

Alexandre Santos

Experienced Software Development Manager | Insightful Leader | Founder

Greater Vancouver Metropolitan Area

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Summary

Experienced Software Development Manager with a proven track record of leading globally distributed, remote teams in complex SDLC processes. Skilled in driving technical solutions from ideation to deployment, with expertise in cloud and on-premises systems, and known for fostering productivity, strong decision-making, and team cohesion across time zones. Founder of Emotion Image, where I'm combining technical innovation with strategic planning to bring an AI-driven emotion analysis platform to market.

Core Competencies

- **Remote Team Management:** Proficient in managing remote, cross-functional teams, fostering productivity and cohesion.
 - **Full SDLC Expertise:** Experienced in end-to-end product life cycle management, from concept through release and sunsetting.
 - **Technical Leadership:** Skilled in hands-on coding and technical guidance, adaptable to cloud and on-prem systems, including AWS and Docker.
 - **Strategic Planning & Market Strategy:** Adept in setting strategic goals and exploring go-to-market strategies, with a focus on customer-centric development.
 - **Communication & Collaboration:** Fluent in remote collaboration tools (Slack, Zoom, Jira), ensuring seamless cross-functional teamwork.
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Professional Experience

Emotion Image AI (Project)

Founder

June 2024 – Present

As the founder of Emotion Image, I am pioneering an innovative platform that leverages AI to analyze and interpret emotions in recorded media. My work with Emotion Image has not only broadened my technical expertise but has also deepened my understanding of the unique

challenges in emotion recognition technology. Through this project, I have gained hands-on experience in end-to-end software development, product management, and startup strategy.

Key Achievements:

- **Product Development and MVP:** I designed and developed the Emotion Image MVP, a sophisticated tool enabling users to upload recordings for in-depth emotional analysis. Users can generate detailed reports showing the intensity and progression of emotions, which can also be benchmarked against previous recordings to track growth or shifts in tone.
- **AI and Emotion Recognition:** I integrated emotion recognition algorithms capable of detecting and categorizing seven fundamental emotions (happiness, sadness, surprise, anger, fear, disgust, and neutrality) and developed systems to present these findings visually in a user-friendly interface.
- **Voice and Behavior Analysis:** I implemented a voice analysis feature that identifies common speech patterns, such as filler words and pauses, providing actionable insights into communication styles and helping users enhance their presentation and communication skills.
- **Infrastructure and Technical Architecture:** I designed the technical infrastructure with scalability and flexibility in mind, leveraging AWS to support reliable, secure, and scalable deployments. I have also used Docker for efficient application deployment.
- **Cross-Language Integration:** I built seamless integrations between Java and Python, capitalizing on Java's backend stability and Python's prowess in AI, while using JavaScript to create an engaging frontend experience.
- **Product Strategy and Go-to-Market Planning:** Currently, I am exploring various go-to-market strategies, including pricing models and value-added features, and gathering user feedback to ensure that the platform addresses real-world needs and remains competitive.

Skills and Tools Gained:

- AI & ML for Emotion Recognition
- OpenCV for Image and Motion Analysis
- Advanced Java and Python Development
- AWS Cloud Services and Docker for Scalability
- Full-Stack Development using Java, Spring Boot, JavaScript
- Data Visualization Techniques for Web Platforms
- Project and Product Management in a Startup Environment

Emotion Image has been a fulfilling journey, allowing me to harness my software engineering and managerial experience while expanding my skill set in artificial intelligence and product development. Through this project, I have developed an agile, user-centered approach to tech entrepreneurship, balancing technical development with strategic vision.

Sonatype

Engineering Manager

June 2019 – June 2024 (5 years 1 month)

- Led a globally distributed team of 20, implementing Agile methodologies (Scrum) and leveraging Jira to oversee the SDLC from ideation to release in a fully remote environment.
- Directed comprehensive technical assessments, budget management, and resource allocation, achieving a 15% reduction in resource waste by aligning team goals with company priorities.
- Increased team productivity by 20% and cohesion through clear communication practices, including weekly virtual stand-ups and real-time performance tracking via Slack and custom dashboards.
- Managed cloud and on-premises environments, ensuring 99.8% uptime by implementing redundancy protocols and continuous monitoring for critical data systems.

GE Digital

Senior Staff Software Development Group – PREDIX

April 2017 – June 2019 (2 years 3 months)

- Enhanced team performance by 30% and reduced project timelines by 20% through focused mentorship, code reviews, and the adoption of streamlined design practices using Lean and Agile methodologies.
- Spearheaded comprehensive compliance initiatives, coordinating DAST, SAST, and penetration testing via BlackDuck, which resulted in a 40% reduction in security vulnerabilities and ensured compliance.
- Developed AI-driven analytical solutions, achieving a 72% success rate in trend analysis, which provided actionable insights used by product teams to drive data-informed decisions and optimizations..

xMatters, Inc.

DevOps Leader

March 2015 – April 2017 (2 years 2 months)

- Enhanced project delivery by 15% through strategic SDLC process management and roadmap budgeting, while fostering team cohesion and career development through personalized mentoring and skill-building workshops.
- Established secure development practices and led Java-focused team, achieving a 30% reduction in code vulnerabilities through rigorous code review and security-focused training sessions.

Ping Identity

Senior Development Engineer

September 2011 – May 2015 (3 years 9 months)

- Architected major enhancements to the SCIM server, driving its adoption as an IEEE standard and boosting user provisioning capabilities for PingOne, which improved user integration speed by 25%.
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Education & Certifications

- **Bachelor's Degree in Computer Science**
 - **Certified User 6.x, Splunk**
 - **Cloud Foundry for Developers, Linux Foundation (LFD232)**
 - **Scrum: Advanced, LinkedIn Learning**
 - **Communicating with Empathy, LinkedIn Learning**
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Languages

- **English:** Fluent
- **Portuguese:** Native
- **Spanish:** Working Proficiency
- **French:** Limited Working Proficiency