

Domingos Soares Neto

—
Rua Antônio Aggio, 385 ap 62
São Paulo, SP 05713-420
[+55-11-94504-4561](tel:+55-11-94504-4561)
domingos.soares@gmail.com
<http://domingos-soares.com>

12 AUGUST 2024

Dear Ms. Reader,

In 25 years, I've worked in several positions in the Software Industry, from junior engineer to CTO. I have years of hands-on experience and several years leading high-performance teams in companies ranging from startups to global companies. I also have strong international experience and fluency in Portuguese and English.

My professional and academic background—BSc and MSc in Computer Science and an MBA in Management (in progress)—taught me to believe in the value of a data-driven corporate culture. I respect high performance and authentic honesty.

As a leader and leader of leaders, I have scaled up tech teams from a few engineers to several squads. I have always nurtured a healthy obsession with the best software development practices. I believe in hiring the best and leading with empathy and humility, always providing gentle coaching and honest feedback. Also, I prefer to keep squads focused and as small as possible and to follow relevant metrics very carefully. My peers appreciate me for my technical knowledge, analytical thinking, and team spirit.

As a Software Engineer, I've built large-scale and service-oriented software primarily based on machine learning models, evolutionary architectures, and distributed algorithms. These include Recommendation Systems, Large-scale Anti-Spam Systems, Intelligent Monitoring Platforms based on IoT, intelligent Telco systems, Genetic Analysis Software, and financial products. I've also created internationally awarded technologies.

I am a strong advocate of diversity and inclusion, mainly but not limited to people on the autism spectrum, LGBT+, and minority groups.

Sincerely,

Domingos Soares Neto

Domingos Soares

Rua Antônio Aggio, 385 ap 62
São Paulo, 05713-420
+55-11-94504-4561
domingos.soares@gmail.com

EXPERIENCE

PicPay, São Paulo — *Principal Engineer*

SEP 2023 - JUN 2024

A Principal Engineer leading the development of a novelty platform is in charge of PicPay's Edge: routes, requests management, connections, security, resilience, and governance.

PicPay, São Paulo — *Head of Software Architecture*

SEP 2021 - SEP 2023

In charge of a first-class team of engineers that provided technical mentoring on Distributed Software Engineering best practices to over 250 squads and acting on mission-critical failures. We are also accountable for developing disruptive software to support the company's mission and support RFC-based documentation.

Bynd, São Paulo — *CTO*

OCT 2020 - SEP 2024

C-level executive in charge of a large-scale car-pooling and fleet management technology based on machine learning and top-notch technologies, working with clients such as Stellantis (Fiat) and Bradesco. Committed to the UN Global Pact and directed a significant partnership with the Brazilian Government (state of São Paulo). In charge of a research project funded by Fapesp:

<https://bv.fapesp.br/en/auxilios/108384/multimodal-travel-sharing-algorithm/>

Blue Digital, São Paulo — *Senior Consultant*

JUN 2019 - SEP 2021

Senior Consultant providing Data Science and "CTO as a service" consulting to well-established client companies like globo.com and Sotran Logística

AWARDS

Harvard Business School New Ventures Award, 2016

Awarded a scholarship granted by the National Ministry for Science and Technology, 2005-2007

Awarded a scholarship granted by the University Council of PUC-SP, 2000-2003

LANGUAGES

English (bilingual),
Portuguese (native)

Loggi, São Paulo — *Principal Software Engineer*

JAN 2020 - JUL 2020

Level 5 software engineer working on developing a large-scale pricing and insurance service, working remotely due to the COVID pandemic as part of the Lisbon team.

CATHO, São Paulo — *Software Development Manager*

SEP 2017 - MAY 2019

I was a Software Development Manager in charge of several Squads. Some of my duties included coaching chapter leaders, supporting technical and executive decisions, recruiting and interviewing software developers and tech leaders, and setting the tech culture and agile approaches. Also, I was in charge of a joint project between Brazil and Malaysia, where I authored and designed the refactoring of a 20-year-old codebase and moved a large-scale platform from bare metal to AWS. I've participated in the inclusion and diversity forum advocating in favour of people on the autism spectrum.

Cobli, São Paulo — *CTO*

MAY 2015 - FEB 2017

I was in charge of the whole Technology department, including Software Engineering (back-end, front-end and mobile), Data Science, and DevOps, leading a team of engineers, managers, and team leaders. Cobli was an IoT small-scale experiment that pivoted into a very successful Smart Fleet Management SaaS company.

