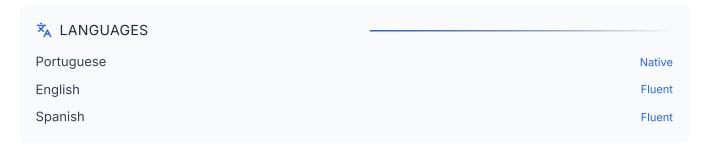
# Paulo Neves

# Full Stack Engineering Manager | People Leader

O Jacareí-SP, Brazil



### ROFESSIONAL SUMMARY

Technology leader with 15+ years delivering secure, scalable web/API platforms at enterprise scale. Combines handson Full Stack engineering with solution architecture, product/platform strategy, and stakeholder management. Leads engineering chapter and AI initiatives that accelerate SDLC while coaching senior engineers.

#### CORE COMPETENCIES

 ☐ Technical Leadership

Full Stack **API Platforms** Cloud (AWS/GCP/Azure) AI/ML Architecture <> Engineering Node/Python DevSecOps CI/CD React/Next.js Kubernetes Docker 의 Management **Product Strategy** Roadmapping **OKRs** People Leadership Security InfoSec Privacy Compliance Risk Management



IT Manager Current

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

- 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

- 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

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Information Security Intern — Johnson & Johnson	2014-2015
Software Developer — Mentor Interativa	2011-2013
Jr. Developer — Stefanini • Java Intern — FAJTec	2010-2011
Instructor — Data Computadores	2008-2009

