Paulo Neves

Full Stack Engineering Manager | People Leader

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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

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 - Technology Services

- 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

A Leadership & Al

Full Stack Architecture

Artificial Intelligence API Platforms

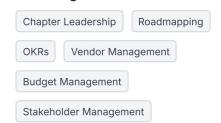
Cloud (AWS/GCP/Azure)

Product Strategy

Engineering



Management



*A 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

· Architected RPA solutions and platform governance aligned to enterprise standards

Sr. Information Security Analyst

Johnson & Johnson - Technology Services

☆ Apr 2018 — Feb 2019
② 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

Information Security Analyst

Johnson & Johnson - Information Security & Risk Management

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

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

Information Security Intern

Johnson & Johnson - Information Security & Risk Management

🛱 2014 — 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

Software Developer

Mentor Interativa

🖰 2011 — 2013 🛛 🤊 São José dos Campos-SP

- · 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 new credit card types in financial transaction systems

Instructor - Java Programming

FAJTec

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

Instructor - Microsoft Office

Data Computadores

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