

Thiago Rocha Salvatore

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EDUCATION

- **Universidade Federal do Espírito Santo** Espírito Santo, Brazil
Bachelor of Science in Computer Science; GPA: 3.3 (8.46/10) *Feb. 2011 – Dec. 2016*
- **University of Toronto** Toronto, Canada
Exchange Student - Bachelor of Science in Computer Science; GPA: 3.16 *Jan. 2015 – Dec. 2015*

EXPERIENCE

- **Origin** San Francisco, CA - Remote
Staff Software Engineer *May 2022 - Present*
 - Added backstage to our development stack, making it the most important tool for engineers. The time to create a new microservice decreased by almost 70% by using the template feature from backstage.
 - Refactored our event handlers infrastructure to support horizontal scaling and to handle concurrency issues on relational databases. As a result, the number of exceptions caused by concurrency decreased by 82%.
 - Created a feature on top of our event-driven architecture that automatically takes care of idempotence on an event level, dramatically decreasing the number of bugs associated with duplicated events being processed.
 - Implemented a Dead Letter service responsible for giving visibility to engineers on failed events. It also allows them to replay and remove failed events. It was built on top of backstage as a custom plugin.
 - Created a mentoring program on System Design to help engineers with this complex topic. As a result, they are now leading this program and also contributing to our platform team.
 - Structured a temporary team to review our infrastructure & system design documentation, dramatically improving it and increasing the engineering satisfaction rate on documentation by 23%.
- **Origin** San Francisco, CA - Remote
Engineering Manager *May 2021 - May 2022*
 - Built a brand new squad composed of 5 software engineers, one designer, and one product manager. Responsible for leading other engineers, mentoring, and running 1:1 every other week.
 - Structured a Python Mentorship program inside the company to teach every engineer how to use this language. Even though Origin works with Python, it is not a requirement, so I took the challenge to teach every new person joining the company how to code in Python.
 - Lead our squad while building a Total Rewards product inside the company that helped us closing deals with huge companies, increasing the engagement in our platform and our MAU.
- **Origin** San Francisco, CA - Remote
Senior Software Engineer *May 2020 - May 2021*
 - Dramatically increased the quality of code going to production by adding several tools to our CI pipeline like code linters, database migration validators, bot to manage pull requests among other tools. Improved tests performance running on CircleCI, reducing the time it was taking from 7 minutes to around 2 min.
 - Reduced our AWS costs by 30% by adding tags to our resources, monitoring resources over-scaled and grouping others. Optimized our terraform codebase in order to have a better vision of what we were using and why. As a result, we were able to remove several resources that were not necessary anymore.
 - Improved our infrastructure security, making it possible for the company to get the SOC-2 certification in a record time. Added API Gateway, Web Application Firewalls, Content Security Policy, VPN Client, GuardDuty, etc. All those tools are from AWS, and they were added by using terraform. Created a process to automatically apply security updates in our EC2 machines, and Docker images
 - Revamped our backend architecture to make it based on Clean architecture principles, dramatically increasing the productivity of the engineering team, by giving them tools to easily create new apps and APIs. Created a new domain events library based on celery that reduced the time to process events by 25%
- **Adianta** São Paulo, Brazil
Platform Engineering Manager *Dec 2019 - May 2020*
 - Implemented a ladder for the engineering team at the company, making it possible for all employees to clearly see how their performance will be measured, and what they have to do in order to improve their careers. Responsible for creating a hiring pipeline for new software engineers, including tests, pre-screening and interviews steps.

- Responsible for managing the platform tribe, composed by DevOps and Software Engineers. This teams have the responsibility of maintaining and creating new tools for other company's engineers, like CI/CD tools, micro services architecture, ECS Clusters and databases management, Kafka clusters management, etc.

• Nubank

São Paulo, Brazil

Senior Technical Program Manager

Aug 2019 - Dec 2019

- Improved the platform team performance by organizing their rituals (daily meetings, planning and retros). Also, responsible for working on actions to eliminate TOIL, reaching a number of 8%.
- Responsible for managing new projects being implemented by the platform team. Guaranteed the delivery of an automated CI/CD service, responsible for deploying new clojure micro services on a Kubernetes cluster with almost zero downtime and with minimum amount of bugs.

