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PROFESSIONAL SUMMARY

Engineering leader with 17+ years in software development and 9+ years managing engineering teams, with deep expertise in fintech, payments, and data platforms. Proven ability to build engineering functions from the ground up: establishing on-call systems, hiring and scaling distributed teams, introducing delivery processes to teams with none, and driving technical quality across organisations. Hands-on technical leader who maintains production code (Rust, Python, Java) and makes deliberate architectural decisions. Published cryptography researcher. Seeking Head of Engineering roles where building engineering culture, technical leadership, and team growth are the core mission.

CORE COMPETENCIES

Leadership: Building teams from scratch · Hiring & talent development · Process design & delivery optimization · DORA metrics · Agile methodology design · Stakeholder alignment

Technical: Payments systems · Rust · Python · Java · Clojure · PostgreSQL · MongoDB · AWS · Kafka · Airflow · Docker · API design · Security architecture

Languages: English (fluent) · Portuguese (native)

PROFESSIONAL EXPERIENCE

Engineering Manager

Booking.com, Amsterdam, Netherlands | Nov 2022 – Present

- Inherited a team formed from two merged groups with no EM, PM, or clear ownership model. Stabilised delivery by establishing single sprint goals and breaking stories to fit within a single sprint, reducing cycle time from 50+ days to 5 and increasing throughput by 200%.
- Set up on-call rotation for the track from scratch: PagerDuty configuration, alert tuning, escalation policies, and rotation schedule. Coached engineers individually to manage their own notification profiles.
- Expanded system ownership across a 20-engineer track over 12+ months. Built coalition alignment with director, SEM, and peer EMs, then staged the rollout from two gatekeepers to all engineers with peer-approval guardrails.
- Drove adoption of DORA metrics across the track, educating peer EMs on instrumentation and using delivery data to make better decisions. Led Jira migration and Jira Align setup, establishing quarterly planning and roadmap visibility.
- Introduced JUnit-based integration and snapshot testing to replace custom Python test scripts, improving maintainability and reducing technical debt. Delivered presentation to the track on testing strategy.
- Maintained delivery cadence and team health across two years of sustained organisational instability, including multiple engineer departures, four PM changes, a GPM change, and a designer change.
- Guided a team member's full reintegration following extended medical leave through a structured 12-month process involving weekly 1:1s, graduated task complexity, and sustained advocacy with leadership.

Lead Software Engineer (Engineering Manager)

FreshBooks, Amsterdam, Netherlands | Nov 2021 – Nov 2022

- Stepped into an Engineering Manager role while holding a Lead SE title, splitting EM responsibilities with a Senior EM across a payments team spanning Canada, the Netherlands, Serbia, and Egypt. Managed 7 direct reports across two cells, including one built from scratch as a fully remote contractor cell run with the same standards as employee cells.
- Owned hiring end-to-end during a concentrated growth period: candidate selection, hiring manager interviews, and final decisions across 7 positions, a mix of employees and contractors across multiple countries.
- Co-led the restructuring of the full payments team (~20 engineers) with the Senior EM, reorganising from payment-provider-aligned cells to product-feature-aligned cells.
- Designed and implemented a rotating bug-fixing cell: every sprint, a temporary cell of two engineers focused exclusively on bugs and tech debt, giving the team a predictable way to manage unplanned work.

- Promoted a top-performing engineer to Senior, supporting her growth through coaching and advocating during calibration rounds.

Senior Software Engineer

FreshBooks, Amsterdam, Netherlands | Jan 2020 – Oct 2021

- First engineer hired in the Netherlands as FreshBooks expanded into Europe. Completed full onboarding on Toronto time before the Amsterdam office was operational, then worked across teams on payment features for European market expansion.
- Led implementation of SonarQube across the full engineering organisation (~100 engineers), positioning it as a no-blame code improvement tool. Became widely adopted company-wide.
- Consistently ranked in the top 5 for both code contributions and code reviews across the entire engineering organisation, maintaining that ranking even after moving into a leadership role.
- Automated the generation of the weekly operational review document, freeing up engineering time across the team.

