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

IT Lead - Technical Product Owner

Johnson & Johnson Innovative Medicine

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

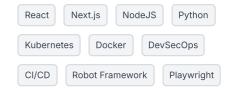
- Owned roadmap and delivery for personalization, SSO (OIDC/SAML), analytics and search
- Defined API contracts and NFRs; improved reliability, performance and observability
- Established OKRs/KPIs; led demos and executive readouts across markets
- Drove vendor and internal squads through Agile delivery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



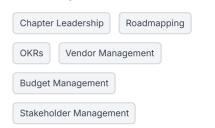
Leadership & Al



Engineering



Management





Portuguese	Native
English	Fluent
Spanish	Fluent



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

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

PROFESSIONAL EXPERIENCE (CONT.)

Service Specialist

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Johnson & Johnson Technology Services

· Architected RPA solutions and platform governance aligned to enterprise standards

Sr. Information Security Analyst

Johnson & Johnson

- · 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

· 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

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

Jr. Developer

Stefanini

- · 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

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

Instructor

Data Computadores

- Taught students how to use computer, change Windows basic configurations and operate Microsoft Office applications
- Provided personalized computer training for individuals and small groups