

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/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 — 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

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.)

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 - Technology Services](#)

📅 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 - Information Security & Risk Management](#)

📅 Jun 2015 — Mar 2018

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

Information Security Intern

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

📅 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

[Data Computadores](#)

📅 2008 — 2009

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