Lead Software Engineer

Emesa Nederland BV (Talpa eCommerce), Amsterdam, Netherlands | Sep 2019 – Jan 2020

- Promoted to Lead within a year. Led the data team of 3 engineers, providing feedback, coaching, and mentorship. Hired 2 engineers to replace departures and onboarded them into the team.
- Continued to deliver and improve ETL processes using Airflow, Kafka, and Spark, evolving the marketing platform on the Data Lake.

Senior Software Engineer

Emesa Nederland BV (Talpa eCommerce), Amsterdam, Netherlands | Aug 2018 – Sep 2019

- Led implementation of Apache Airflow for ETL processes (replacing Jenkins) and introduced Apache Kafka to the data team.
- Led migration from bare metal to AWS. Set up a Data Lake structure using Apache PySpark, enabling the marketing team to build custom pipelines.
- Rewrote legacy jobs that were failing weekly, reducing failures to one per quarter and restoring reliability for critical business reports.
- Introduced and implemented a scrum process for a team that had no structured delivery process. Brought predictability to team deliverables.

Lead Software Engineer

QuintoAndar, São Paulo, Brazil | Aug 2017 – Jul 2018

- Led the Payments Squad as technical leader, managing 4 engineers and a QA specialist. Responsible for feedback, coaching, career development, and calibration rounds.
- Promoted interns to full-time employees based on performance and growth during their time on the team.
- Led the creation of a credit analysis system and worked closely with the PM to deliver payment solutions including landlord payments, tenant billing, and condominium fee processing.

Senior Software Engineer

QuintoAndar, São Paulo, Brazil | Aug 2016 – Aug 2017

- Designed and built the billet payment automation system using Python and MongoDB, achieving 99% automation of a previously fully manual process.
- Built a state machine that automatically identified tenants and landlords from billet information, reducing manual identification work by 72%.
- Contributed to QuintoAndar's new financial microservice using Clojure and Datomic, chosen for immutability guarantees in financial transactions.

Senior Software Developer

Move2 The Next Level, São Paulo, Brazil | Sep 2015 – Jul 2016

- Led the technical team developing an Applicant Tracking System. Diagnosed a critical performance problem (queries joining 60+ tables), built a Python/MongoDB denormalisation service achieving 92% improvement in report load time.

Senior Software Engineer

Rede, São Paulo, Brazil | Oct 2014 – Sep 2015

- Led the technical team developing the registration page for Mobile Rede, one of Rede's first agile teams as the company transitioned from waterfall following Itau's acquisition.
- Led the customer portal support team. Participated in a Kaizen process targeting portal errors, achieving a 90% reduction in customer-facing errors.

Software Engineer

Scopus Technology (Bradesco Group), São Paulo, Brazil | Sep 2009 – Sep 2014

- Took ownership of Infoemail, Bradesco's customer email notification service for hundreds of thousands of customers. Grew into a project management role, managing vendor relationships and approximately a dozen projects with budgets up to hundreds of thousands of BRL.
 - Led a team of 4 developers across multiple projects including ShopFacil backend and a Value Added Network for secure B2B financial file transfers.
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SIDE PROJECT

PiggyPulse | piggy-pulse.com | Rust, React, PostgreSQL | 2024 – Present

Fintech SaaS for personal budgeting, live in production. Security-first design: Argon2 password hashing (informed by Lyra/PHC research), HttpOnly cookies, CSRF protection, versioned API contracts, AGPL-licensed.

EDUCATION

M.Sc. in Computer Engineering | USP – Universidade de São Paulo | 2013–2016

Published: Lyra: Password-based key derivation with tunable memory and processing costs (Journal of Cryptographic Engineering)

MBA in Technological Innovation in Communications and Networks | USP | 2011–2012

B.S. in Electrical Engineering (Computer Engineering focus) | USP | 2004–2008