DANILO
DE CASTRO

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Accomplished Senior Engineering Manager with over 14 years of experience in software development, specializing in backend Java engineering and software engineering management for the past three years. Adept at leading diverse, high-performing teams and delivering complex projects across multiple domains including banking, fintech, and retail. Proven expertise in Java (full stack), Python, and Kotlin, with extensive experience in using frameworks and tools such as Spring Boot, Hibernate, Docker, and AWS services. Strong advocate for TDD and DDD clean code principles, focusing on best practices for coding and designing robust, scalable solutions. Demonstrated ability to introduce and foster an AI-first mindset within teams, encouraging innovation and experimentation with new technologies. Skilled in various architectures, including MicroServices, REST, SOAP, Monolith, and Serverless. Native Portuguese speaker with advanced English proficiency.

EXPERIENCE

SENIOR ENGINEERING MANAGER

Target Corporation | Winter Garden, FL

AUG 2022 – JAN 2025

Apologies for the confusion! Here's the version with dashes as per your request:

- GenAI Initiatives: Spearheaded the adoption of AI-first engineering practices, driving GenAI initiatives that fostered innovation and empowered teams to embrace AI technologies.
- Platform & API Development: Partnered closely with Product teams to design and deliver stable, reliable platforms and APIs, ensuring seamless integration and high-quality solutions. My hands-on activities involved developing WebServices, APIs, and applications using Java, Kotlin, Kafka, Python, and both Relational and NoSQL databases, solving complex business problems while following best practices to ensure clean code and high-quality delivery.
- Hiring & Team Diversity: Led the hiring process to attract and onboard top-tier talent, focusing on building an inclusive and diverse team. Ensured a fair and inclusive recruitment process, contributing to a diverse pool of candidates.
- Team Leadership & Mentorship: Actively mentored and coached engineers, fostering their career development and growth. Conducted learning sessions to elevate team knowledge and capabilities.
- Career Development: Conducted regular 1:1 meetings with engineers to set yearly goals, establish clear objectives, and design personalized career development plans.
- Performance Management: Participated in assessment meetings, including calibration, and performed mid- and end-of-year performance evaluations to ensure consistent growth and alignment with business goals.
- Collaboration & OKRs: Engaged in OKR (Objectives and Key Results) meetings with the team and business partners to align engineering priorities with business objectives.
- Roadmap & Prioritization: Led the creation and maintenance of roadmaps, collaborating with both business and tech teams to prioritize initiatives and ensure the successful delivery of high-impact projects.
- Collaboration: Built strong, collaborative relationships with product partners across multiple organizations to align engineering initiatives with business goals and product vision.
- Hands-On Leadership: Embraced a leadership-by-example approach, stepping in whenever needed to address challenges, meet deadlines, and overcome team shortages. Acted as a technical mentor to help engineers unlock their full potential.
- Motivational Support: Provided ongoing motivation and guidance to team members, maintaining high levels of morale and engagement through challenging times.

EMIP SENIOR ENGINEERING MANAGER

Target Corporation | Woodbury, MN

APR 2021 – AUG 2022

- Leadership in eMIP Curriculum: Led the engineering team through the eMIP curriculum, mentoring less experienced engineers and guiding them in solving complex technical challenges.
- API Design & Implementation: Designed and developed robust, scalable REST APIs using Spring Boot, ensuring high-quality, maintainable code and adherence to best practices like TDD, DDD, and SOLID principles.
- Collaboration & Partner Engagement: Organized and led meetings with upstream and downstream partners to align on contract changes, ensuring effective communication and seamless integration across teams.
- Architecture Contributions: Actively contributed to architecture meetings, providing insights on design decisions and collaborating on system improvements to ensure technical excellence and scalability.
- Mentorship & Problem Solving: Took ownership of complex technical problems, offering mentorship and guidance to engineers while ensuring timely and high-quality solutions.

JAVA TECHNICAL LEADER (CONTRACTOR AT JPMORGANCHASE)

Mphasis | Chicago, IL

SEP 2019 – APR 2021

- Microservices Development: Led the implementation of microservices using Spring Boot RESTful services, driving the architecture and development of scalable, high-performance solutions.
- Feature Development & Maintenance: Developed new features and performed bug fixes for production code and upcoming releases, ensuring smooth operation and timely delivery of updates.
- Code Quality & Review: Managed the final code review and merge process for all code changes, ensuring adherence to best practices, Test-Driven Development (TDD), and passing all quality gates. Ensured comprehensive business logic coverage with meaningful tests.
- API Contract Design: Designed and maintained API contracts, ensuring clear specifications for integration and seamless communication between services.
- Mentorship & Leadership: Provided mentorship and leadership to a 6-person offshore team, guiding them through technical challenges, ensuring high standards of work, and fostering a collaborative team environment.