• Adianta

São Paulo, Brazil

Senior Software Engineer and Tech Lead

Apr 2017 - Aug 2019

- Developed the entire frontend application using ReactJS, AltJS, Webpack, LESS. The app was capable of dealing with thousands of customers using the platform simultaneously.
- Developed and architected our backend systems. Migration of our entire stack from Python-Pyramid to Python-Flask, SQLAlchemy, PostgreSQL (running on AWS Aurora), Alembic, Celery, Redis (on AWS ElasticCache), RabbitMQ. As a result, the average response time of the api decrease by 20%. TDD and Unit tests using unittest framework, increased the test coverage of our entire code from 60% to 83%.
- Developed a docker infrastructure for local development and testing, dramatically reducing the amount of bugs going to production.
- Designed and automated using Terraform the entire backend and frontend infrastructure on Amazon Web Services. Amazon Fargate for the backend, Amazon S3 for the datalake and for the static webapp, Amazon Cloudfront as a CDN, Amazon Redshift as data warehouse, Amazon Kinesis to stream data and logs to Amazon S3, Amazon Aurora and RDS for the relational database, Amazon DocumentDB for our NoSQL databases, Amazon Glue for ETL jobs. Our cloud costs decreased by 40% after I entered the company and changed the infrastructure. Also, responsible for creating the entire microservices architecture on AWS, using Amazon MSK, Amazon Fargate, Amazon ECR and few other services.
- Automatized the build and deploy process on AWS using CircleCI and Jenkins. Before that the deploy was every 15 days, now, it happens more than twice a day without any downtime
- Management of the technology team (about 8 people), tracking their performance, helping them improving their skills and, acting as a middleman between the CTO and the development team. Interview of possible developers

• Allya

São Paulo, Brazil

Software Engineer II and Tech Lead

Jan 2016 - Apr 2017

- Designed and Developed the entire backend using Python-Flask, SQLAlchemy, PostgreSQL, Alembic. The backend was capable of supporting more than 100,000 multiple users simultaneously (from the mobile app and the web app). TDD and Unit tests using unittest framework
- Developed the entire webapp using ReactJS, BackboneJS and Bootstrap.
- Migrated the native apps (iOS and Android) to a hybrid technology (Ionic). Consequently, the company was capable of hiring a team that could work on both, the mobile app and the webapp, decreasing costs and increasing delivery.
- Moved the entire cloud structure from Heroku to Microsoft Azure and AWS. Automated the deploy using tools like Jenkins and CircleCI.
- At first, I was the only developer on the company. I was responsible for recruiting new developers and training them to start working. Also, responsible for tracking their performance, helping them with possible doubts about the code and the business. Implemented the SCRUM framework on the company, trained the developers on this, and acted as a scrum master too.

• KnowRoaming

Toronto, Canada

Software Engineer Intern

Summer 2015

- Developed a web portal making it possible for managers to track the number of online users, number of new registrations, profit and revenue on a certain timeframe, most popular travel destinations and few other information about the company and its users. The portal was developed using Ruby on Rails, Javascript and Bootstrap
- Developed a web portal used by the finance team for revenue and profit management. It is capable of showing them information about taxes to be paid, most used services, daily profit, daily spends, all of it separated by provinces (states). The portal was developed using Ruby on Rails, Javascript and Bootstrap

- Improvements on the portal used by company's distributors. This app was used to manage the delivery of company stickers by the distributors. They were able to see their revenue and status of their sells. This portal was developed using Python/Django.
- Improvements and maintenance of the company's REST api using Java, Python and PHP.

- **Fundação Ceciliano Abel de Almeida**

Espírito Santo, Brazil

Software Developer and Help Desk Intern

Jul 2012 - Jun 2013

- Developed the help desk portal used by all company's employees to open tickets for the help desk team. This portal decreased the average response time of help desk by 40% and increased the satisfaction of employees with the technology team. It was developed using Python and Javascript
- Developed a web portal used by different areas to send documents to each other. It was created in order to reduce the amount of paper used by the company, and, to centralize all documents from all areas in a single place. It was developed using Python and Javascript
- Worked helping company's employees with their problems on computers and softwares.

PROGRAMMING SKILLS

- **Languages:** Python (advanced), Javascript (advanced), SQL (advanced), NoSQL (intermediate)
- **Technologies:** NodeJS, AWS, React, PostgreSQL, Celery, Redis, RabbitMQ, MongoDB, Docker, Flask, Kafka