

# FABIO FRANCO

## Chief Technology Officer / Technical Co-founder

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## EXECUTIVE SUMMARY

Technology executive with 26 years of software engineering experience and 16+ years as CTO/Co-founder scaling company to \$2.5M annual revenue. Proven track record architecting technical foundations that enable business growth, building and leading engineering organizations to 100+ people, and making strategic technology decisions that drive competitive advantage. Deep expertise in modern AI technologies, cloud architecture, and full-stack development with hands-on capability to remain technical while providing executive leadership. Experienced in M&A participation, board reporting, and translating technical strategy into business outcomes.

## CORE COMPETENCIES

- **Executive Leadership:** Technology strategy, business growth through technical innovation, M&A participation, board reporting, P&L impact
- **Organization Building:** Scaled engineering team from founding to 100+ people, hiring strategy, culture development, distributed team management across timezones
- **Technical Architecture:** Framework development (ORM, Code Generator), AI integration strategy, cloud infrastructure (AWS), microservices architecture
- **Modern Technology:** AI/ML (OpenAI, Claude AI, N8N automation), Full-stack development (Java, Angular, React), Kubernetes, DevOps, Infrastructure as Code
- **Quality & Testing:** Automated testing strategies (JUnit, Playwright), test-driven development culture, quality assurance processes

## PROFESSIONAL EXPERIENCE

### Co-founder / Chief Technology Officer (CTO)

*Audora Systems | Brazil | 2006 - 2021 (16 years)*

*Software development company specializing in state-owned enterprise solutions*

### Business Impact & Strategic Leadership

- **Co-founded and scaled company to \$2.5M annual revenue** over 16 years through strategic technical decisions, establishing it as leading provider of state-owned enterprise solutions in Brazil
- **Architected backend framework (custom ORM + Code Generator)** that became technical foundation enabling rapid business scaling with minimal technical debt, directly contributing to revenue growth and competitive advantage
- **Led M&A activities** when company received acquisition offer, conducting technical due diligence, presenting to potential acquirers, and reporting findings to CEO and board of directors
- **Drove business growth through technical excellence:** Enhanced core software capabilities, led technical strategy for onboarding major government clients, created competitive differentiation through technology innovation

## Organization Building & Leadership

- **Built engineering organization from founding to 100+ people** (15+ developers under direct management), overseeing all aspects of technical hiring, team structure, performance management, and career development
- **Established engineering culture and best practices** including agile methodology adoption, automated testing standards (JUnit for backend, integration testing frameworks), code review standards, cloud deployment processes, and architectural patterns that enabled scalable growth
- Led all hiring and layoff decisions, balancing business needs with team development and organizational growth objectives

## Technical Infrastructure & Architecture

- **Designed and managed AWS cloud infrastructure** supporting multiple enterprise government clients, ensuring security compliance, scalability, and cost optimization while maintaining 99.9%+ uptime
- Oversaw backend architecture, cloud deployment strategies, and system integrations across all company products serving state-owned organizations
- Made strategic technology decisions including cloud migration, framework architecture, and technology stack choices that supported business objectives

## Senior Fullstack Software Engineer / Team Lead

*CData | United States / Germany (Remote from Brazil) | 2016 - Present*  
*Global SaaS data virtualization platform*

- **Bootstrapped OpenAI API integration initiative**, leading strategic decision to incorporate AI capabilities into enterprise SaaS platform, demonstrating vision for emerging technologies
- Led team of ~10 engineers across distributed locations, maintaining hands-on technical leadership while driving product development for global platform
- **Designed Git branching model adopted across multiple engineering teams**, improving development workflow and collaboration through strategic process improvement
- Established automated testing practices for both backend (JUnit) and frontend (Playwright) components, improving code quality and reducing production defects
- Participated in hiring decisions and Scrum implementation, contributing to team growth and process optimization

## Senior Software Engineer

*GetYourGuide | Germany (Remote from Brazil) | 2021 - 2023*  
*Large-scale online travel and activities booking platform*

- Contributed to architectural decisions for high-performance microservices platform serving millions of global users
- **Architected authentication microservice** serving entire platform at global scale, implementing comprehensive unit and integration testing with JUnit, gaining hands-on experience with modern technologies (Kubernetes, Argo CD, Kafka)

## STRATEGIC ACHIEVEMENTS & INITIATIVES

### Independent Product Development

*ZapSense.ai - AI Chatbot Platform | 2023-Present*

- **Solo development of complete AI-powered SaaS product** including technical platform (N8N automation, multi-platform API integrations), landing page, Stripe payment integration, and Meta/Instagram marketing campaign
- **Generated 500+ qualified leads** through Instagram marketing, demonstrating understanding of full product lifecycle from development through go-to-market strategy

#### ignite.rocks - AI-Driven OKR Management SaaS | 2023-Present

- Architected and developed complete AI-powered OKR platform using AWS (CDK), Java (Spring Framework), MongoDB, and React, demonstrating continued technical capability alongside executive experience
- Implemented comprehensive automated testing suite with JUnit for backend services and integration tests for API endpoints

### Technology Innovation

#### Audora Backend Framework (2006)

- **Created foundational infrastructure that enabled \$2.5M revenue company:** Architected custom ORM and Code Generator that standardized development patterns, enabled team scalability, and served as technical foundation for 16 years of business growth

## TECHNICAL EXPERTISE

**Executive Technology:** Technical strategy, architecture decisions, technology ROI analysis, vendor evaluation, security compliance, infrastructure optimization

**Modern AI & Automation:** OpenAI API, Claude AI, N8N workflows, RAG, Prompt Engineering, AI-assisted development, Chatbot platforms

**Cloud & Infrastructure:** AWS (EC2, RDS, Lambda, S3, CDK), Kubernetes, Docker, Terraform, Infrastructure as Code, Linux administration

**Full-Stack Development:** Java (Spring Framework), Angular, React, Next.js, TypeScript, Python, Microservices architecture

**Testing & Quality:** JUnit (unit and integration testing), Playwright (end-to-end testing), Test-driven development, Quality assurance processes

**Data & Integration:** MySQL, PostgreSQL, MongoDB, Kafka, API design, System integration, WhatsApp/Telegram/Instagram APIs

## EDUCATION & CERTIFICATIONS

**Bachelor of Information Systems** | Faculdade de Tecnologia de Alagoas (FAT), Brazil | 2008

**AWS Certified Solutions Architect** | (Renewal in progress)

## LANGUAGES

**Portuguese:** Native | **English:** Fluent