FABIO FRANCO

Engineering Manager / Team Lead

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PROFESSIONAL SUMMARY

Engineering leader with 26 years of software development experience and 16+ years managing distributed teams across multiple timezones. Successfully scaled engineering organization to 100+ people while maintaining hands-on expertise in modern technologies including AI automation, cloud architecture, and full-stack development. Proven track record co-founding and growing company to $2.5M annual revenue through technical leadership and strategic decision-making. Expert in agile methodologies, team mentoring, hiring, and establishing engineering best practices that enable scalable growth.

LEADERSHIP & MANAGEMENT SKILLS

- **Team Leadership:** 16+ years managing engineering teams (15+ direct reports, 100+ total organization), distributed team management across multiple countries and timezones

- **Process & Culture:** Agile/Scrum adoption and improvement, Git branching model design, automated testing standards, continuous improvement culture, engineering best practices establishment

- **Hiring & Development:** Hiring decisions, performance management, technical mentoring, team scaling strategies

- **Quality Assurance:** Automated testing strategy (JUnit, Playwright), code review processes, quality standards establishment

- **Strategic:** Technical strategy development, M&A participation, board reporting, cross-functional collaboration, budget management

TECHNICAL EXPERTISE

Modern Technologies: AI/ML integration (OpenAI, Claude AI), N8N automation, Microservices architecture, Kubernetes, AWS cloud, Docker

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

Testing & Quality: JUnit (unit and integration testing), Playwright (end-to-end testing), Test-driven development, CI/CD integration

Cloud & Infrastructure: AWS (extensive production experience), Infrastructure as Code (Terraform, CDK), Linux administration, DevOps practices

Database & Data: MySQL, PostgreSQL, MongoDB, Kafka, AWS RDS

PROFESSIONAL EXPERIENCE

Senior Fullstack Software Engineer / Team Lead

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

- **Led team of ~10 engineers** (frontend, backend, QA) across distributed locations, fostering culture of continuous improvement and agile development

- **Bootstrapped OpenAI API integration initiative**, leading technical strategy and implementation to enhance product with AI capabilities, collaborating with product and engineering teams

- **Established automated testing practices** for team including JUnit for backend unit/integration tests and Playwright for end-to-end testing, reducing production defects by 35% and improving code quality

- **Designed and drove adoption of new Git branching model** across multiple engineering teams through facilitation of cross-team discussions and approval sessions, optimizing development workflow

- **Participated in hiring decisions and conducted technical interviews**, contributing to team growth and maintaining high engineering standards

- **Led Scrum adoption and improvement** within development team, increasing velocity and improving delivery predictability

- **Remained hands-on with full-stack development** (Angular, Java, AWS), maintaining technical credibility while leading team

Senior Software Engineer

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

- **Collaborated with global distributed team of 20 engineers** to design and scale high-performance microservices architecture

- **Architected and deployed authentication microservice** serving entire platform at global scale with comprehensive JUnit test coverage, improving security and system reliability

- **Gained hands-on experience with modern technologies** (Kubernetes, Argo CD, Kafka) in large-scale production environment

Co-founder / Chief Technology Officer (CTO)

Audora Systems | Brazil | 2006 - 2021 (16 years)
Software development company specializing in state-owned solutions

- **Co-founded and scaled company to $2.5M annual revenue** over 16 years, growing organization to 100+ people through strategic hiring and team building

- **Led engineering organization of 15+ developers directly** (100+ people total), overseeing backend architecture, cloud infrastructure, hiring, performance management, and technical strategy

- **Architected backend framework (ORM + Code Generator)** that enabled rapid scaling by standardizing development patterns and reducing technical debt across all projects

- **Established engineering best practices** including agile methodology, automated testing standards (JUnit for backend), code review processes, cloud deployment standards, and architectural patterns adopted company-wide

- **Designed and managed AWS cloud infrastructure** ensuring secure, scalable systems supporting multiple enterprise government clients

- **Participated in M&A activities** when company received acquisition offer, leading technical due diligence and reporting to CEO and board

- **Drove business growth by enhancing core software capabilities** and leading technical strategy for onboarding major government clients

- **Built quality-focused engineering culture** through implementation of automated testing, code reviews, and continuous improvement practices

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