Paulo Neves

Full Stack Engineering Manager | People Leader

⊙ Jacareí-SP, Brazil

🗚 LANGUAGES

Portuguese	Native
English	Fluent
Spanish	Fluent

😣 PROFESSIONAL SUMMARY

Technology leader with 15+ years delivering secure, scalable web/API platforms at enterprise scale. Combines hands-on Full Stack engineering with solution architecture, product/platform strategy, and stakeholder management. Leads engineering chapter and AI initiatives that accelerate SDLC while coaching senior engineers.

<> CORE COMPETENCIES

💼 Technical Leadership

Full Stack   API Platforms   Cloud (AWS/GCP/Azure)   AI/ML   Architecture

<> Engineering

React/Next.js   Node/Python   Kubernetes   Docker   DevSecOps   CI/CD

😣 Management

Product Strategy   Roadmapping   OKRs   People Leadership

🛡 Security

InfoSec   Privacy   Compliance   Risk Management

💼 EXPERIENCE

IT Manager `Current`

Full Stack Chapter Lead — Johnson & Johnson Technology Services

📅 Sep 2023 — Present   •   São José dos Campos-SP

- Elevate capabilities in DevSecOps, CI/CD, observability and service reliability through chapter programs
- Lead KODA (Key Operations & Development Assistants) initiative to accelerate SDLC with AI
- Guide 15 Full Stack parallel initiatives; technical reference and/or budget management
- Govern vendor strategy and capacity; optimize partner tiers, SLAs and delivery outcomes

IT Lead

Full Stack Chapter Lead — Johnson & Johnson

📅 Apr 2023 — Oct 2023

- Interviewed/onboarded engineers; set strategic direction for chapter technologies and training
- Created individual development plans and career pathways; mentored senior engineers
- Led training events to strengthen regional engineering capabilities

IT Lead

Technical Product Owner — Johnson & Johnson Innovative Medicine

📅 Sep 2020 — Mar 2023

- Owned roadmap and delivery for personalization, SSO (OIDC/SAML), analytics and search
- Defined API contracts and NFRs; improved reliability, performance and observability
- Established OKRs/KPIs; led demos and executive readouts across markets
- Drove vendor and internal squads through Agile delivery with audited compliance

Service Specialist

Johnson & Johnson - Technology Services (Feb 2019 — Aug 2020)

- Architected RPA solutions and platform governance aligned to enterprise standards

Sr. Information Security Analyst

Johnson & Johnson (Apr 2018 — Feb 2019)

- Security liaison for Corporate, Vision Care and LifeScan across LATAM
- Led app-security assessments during M&A due diligence and integrations

Information Security Analyst

Johnson & Johnson (Jun 2015 — Mar 2018)

- Drove enterprise security awareness programs; performed risk and compliance reviews

📅 Earlier Career Journey

Information Security Intern — Johnson & Johnson	2014-2015
Software Developer — Mentor Interativa	2011-2013
Jr. Developer — Stefanini • Java Intern — FAJTec	2010-2011
Instructor — Data Computadores	2008-2009

🎓 EDUCATION

Federal University of São Paulo

Computer Science • Bachelor's Degree

2011 — 2015

DeVry – Metrocamp

Information Security Management • Post-graduate

2016 — 2018

🎗 CERTIFICATIONS

CompTIA Security+

2017 — 2020

SAFe® 5 Agilist

2020 — 2021

Blue Prism Developer

2020 — Present

✉ CONTACT

✉ paulo@psneves.com.br

- LinkedIn Profile
- GitHub Portfolio
- Personal Website