for the 21st century
/ Napoleon Hill, Jamil Albuquerque
- ▶ Find Your Why*A Practical Guide to Discovering Purpose for You and Your Team*
/ Simon Sinek, David Mead & Peter Docker

▶ The Subtle Art of Not Giving a F*ck: *A Counterintuitive Approach to Living a Good Life*
/ Mark Manson

▶ The Coaching Habit: *Say Less, Ask More & Change the Way Your Lead Forever*
/ Michael Bungay Stanier

▶ Start With Why: *How great leaders inspire everyone to take action*
/ Simon Sinek

▶ Difficult Conversations
/ Douglas Stone, Sheila Heen, Bruce Patton

▶ Managing Humans
/ Michael Lopp

▶ Times' Triad
/ Christian Barbosa

▶ Leader with a Master Mind
/ Jamil Albuquerque

▶ Do The Work
/ Steven Pressfield

▶ What is Your Legacy? *Provocative Thoughts About Ethics, Leadership and Management*
/ Mario Sergio Cortella

▶ The Art of Dealing With People
/ Jamil Albuquerque
- ▶ The Infinite Game
/ Simon Sinek

▶ It Doesn't have to be Crazy at Work
/ Jason Fried, David Heinemeier Hansson

▶ The First 90 Days: *Critical Success Strategies for New Leaders at All Levels*
/ Michael D. Watkins

▶ Moral Tribes: *Emotion, reason and the gap between us and them*
/ Joshua Greene

▶ Leading Snowflakes: *The Engineering Manager Handbook*
/ Oren Ellenbogen

▶ The Purpose Economy
/ Aaron Hurst

▶ The Power of Vulnerability
/ Brené Brown, PhD

▶ The Icarus Deception: *How High Will You Fly*
/ Seth Godin

▶ The Dip
/ Seth Godin

▶ The Entrepreneur's Guide to Customer Development
/ Brant Cooper

▶ How to Grow a Business
/ Eric Crowell

