

# Paulo Neves

## Full Stack Engineering Manager | People Leader

📍 Jacareí-SP, Brazil

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### 🏢 EXECUTIVE 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 strategy, and stakeholder management. Currently leads engineering chapter and AI initiatives that accelerate SDLC with generative/agentive approaches while coaching senior engineers and raising technical standards across multiple SQUADS.

### 🏢 PROFESSIONAL EXPERIENCE

#### IT Manager - 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 - Innovative Medicine

📅 Apr 2023 — Aug 2023 📍 São José dos Campos-SP

- 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 📍 São José dos Campos-SP

- 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

### <> SKILLS

#### 🏢 Leadership & AI

Full Stack Architecture

Artificial Intelligence

API Platforms

Cloud (AWS/GCP/Azure)

Product Strategy

#### <> Engineering

React

Next.js

NodeJS

Python

Kubernetes

Docker

DevSecOps

CI/CD

Robot Framework

Playwright

#### 🏢 Management

Chapter Leadership

Roadmapping

OKRs

Vendor Management

Budget Management

Stakeholder Management

### 🌐 LANGUAGES

Portuguese

Native

English

Fluent

Spanish

Fluent

### 🎓 EDUCATION

Federal University of São Paulo  
Bachelor in Computer Science  
2011 — 2015

DeVry – Metrocamp  
Post-graduate, Information Security Management  
2016 — 2018

## PROFESSIONAL EXPERIENCE (CONT.)

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### Service Specialist

[Johnson & Johnson - Technology Services](#)

📅 Feb 2019 — Aug 2020    📍 São José dos Campos-SP

- Architected RPA solutions and platform governance aligned to enterprise standards

### Sr. Information Security Analyst

[Johnson & Johnson - Technology Services](#)

📅 Apr 2018 — Feb 2019    📍 São José dos Campos-SP

- 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 - Information Security & Risk Management](#)

📅 Jun 2015 — Mar 2018    📍 São José dos Campos-SP

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

### Information Security Intern

[Johnson & Johnson - Information Security & Risk Management](#)

📅 2014 — 2015    📍 São José dos Campos-SP

- Supported vulnerability assessment and remediation for J&J Medical LATAM web applications
- Delivered security training to 800+ end-users and established foundational awareness programs
- Guided SDLC methodology adoption and secure coding practices for development teams

### Software Developer

[Mentor Interativa](#)

📅 2011 — 2013    📍 São José dos Campos-SP

- Developed learning management system with social network integration
- Created and launched the company's first mobile application

### Jr. Developer

[Stefanini](#)

📅 2010 — 2011    📍 Jaguariúna-SP

- Led system migration initiatives, successfully translating legacy Delphi applications to modern Java architecture
- Engineered payment processing enhancements - new credit card types in financial transaction systems

### Instructor - Java Programming

[FAJTec](#)

📅 2010 — 2011    📍 Jaguariúna-SP

- Helped students of the course Introduction to Programming in Java to understand the course content
- Created and applied tests for the students

### Instructor - Microsoft Office

[Data Computadores](#)

📅 2008 — 2009    📍 Jaguariúna-SP

- Taught students on basic computer skills, including Windows configuration and Microsoft Office applications
- Provided personalized computer training for individuals and small groups