SR SOFTWARE ENGINEER/TECH LEADER (CONTRACTOR AT MASTERCARD)

EPAM | O Fallon, MO
NOV 2018 – SEP 2019

As a technical leader, I'm responsible for making critical technical decisions, analyzing complex problems, and delivering high-quality solutions through effective technical design and timely execution. My key contributions include:

- Code Quality: Delivering clean, maintainable code while adhering to best practices and clean code principles.
- Testing Coverage: Ensuring both new and legacy code are thoroughly covered by meaningful, high-quality tests to maintain reliability and stability.
- Code Review: Conducting detailed code reviews to ensure adherence to coding standards, quality, and best practices.
- Team Collaboration & Mentorship: Actively contributing to the scrum team by providing technical support, mentoring engineers, and offering innovative ideas to improve team performance and problem-solving.

OFFSITE TEAM LEADER & JAVA BACK-END DEVELOPER | TRADE CORRECTIONS PROJECT (CONTRACTOR RAYMOND JAMES)

Grid Dynamics | Krakow, Poland
APR 2018 – OCT 2018

As the leader of the offsite team and the primary Java back-end developer for the Trade Corrections project, I was responsible for delivering high-quality technical solutions and driving the back-end development of the project. My key responsibilities included:

Problem Solving: Analyzing and providing solutions for complex technical challenges to ensure efficient and effective outcomes.
API Design & Implementation: Modeling, designing, and implementing RESTful web services APIs for UI consumers, ensuring seamless integration and functionality.
Decision Making: Leading the design and implementation decisions for APIs, ensuring scalability, reliability, and performance.
Code Review: Conducting thorough code reviews to ensure adherence to coding standards, best practices, and quality guidelines.
Quality Code Delivery: Delivering high-quality code, ensuring compliance with SonarQube rules and maintaining a strong focus on maintainability and performance.

SOFTWARE DEVELOPER (CONTRACTOR AT UBS)

Luxoft | Krakow, Poland
MAY 2017 – MAR 2018

As a Software Developer at Luxoft, working as a contractor for UBS, I was responsible for delivering high-quality code and adhering to best practices. My main tasks included:

- Quality Code Delivery: Writing clean, maintainable code following industry best practices such as Uncle Bob's Clean Code principles.
- Code Review: Conducting thorough code reviews to ensure adherence to coding standards and improving code quality across the team.
- Agile Collaboration: Collaborating effectively with the team, following Agile methodologies to deliver timely and high-quality solutions.
- Testing Practices: Writing unit, integration, and behavior tests following Test-Driven Development (TDD) and Behavior-Driven Development (BDD) principles to ensure robust and reliable code.

TECHNICAL LEADER | SR JAVA DEVELOPER | NIIT TECHNOLOGIES BRAZIL

NIIT Technologies | Guarulhos, SP - Brazil
JAN 2015 – APR 2017

I started as a Senior Java Developer and have since evolved into the role of Technical Leader, managing a diverse, multicultural team of developers. As the only Brazilian on the Brazil team, my main responsibilities include:

- Technical Leadership: Leading a team of developers, guiding them through complex technical challenges, and ensuring high-quality deliverables.
- Development & Analysis: Performing in-depth analysis, designing solutions, and developing robust, scalable applications.
- Client Coordination: Collaborating with clients to understand requirements, provide technical guidance, and negotiate timelines and expectations.
- Team Management & Mentoring: Managing a multicultural team, mentoring junior developers, and fostering a collaborative and growth-oriented environment.

SOFTWARE ENGINEER

Wipro Technologies | Curitiba, PR

JUN 2013 – JAN 2015

As a Software Engineer at Wipro Technologies, I worked on the MasterCard In Control project, contributing to various development tasks. My main responsibilities included:

Java Development: Performing bug fixes, implementing new features, and enhancing existing solutions to ensure seamless functionality.
Solution Design: Proposing and implementing new solutions or better approaches to improve system performance and user experience.
International Collaboration: Collaborating with an international and multicultural team based in Malaysia, Dublin, and the US, ensuring effective communication and project coordination across regions.

SR SOFTWARE ENGINEER

Consorcio Esteio Indra | Curitiba, PR

SEP 2012– APR 2013

As a Software Engineer, I was responsible for managing the SGI system and driving key development activities. My main responsibilities included:

- System Management & Bug Reporting: Managing the SGI system, identifying and reporting bugs, and ensuring timely resolution to maintain system integrity.
- Requirement Analysis & Solution Proposals: Analyzing new requirements, proposing innovative solutions, and suggesting enhancements to improve system performance and user experience.
- App Development: Developing web and mobile applications, including RESTful web services, to meet business needs.
- Database Management: Extracting and managing data from SQL Server and MySQL databases to ensure accurate and efficient data handling.
- Technologies & Methodologies: Utilized a variety of technologies such as JEE, JavaScript, JSF, Android, REST, Maven2, Hibernate, SQL, and TDD to deliver high-quality solutions.

