# Paulo Neves

# Full Stack Engineering Manager | People Leader

O Jacareí-SP, Brazil

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## S 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 multiple SQUADs.

## PROFESSIONAL EXPERIENCE

## Johnson & Johnson - Technology Services

IT Manager - Full Stack Chapter Lead

- Guide 15 Full Stack parallel initiatives; technical reference and/or budget management
- Govern vendor strategy and capacity; optimize partner tiers, SLAs and delivery outcomes
- 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

### Johnson & Johnson - Technology Services

IT Lead - Full Stack Chapter Lead

🛱 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 and junior engineers
- Led training events to strengthen regional engineering capabilities

### Johnson & Johnson - Innovative Medicine

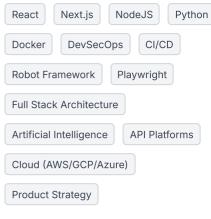
IT Lead - Technical Product Owner

🖰 Sep 2020 — Mar 2023 🛛 🍳 São José dos Campos-SP

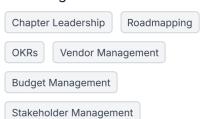
- Owned roadmap and delivery for personalization, SSO (OIDC/SAML), analytics and search for JanssenProLATAM.com
- Defined API contracts and NFRs; improved reliability, performance and observability
- Established OKRs/KPIs; led demos and executive readouts across markets
- Drove vendor and internal squads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

## SKILLS

## Engineering



### Management



### **X** LANGUAGES

Portuguese	Native
English	Fluent
Spanish	Fluent

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

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

# PROFESSIONAL EXPERIENCE (CONT.)

### Johnson & Johnson - Technology Services

Service Specialist

· Partnered with regional and global IT stakeholders to advance digital transformation

### Johnson & Johnson - Technology Services

Sr. Information Security Analyst

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

## Johnson & Johnson - Information Security & Risk Management

Information Security Analyst

🛱 Jun 2015 — Mar 2018 🛛 🍳 São José dos Campos-SP

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

### Johnson & Johnson - Information Security & Risk Management

Information Security Intern

- 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

#### Mentor Interativa

Software Developer

🛱 Dec 2011 — Nov 2013 🛛 🍳 São José dos Campos-SP

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

### Stefanini

Jr. Developer

🛱 Jan 2011 — Dec 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

### **FAJTec**

### Instructor - Java Programming

🛱 Jan 2010 — Jul 2010 🛛 🦁 Jaguariúna-SP

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

### **Data Computadores**

Instructor - Microsoft Office

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