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 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
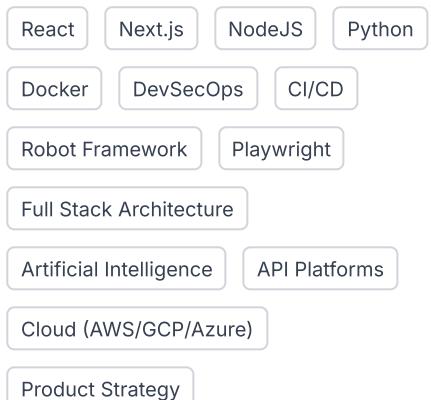
Johnson & Johnson - Innovative Medicine
IT Lead - Technical Product Owner

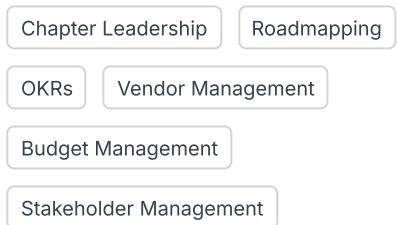Sep 2020 — Mar 2023   São José dos Campos-SP

- 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