

Leonardo O. Almeida

Technology Manager · Engineering Manager · Technical Leadership & Software Architecture

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EXECUTIVE SUMMARY

Technology leader with a software engineering career since 2016 and technical leadership since 2021, combining engineering management, solution architecture and hands-on work in high-criticality environments. Experience leading and evolving HealthTech, GovTech, SaaS and AI platforms, including systems with millions of users, distributed architectures, legacy modernization, cloud, security, privacy and generative AI. Works close to product and business on technical strategy, investment prioritization, risk analysis, incident management, architectural evolution and people development. Retains technical depth in software architecture, distributed systems and cloud, which allows him to bridge executives, product, engineering and technical specialists.

PROFESSIONAL EXPERIENCE

Technology Leadership · Solution Architecture · Software Engineering

may 2025 – present

Ansuz Software Lab · remote

- GovTech: technical leadership and management of the build, evolution and maintenance of a large-scale platform with 2.1M candidates, 39k selection processes and 117k job openings.
- Established the governance model for the transition between generations of the platform, formalizing business rules, technical agreements and change criteria to reduce systemic divergence and preserve institutional knowledge.
- Led a systemic fix of a business rule spread across six services, aligning critical journeys and eliminating local approaches that would keep deadline and eligibility inconsistencies at scale.
- HealthTech: architecture and platform engineering for a cross-border telemedicine product with eleven production services, working on rollout, cross-cutting incidents, security, mobile, web and back-office evolution.
- Led the technical analysis of security remediation after an external pentest, extending the diagnosis and identifying architectural dependencies that had to be handled before execution to avoid regressions in critical components.
- Voice AI: solution architecture on a multi-tenant platform for enterprise operations, co-authoring the product technical documentation and contributing to voice, knowledge and service standardization.
- Led the modernization of a critical ERP operation, migrating finance, tax and payroll to the cloud without rewriting the application, preserving corporate dependencies and reducing operational continuity risk.
- In-house products: designs and operates B2B and B2C SaaS, owning technical strategy, architecture, infrastructure, integrations, payments, cost, security and evolution.

Software Engineering Specialist

feb 2024 – may 2025

Hospital Israelita Albert Einstein · São Paulo · hybrid

- Technical reference for the Access, Registration, Care Coordination and Virtual Reception domains, connecting engineering, product and business across critical patient journeys.
- Led the institutional Design System (Zera DS), with governance and standardization across digital products.
- Unified the authentication module across digital channels and rolled out 2FA.
- Privacy-by-Design and the Privacy Champions guild; contributed to the international URAC accreditation of the digital patient platform.

Senior Fullstack Developer · Principal Engineer

apr 2023 – feb 2024

Hospital Israelita Albert Einstein

- Technical manager of the Tech Leads and engineers under his remit, driving architectural discussions, initiative prioritization, cross-cutting decisions and the growth of technical leadership.

Fullstack Development Teacher · Mentor

oct 2022 – may 2025

Hospital Israelita Albert Einstein

- Training and mentoring professionals in the 1000Devs | Talentos para o Bem programs, connecting engineering fundamentals, software development and industry practice.

Senior Fullstack Developer · Tech Lead

jun 2022 – apr 2023

Hospital Israelita Albert Einstein

- Led the B2B platform, modernizing legacy APIs into microservices, migrating interfaces to microfrontends and steering its evolution toward a SaaS product model.

Fullstack Developer · Tech Lead

jul 2021 – jun 2022

Hospital Israelita Albert Einstein

- Technical management of virtual care and digital channel teams, with microservices and microfrontends architecture, AWS, Kafka, serverless and SQL/NoSQL databases.

Fullstack Developer

jul 2020 – jul 2021

act digital · consultant placed at Hospital Israelita Albert Einstein

- Worked in a high-criticality corporate environment, modernizing legacy applications and building new digital products, moving interfaces from jQuery to React.js and services to Node.js/TypeScript.
- Delivered critical maintenance and new services with MongoDB and cloud, broadening the cross-cutting view of architecture and operations that preceded the move into technical leadership.

Web Designer → Front End Developer

jul 2016 – jul 2020

Universidade Metodista de São Paulo · São Bernardo do Campo

- Career progression on educational platforms, from content and digital experience to frontend development and fullstack solutions with JavaScript, React.js, Node.js, React Native and Plone CMS.
- Also worked on email and SMS campaign automation, SEO and user experience.

LEADERSHIP & CORE COMPETENCIES

Leadership: Engineering Management, Technology Strategy, Solution Architecture, Technical Governance, People Development, Incident Management, Stakeholder Management, Mentoring

AI, Security & Observability: Anthropic Claude API, LangChain, RAG, MCP, AI Agents, AWS Bedrock, Vertex AI, LLMops, pgvector, Prompt Engineering, n8n

Architecture & Platform: Microservices, Microfrontends, Clean Architecture, Event-Driven, API Gateway / BFF, Strangler / Canary, Serverless

Frontend: TypeScript, React, Next.js, TanStack, React Native, Angular, HTML5/CSS

Engineering & Data: Node.js, NestJS, Fastify, Go, Python, PostgreSQL, MongoDB, MySQL, Redis, Kafka, RabbitMQ

Cloud & Observability: AWS (EKS, Fargate, Lambda), GCP (Cloud Run, GKE), Kubernetes, Docker, Terraform / OpenTofu, Pulumi, Helm, CI/CD, OpenTelemetry, Datadog, Sentry

Security & Privacy: Application Security, Pentest remediation, MFA/2FA, RBAC, LGPD, GDPR, Privacy by Design, URAC (healthcare), SonarQube

Management highlights: Governance and technical standards across multi-service ecosystems; technical management of Tech Leads and engineers; pentest remediation and root-cause investigation spanning repositories; legacy modernization with rollout and rollback; AI adoption with guardrails and auditing

EDUCATION

- Postgraduate in Artificial Intelligence & Data Science — Universidade Anhembi Morumbi (may 2025 – jul 2026)
- Postgraduate in Brazilian General Data Protection Law (LGPD) — Legale Educacional (aug 2025 – feb 2026)
- Bachelor's in Advertising — Universidade Metodista de São Paulo (2017 – 2021)

- GoStack Bootcamp — Fullstack Development — Rocketseat (2019 – 2020)
- Agile Software Development Bootcamp — IGTI (2021)

CERTIFICATIONS

- AI Applications with LangChain (Prompt Templates, Output Parsers, LCEL, LangSmith) — Asimov Academy, 2025
- Mission AI: Intelligent Automations with AI (MCP, RAG, n8n, AI Agents) — Rocketseat, 2025
- Generative AI in Action: Real-World Use Cases (RAG, LLMOps) — Amazon Web Services, 2025
- Scalable Microservices with Node.js (IaC, Grafana, RabbitMQ, AWS Fargate, API Gateway) — Rocketseat, 2025
- Docker — Full Cycle, 2022

LANGUAGES

Portuguese (native) · English (professional B2) · Spanish (basic)