

JOAO SOUZA MOURA

Head of Software Engineering | Digital Financial Products

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Summary

Software Engineering Head with **over ten years building technology** in some of the **most demanding environments in Brazilian financial markets** – B3, BTG Pactual, Itaú, XP Inc. Started as a software engineer in **mission-critical systems** and moved into leadership **without losing technical depth**. I've **structured teams from scratch**, modernized **legacy platforms**, and shipped **critical financial products** – payments, credit, and investments – with reliability and speed. What drives me is building teams, products, and **engineering cultures that hold up under real pressure**.

Experience

Loomi	Remote
Head of Software Engineering	12/2025 - Present
Technology consultancy focused on building digital products and supporting clients' business strategies.	
<ul style="list-style-type: none">• Accountable for structuring, scaling, and developing multidisciplinary teams, currently comprising over 80 professionals.• Strategic leadership of the Software Engineering and Project Management areas, ensuring technical governance, operational efficiency, and quality of deliverables.• Direct involvement in technical relationship management with clients, aligning expectations, supporting strategic decisions, and ensuring partnership trust.• Promoting technical evolution, continuous improvement, and high performance through processes, metrics, and leadership development.• Key achievements: restructured squads and redistributed responsibilities, eliminating the need for additional hires and reducing operational costs without loss of delivery capacity; implemented a project and process management framework that enhanced delivery predictability and quality.	
Inventa	São Paulo, Brazil
Engineering Manager	01/2025 - 10/2025
A B2B startup connecting brands and retailers, providing technology, credit, and logistics to empower small businesses across Brazil.	
<ul style="list-style-type: none">• <i>Position in an early-stage startup; cycle concluded after business repositioning.</i>• Led the Engineering and Operations Product team, responsible for critical areas such as payments, finance, ERP, order preparation, and shipping.• Oversaw the budget management of the team and negotiated with suppliers, balancing technology, costs, and business goals.• Introduced Artificial Intelligence (AI) initiatives, applying market tools to enhance efficiency and reliability.• Key achievements: Reduced invoicing time by over 80%; reimplementation of ERP modules (accounting, tax, and finance) and improved systems for large-scale B2B operations.	
Syngenta Digital	Remote
Data Engineering Manager	01/2023 - 09/2024
A global leader in digital agriculture, offering data-driven solutions to increase efficiency and sustainability in agricultural production.	
<ul style="list-style-type: none">• Led two data squads (15 professionals) focused on building a scalable Data Platform to support strategic decisions in global digital applications.• Recruited and developed the team, promoting professional growth and talent retention.• Defined the technical and strategic roadmap, aligned with business objectives.• Key achievements: Implemented a new data platform, enhancing the reliability and scalability of analyses.	
Vidmob	Remote
Engineering Manager	06/2022 - 01/2023
A global AI-based creative analytics platform helping brands optimize digital advertising through data-driven insights.	
<ul style="list-style-type: none">• <i>Cycle concluded after a strategic direction change in the department.</i>• Managed the Creative Intelligence Squad (8 professionals), responsible for developing new features and global support.• Performance management using DORA Metrics, optimizing delivery cycles and predictability.• Key achievements: Accelerated releases, modernized legacy systems, and strengthened the engineering culture.	
XP Inc.	Remote
Engineering Manager	09/2021 - 06/2022
One of the leading investment platforms in Brazil, providing financial services that include banking, investments, and credit solutions.	
<ul style="list-style-type: none">• Led the Mortgage Loan Squad, responsible for the development of the digital product for Real Estate Credit, integrating digital channels for individual users.• Structured the team and defined the technical and product strategy, in partnership with Product Managers and Designers.• Facilitated Event Storming sessions to optimize architecture and business flows.• Key achievements: Launched the MVP of the product, achieving NPS above 80, marking XP Bank's entry into the real estate credit market.	

Experience

Itaú Unibanco	Remote
Tech Lead (01/2021 - 09/2021) Senior Software Engineer (09/2020 - 12/2020)	01/2021 - 09/2021
The largest financial institution in Latin America, providing banking and investment services to millions of clients.	
<ul style="list-style-type: none">• Provided technical leadership to a back-end team responsible for critical services of the bank's digital channels.• Defined architecture and migrated legacy systems to the cloud, resulting in a 90% reduction in infrastructure costs.• Improved agile processes, decreasing delivery time by 78% and ensuring greater predictability.• Developed and optimized critical banking applications, enhancing performance and reliability.	

Other Relevant Experiences

BTG Pactual	São Paulo, Brazil
Software Engineer	01/2019 - 09/2019
A global investment bank and asset manager specializing in corporate finance, wealth management, and capital markets.	
<ul style="list-style-type: none">• Developed and modernized middle/back-office systems and analytics platforms for research teams.	
B3 - Brasil, Bolsa, Balcão	São Paulo, Brazil
Software Engineer	04/2015 - 12/2019
The main provider of financial market infrastructure in Brazil, operating the stock exchange and settlement services.	
<ul style="list-style-type: none">• Developed critical infrastructure systems for the financial market: investor channels, depository, and pricing systems.	

Education

Universidade de São Paulo	2026 - 2027
Master's in Business Administration with a focus on Entrepreneurship	
Fundação Dom Cabral	2024 - 2025
Postgraduate in Business Administration with an emphasis on Business Management	
Universidade Presbiteriana Mackenzie	2014 - 2019
Bachelor's in Computer Science	

Certifications

Certified SAFe® 6 Agilist — Scaled Agile, Inc.
Azure Fundamentals — Microsoft
Foundation Agile People Leadership Agile Change Leadership — Management 3.0

Technical Skills

Leadership & Management · Team Formation · Coaching · Engineering Metrics (DORA Space) · Agile Methodologies (Scrum, Kanban, SAFe) · Cloud (AWS, Azure) · Systems Architecture · Data Engineering & Analytics · Digital Channels · Your Skill · Your Skill · Your Skill · Your Skill · High-volume integrations (Kafka) · Java · .NET · Node.js · Python · Kotlin · Go · React · MongoDB
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Languages

Portuguese Native	English Proficient	Spanish Intermediate
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