MAIN PROGRAMMER | HSBC URA DIGITAL PROJECT

TIVIT | Curitiba, PR

DEC 2011– SEP 2012

As a key member of the HSBC URA Digital Project, I was responsible for driving technical development and ensuring that solutions met client needs. My main responsibilities included:

- Client Interaction & Requirement Gathering: Leading meetings with clients to gather requirements and ensure alignment on project goals and deliverables.
- Web Services Development: Developing HTTP-based web services and web applications to enhance the client's call log management system, making it more user-friendly and efficient.
- System Design & Implementation: Designing and implementing solutions using technologies such as JEE, JavaScript, REST, WSDL, SQL, JDBC, Maven2, Spring, and WAS.
- Development Tools: Utilizing Rational Application Developer IDE to build, test, and deploy high-quality solutions.

TEST ANALYST AND JAVA DEVELOPER

GVT Telecom| Curitiba, PR

MAR 2010– NOV 2011

As a Test Analyst and later a Java Developer, I contributed to ensuring software quality and development within the team. My key responsibilities included:

- Test Analysis & Execution: Creating and executing black-box software tests, identifying bugs, and reporting them for timely resolution.
- Test Case Creation: Designing and documenting test cases to ensure comprehensive test coverage and software quality.
- Java Development: After six months, I was promoted to Java Developer within the Service Level Management Team, where I contributed to development tasks and collaborated with cross-functional teams to enhance software performance.

EDUCATION

EVALUATION OF ACADEMIC QUALIFICATION & EXPERIENCE: BACHELOR OF SCIENCE IN COMPUTER INFORMATION SYSTEMS

ASSOCIATE'S DEGREE, COMPUTER SOFTWARE ENGINEERING

Unisul Virtual (Universidade do Sul De Santa Catarina)

JUNE 2010 – DEC 2013

- Web Design and Programming

POSTGRADUATE DEGREE, AI FOR DEV

FIAP

MAR 2025 – DEC 2025

- Apply concepts such as machine learning algorithms, natural language processing, and computer vision.
- Design, train, and evaluate machine learning models to solve problems such as classification, regression, and clustering.
- Apply techniques such as tokenization, syntactic analysis, entity extraction, and sentiment classification.
- Understand the concept of Generative AI and the impact of Large Language Models (LLMs) in today's world.
- Develop machine learning solutions using cloud services like AWS and Azure.

SKILLS

- Programming Languages: Java, Kotlin, Python
- Frameworks and Tools: Spring Boot, Hibernate, Docker, Git, Bitbucket, SonarQube, Maven, Struts, Swagger, AOP, Eureka, Zuul Gateway, Sleuth/Zipkin, Feign, ELK,
  Junit, Kotest, Mockito, JBehave, RestAssured.
- Databases: MSSQL Server, MySQL, Oracle, PostgreSQL, RDS, MongoDB, DynamoDB, Cassandra
- BIGDATA: Hadoop, Kafka, Kafka Streams, Spark
- Architectures: Microservices, REST, SOAP, Monolith, Serverless, EDA (Event Driven Archtecture)

- AWS Services: EC2, CloudFormation, Route53, S3, API Gateway, ALB, IAM, SNS, SQS, Lambda, X-Ray, CloudWatch, Cognito, AWS CI/CD (Code Commit, Code Build, Code Deploy, Code Pipeline, CodeStar), DynamoDB, Aurora, RDS, Kinesis
- Languages: English (Full Professional), Portuguese (Native or Bilingual)

CERTIFICATIONS

- Amazon Web Services Solutions Architect Associate (AWS)
- Amazon Web Services Developer – Associate (AWS)
- Oracle Certified Java Programmer 6 (Oracle)
- Oracle Certified Expert, Java EE 6 Web Services Developer (Oracle)

CERTIFICATES

- Artificial Intelligence Essentials V2 (Coursera/IBM)
- Building Generative AI-Powered Applications with Python (IBM)
- Generative AI: Elevate your Software Development Career (IBM)
- Generative AI For Managers and Leaders (Udemy)

- Oracle Professional Certified Business Component Developer (Oracle)
- Professional Scrum Master™ I (PSM I) (ScrumOrg)

- M121: The MongoDB Aggregation Framework (MongoDB)
- M220J: MongoDB for Java Developers (MongoDB)
- Agile Development with Design Patterns by Instituto Tecnológico de Aeronáutica on Coursera. (ITA)
- Apache Kafka Series - Kafka Connect Hands-on Learning - (Udemy)
- Apache Spark with Java - Learn Spark from a Big Data Guru (Udemy)
- Spring Boot Microservices and Spring Cloud - UDEMY