

MARCELO CAJUEIRO

Senior Software Engineer · Ruby on Rails since 2010 · AI Integration & Automation

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SUMMARY

Software engineer with 15+ years of experience, working with Ruby on Rails since 2010 and, more recently, building AI-powered products and engineering workflows. I enjoy solving high-complexity problems: legacy systems, critical refactors, performance bottlenecks, and projects that need to move fast without becoming fragile.

I am naturally proactive. When I spot an opportunity to create leverage — a slow system, a repetitive workflow, a product gap nobody owns — I prototype a solution, validate its impact, and help turn it into production.

Seven years as CTO, Engineering Manager and Tech Lead taught me to bridge business and engineering, aligning stakeholders while delivering measurable outcomes. Driving AI adoption is now a formal part of my role, across engineering and the wider company. Remote for 15 years, and at home in asynchronous, international teams.

SELECTED HIGHLIGHTS

- **Performance on legacy.** Reduced P95 response time by 73.5% (1,700ms → 450ms) on a legacy Rails SaaS through an agentic optimization loop, eliminating multi-minute UI freezes.
- **LARA.** Built an AI support assistant that researches tickets across documentation, repositories, issue tracking and development environments before drafting a response for human review.
- **Aurora.** Built a conversational AI platform that enables natural-language access to company data, using dialogue state tracking, semantic caching, vector search and LLMs.
- **Agentic code review.** Introduced specialist AI agents that review every pull request before human review begins, as part of a broader AI adoption initiative across the engineering organization.

EXPERIENCE

Senior Software Engineer · Portabilis

January 2025 – Present · Araranguá, Brazil (remote)

I lead the Ruby on Rails and QA teams (5 direct reports), working on the company's core product: shipping features, solving performance bottlenecks, and modernizing a mission-critical multi-tenant Rails application used by 70 municipalities and serving 1.89M citizens. Beyond product delivery, I drive AI adoption across engineering by turning practical opportunities into production-ready tools and workflows.

- **Performance.** Reduced legacy Rails P95 response time by 73.5% (1,700ms → 450ms) through agentic optimization loops, eliminating multi-minute UI freezes.
- **Delivery at scale.** Shipped 275 pull requests and reviewed 242 within twelve months while maintaining quality on a critical public-sector platform — 35 GB PostgreSQL, 321 tables, 2.94M service records.
- **LARA (AI support assistant).** Researches tickets across documentation, repositories, issue tracking and staging, then drafts a response for human review.
- **Aurora (conversational AI platform).** FastAPI, pgvector, OpenAI and Nuxt 3, with dialogue state tracking, semantic caching and text-to-SQL.
- **Agentic code review.** Introduced mandatory multi-agent AI review as a CI step before human review, with parallel specialist agents, deduplicated findings and severity normalization.
- **Engineering playbook.** Authored the standards covering review severity, schema risk mapping and multi-tenancy boundaries, governing both engineers and AI agents.

Head of Technology · Portabilis

September 2024 – May 2025

Led engineering, infrastructure and QA across multiple GovTech products serving Brazilian public administration.

- Defined engineering priorities, technical strategy and resource allocation across teams.
- Aligned customer needs with engineering capacity to improve planning accuracy and delivery confidence.
- Continued contributing to architecture discussions, code reviews and core product development while leading the department.
- Transitioned by choice back to an individual contributor role as AI and software engineering became my primary focus.

Software Engineering Manager · Code1

November 2022 – July 2024

Led engineering teams delivering software consulting projects for multiple clients, combining technical leadership, solution architecture and client advisory.

- Led distributed engineering teams across multiple client engagements.
- Partnered with clients to assess technical challenges and define pragmatic software solutions.
- Mentored engineers through coaching, feedback and career development, and worked with business stakeholders to balance delivery speed, quality and long-term sustainability.

Technology Teaching Manager · Trybe

February 2021 – October 2022

Managed the front-end instruction team, ensuring operational excellence and the best learning experience for thousands of students.

- Managed and developed a team of up to 25 instructors and leaders.
- Defined OKRs and led operational improvement initiatives using KPIs.
- Partnered with Product to prioritize educational improvements, and helped design the evaluation authorship validation process as a member of the Conduct Committee.

Chief Technology Officer · Portabilis Tecnologia

November 2017 – February 2021

Hands-on CTO responsible for engineering strategy, software architecture and people leadership across the technology organization.

- Led engineering teams of up to 14 people across multiple products, and partnered with the CEO on strategic product and technology decisions.
- Drove the transition to a remote-first model, expanding hiring nationwide and enabling the recruitment of key engineers who significantly strengthened the organization.
- Introduced engineering best practices — pull requests, code review, automated testing, retrospectives and technical standards — and governance through OKRs.
- Open-sourced the i-Diário educational platform with Fundação Lemann, and led the remote education capabilities that let teachers deliver online content during COVID-19.

Senior Software Engineer / Tech Lead · Enjoei

September 2013 – November 2017

Joined as a software engineer and became tech lead about two years later, during a period of rapid growth in which the platform scaled from 400K to more than 4M users.

- Built search and feed experiences on Elasticsearch, a new version of the payment integration, and EnjuBank — an internal banking system for users.
- Led the technical work for the expansion into Argentina, including payment and shipping integrations.
- Improved application performance across critical parts of the platform, and became a technical reference for the team — mentoring developers and helping shape engineering culture.
- Stack: Ruby on Rails, PostgreSQL, Elasticsearch, Redis, Heroku, AWS, Kubernetes, JavaScript.

EARLIER EXPERIENCE

Software Engineer / Technical Lead · IntegraGRP · 2011 – 2013

Software Engineer · Ocapi · 2010 – 2011

Ruby on Rails from the first year of my career — features, code review and the Product Owner interface at IntegraGRP, where I became technical lead within months and helped build a team of up to 30 developers; product work under product-market-fit deadlines at Ocapi, a seed-stage startup.

TECHNICAL SKILLS

Backend Ruby on Rails, Ruby, Python, FastAPI, Sidekiq, REST APIs

Data PostgreSQL, pgvector and vector databases, Redis, Elasticsearch

AI LLM APIs, AI agents and agentic workflows, multi-agent code review, RAG and vector search, semantic caching, text-to-SQL, dialogue state tracking, evaluation

Frontend & Platform Vue, Nuxt, JavaScript, AWS, Heroku, Kubernetes, CI/CD, automated testing

Practice Legacy modernization, performance optimization, AI adoption, code review governance, multi-tenancy, technical leadership, stakeholder alignment