I've transformed an underperforming and large international team into a much smaller and efficient group of seasoned engineers. Also, it designed the foundation of an evolutionary architecture planned to last for years to come and created a culture based on analytical thinking, authentic candour, and high-quality teamwork. I have established an effective hiring process and implemented best Software Engineering practices across all technical teams, including agile-squad methodologies companywide. I introduced the company to Machine Learning models and a new mindset that led the company to win the Harvard New Ventures Award 2016 for the first time in LATAM and authored and directed a \$1M partnership with four Universities and the Brazilian Government (state of São Paulo). Also, I've interviewed and vetted C-level executives for FHF, a Boston-based sister company.

Riaktr (formerly RIA), São Paulo/Brussels — *Manager*

NOV 2014 - MAY 2015

Real Impact Analytics provides analytics technology to telco companies all around the globe. I've worked out of Brussels and Brazil with worldwide teams in developing a large-scale machine learning engine developed on Scala and Spark by an international team spread among three countries: Belgium, Brazil and South Africa.

iG, São Paulo — *Principal Software Engineer*

NOV 2010 - NOV 2014

iG was the most prominent Brazilian Internet/media company owned by telco giants Oi Telecom and Portugal Telecom. I was in charge of a small team responsible for a full-featured and large-scale distributed machine-learning RecSys engine that recommended content (articles and videos) and e-commerce items. The project was born as a personal project and grew to become the company's largest project ever.

Designed to support a vast scale, we operated as a startup inside a large company. I nurtured the culture, designed the architecture, and was in charge of hiring new team members, coaching best practices, coding whenever possible, and team leadership. At iG, I've also been in charge of the A/B testing platform and the "Rock and Rio" Oi Telecom Free internet network. This product resulted in an increase in TViG popularity by 132% and articles by 36%.

University of São Paulo, São Paulo — *Sr. Software Engineer*

MAY 2010 - NOV 2010

I worked on genome sequencing (analysis and development of software tools), including the human cancer genome and studying the worm *Schistosoma mansoni*. I also spent time as a visiting researcher at the LANGEBIO-CINVESTAV lab in Irapuato, Mexico.

UOL, São Paulo — *Sr. Software Engineer*

MAY 2008 - APR 2010

Universo Online (UOL) is Latin America's leading Internet/media company. At UOL, I was in charge of developing a large-scale machine learning distributed anti-spam filter, a monitoring and fail detection service using Java and Bayesian Machine Learning, and a REST authentication service.

IBM, São Paulo — Software Engineer

JAN 2007 - APR 2008

Software Engineer on IBM Software Group and Tivoli development team. Team members came from the USA, Brazil, the UK, and Canada. They worked on the development of MAXIMO enterprise asset management as part of a multidisciplinary team.

EDUCATION

FGV, São Paulo — MBA in management

2024 - present

- MBA in Management: leadership and Innovation

University of Sao Paulo, São Paulo — M.Sc. in Computer Science

2005-2008

Grade: 3.538/4.0

- Thesis: "Filtering Algorithms for Approximate Pattern Extraction and Localization from Biological Sequences"
- <http://www.teses.usp.br/teses/disponiveis/45/45134/tde-19102009-002745/pt-br.php>
- Awarded a scholarship granted by National Ministry for Science and Technology
- Teaching Assistant at the CS Graduate Program in "Analysis of Algorithms"
- Teaching Assistant at "Introduction to Programming"

Pontifical University of São Paulo, São Paulo — B.Sc. in Computer Science

1999 - 2003

- PUC University is a top-ranked university in Brazil.
- Awarded a scholarship granted by the University Council
- Teaching Assistant, "Data Structures I"
- Teaching Assistant, "Data Structures II"
- Teaching Assistant, "Operating Systems I"
- Lecturer: "Introduction to Programming in the UNIX Environment" summer classes in 2000, 2001, 2002 and 2003.

COURSES AND INTERNATIONAL MEETINGS

Advanced Leadership Course - PicPay, 2023 - SP, Brazil

Seek Tech and Product, 2019 - Melbourne, Australia

Leadership Course - Catho, 2018 - SP, Brazil

Catho and Jobstreet.com joint meeting, 2018 - KL, Malaysia

OKRs by Felipe Castro, 2017, São Paulo, SP

Real Impact Analytics SW Dev Meeting, 2015, Denée - Belgium

Real Impact Analytics Annual Meeting, 2014, Dubai - UAE

Real Impact Analytics Training, 2014, Brussels - Belgium

ACM RecSys, 2011, Chicago, USA

454 Sequencing Technology Course, 2009 - Mexico

SCRUM Master Training by SPRiNT iT Germany, 2008

19th International Symposium on Mathematical Programming, 2006 - RJ, Brazil

Cultura Inglesa - English MAINSTREAM ADVANCED COURSE 3, 2006 - SP, Brazil

Cultura Inglesa - English MAINSTREAM ADVANCED COURSE 2, 2005 - SP, Brazil

2nd Brazilian Symposium on Graphs, Algorithms, and Combinatorics, 2005 - RJ, Brazil