

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/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

📅 Sep 2023 — Present 📍 São José dos Campos-SP

- 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

React Next.js NodeJS Python

Docker DevSecOps CI/CD

Robot Framework Playwright

Full Stack Architecture

Artificial Intelligence API Platforms

Cloud (AWS/GCP/Azure)

Product Strategy

🏢 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.)

Johnson & Johnson - Technology Services

Service Specialist

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

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

Johnson & Johnson - Technology Services

Sr. Information Security Analyst

📅 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

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

📅 Jan 2014 — May 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

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

📅 May 2008 — Sep 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