

## Karlos Silva

Curitiba, Paraná, Brazil

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I'm a software engineer passionate about building products, developing people, and driving strategic outcomes. I work across product strategy, team coordination, and technical execution to deliver scalable solutions with real business impact. I actively foster AI adoption in engineering workflows to improve team effectiveness.

**Technologies:** Product Strategy, Roadmap Management, Stakeholder Management, Executive Communication, People Leadership, Team Mentoring, Delivery Management, Technical Leadership, Scalable Architecture, Platform Engineering, Event-Driven Architecture, Data Integration, AWS, Kafka, NestJS, Next.js, TypeScript, JavaScript, PostgreSQL, MongoDB

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## Experience

### Specialist Software Engineer & Tech Lead

Sep 2025 - Current

[Grupo Boticario](#), Brazil

**Key Achievement:** Led strategy and execution for a multi-product platform ecosystem, improving scalability, governance, and cross-functional delivery at enterprise scale..

- Own product roadmap and engineering priorities across multiple products.
- Lead team delivery, mentoring, and feedback routines.
- Drive architecture decisions for scalable franchise and backoffice platforms.
- Align stakeholders and executive forums on goals, risks, and trade-offs.
- Accelerate delivery through AI-enabled and data-driven engineering practices.

### Senior Software Engineer & Tech Lead

Jun 2023 - Ago 2025

[Grupo Boticario](#), Brazil

**Key Achievement:** Responsible for carrying out the digital transformation of the franchise infrastructure team, managing the team, architecting the system and making it scalable

- Carrying out product discovery, creating a roadmap and development backlog.
- Implementing development processes, both in terms of development and code quality standards, using clean code.
- Helping the team find solutions to various problems using technology.
- Evolving and teaching the team technology topics through workshops and lectures
- Optimized APIs and databases for scalability and reliability
- Build scalable software using tech stack of company, and always looking for performance and maintainability
- Create a entire system to control infrastructure of franchises and migration of connectivity

## Software Engineer Team Lead

Aug 2022 - Dec 2022

[Munai](#), Brazil

**Key Achievement:** Responsible for managing a team, contributing to the professional growth of the members, with the architecture of the projects and contributing to the team's decision making and acting as an intermediary with the product team.

- Management of a development team, where follow-ups were made for the evolution of developers.
- Collaborated in the construction of patient triage, which facilitated access to health for more than 50k patients.
- Collaborated with the product team to deliver the best possible solutions making the product grow.
- Helped with the migration from a monolith to 10 microservices, which increased the speed and quality of the software
- Realization of 1:1s, Feedbacks and PDI construction.
- Active participation in Follow Up meetings with other areas of the company, mediating new demands.

## Mid-level Software Engineer

Oct 2021 - Aug 2022

[Munai](#), Brazil

**Key Achievement:** I was responsible for the Sustentation team, where I contributed to the Customer Service team by creating ticket resolution mats, reducing the number of bugs, implementing and fulfilling SLAs.

- Application development and maintenance using ReactJs and NodeJs.
- Active participation in task planning and architectural decisions.
- Technical refinement of tasks to facilitate understanding.
- Code Reviews seeking to improve the team's delivery quality.
- Defined design standards for testing, linting, and architecture-related decisions.

## Junior Full-stack Developer

May 2021 - Oct 2021

[Provi](#), Brazil

**Key Achievement:** Updated the entire Student Dashboard design, which over 190k students used to track their funded courses.

- Collaborated in the **refactoring** of the student panel, creating high-end front-end solutions.
- Facilitated the adoption of NextJs and several libraries to facilitate clean and agile development.
- Updated and optimized existing systems by implementing powerful state-of-the-art technologies.

## Front End Intern

Apr 2019 - Apr 2020

[Paraná Banco](#), Brazil

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## Education

**Postgraduate Specialization, AI for Leadership and Management**

Fev 2026 - In Progress

[PUCPR - Pontifícia Universidade Católica do Paraná.](#)

**Postgraduate Specialization, Software Architecture and Solutions with AI**

Jan 202 - Dec 2025

[XP Educação](#)

**Bachelor of Software Engineering**

Jan 2019 - Dec 2023

[PUCPR - Pontifícia Universidade Católica do Paraná.](#)