

# Paulo Neves

## Full Stack Engineering Manager | People Leader

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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/agentic approaches while coaching senior engineers and raising technical standards across Johnson & Johnson Technology Services.

### 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

📅 Apr 2023 — Oct 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

### 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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### 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

### 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

### Information Security Intern

[Johnson & Johnson](#)

📅 2014 — 2015

- 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

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

### Jr. Developer

[Stefanini](#)

📅 2010 — 2011

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

### Java Intern

[FAJTec](#)

📅 2010 — 2011

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

Instructor