Hello,
I'm Paulo Junior

Known for getting it done.

A Technical Leader specialising in backend software engineering and solution architecture, translating complex problems into scalable solutions aligned with strategic goals. I am action-oriented and I speak both business and code.

Languages   **English & Portuguese**

EXPERIENCE

Jul 2023 - Present

Backend Team Lead & Senior Software Engineer
4-SURE Technology Solutions

At 4-SURE, I joined as a Senior Python Engineer and was quickly drawn to the complexity of the work. I realised that effective solutions required a deep understanding of the platform, the business, and clients.
Driven to exceed expectations as a self starter by nature, I immersed myself in the organisation, gaining insights that allowed me to contribute as a subject matter expert and approach solution architecture holistically.

Collaborating across teams, I ensured solutions accounted for past, present, and future contexts. I also created essential documentation, enabling knowledge sharing, empowering the team and improving efficiency. I helped lead the successful migration from a monolithic to a microservice-based architecture and recognising my impact, I was appointed Project Lead for our primary client, and later promoted to Backend Team Lead.

As a lead, I work closely with the Chief Solution Officer and stakeholders to align solutions with strategic goals, while managing and mentoring a team of nine developers. I also support backend recruitment efforts.

Through my leadership and contributions over the past three years at 4-Sure, my team and I have consistently delivered projects of high quality and return on investment, supporting the organisation's profitability and growth.

My responsibilities include:
- Lead multiple developers across concurrent projects, aligning with stakeholders and departments to ensure delivery success.
- Mentor and support team members, promote best practices, and perform regular code reviews.
- Spearhead migration from a monolith to microservices architecture (planning, coordination, implementation).
- Contribute to Django/Python backend development and workflow automation, using GoLang for appropriate microservices.
- Collaborate with product, design, analytics, and front-end/mobile teams in an agile environment.
- Support recruitment through CV screening, interviews, assessments, and recommendations.

Oct 2021 - Jun 2023

Senior Software Engineer
4-SURE Technology Solutions

- Researching, analysing, and evaluating requirements according to client needs and constraints.
- Migration from a monolith to microservices architecture (planning, coordination, implementation).
- Development using Django and GoLang.
- Project lead for a key client, managing other developers assigned to the project
- Built automation tools, and upheld coding standards.
- Actively participated in Agile ceremonies and recruitment processes.

Jul 2021 - Oct 2021

Mid-level Developer
Retail Capital

- Designed and implemented the organisation's data warehouse and business dashboards using Dash/Plotly.
- Developed and deployed backend services with Flask, Django, and GoLang.
- Delivered solutions via AWS and maintained DevOps pipelines.

Jul 2020 - Feb 2021

ICT Developer & ICT Support Engineer
ScopServ Integrated Services

- Delivered custom telephony and CRM integrations (xCally, Qcontact, ScopTel) using Python, Golang, Bash.
- Developed dashboards with Power BI and integrated Asterisk-based systems.
- Managed project architecture, automation, and performance tuning from scoping to implementation.

Jan 2020 - Mar 2020

IT Support Engineer
Research 24/7

- Handled data cleaning, scripting surveys (NIPO, LimeSurvey), and visualisation with SPSS.
- Built backend tools in Python and maintained AWS cloud infrastructure and IT support functions.

Jan 2019 - Dec 2020

Freelance Software Developer
Lordshine Holdings

- Developed scalable software tools and APIs (Python and GoLang based), automated tasks, and conducted validation testing.
- Managed full development lifecycle from planning to deployment and documentation.

Feb 2019 - Oct 2019

Software Developer
Eduvos

- Designed and built full-stack web applications and APIs with Django, PostgreSQL, and Dash.
- Integrated social media APIs and delivered reporting tools for internal use.

Programmer
IT Solutions

- Supported WordPress development, server configuration, transaction verification, and payroll (Primavera).

EDUCATION

Class of 2019

BSc. Informatics
Eduvos (formerly Pearson Institute of Technology)

My BSc in Informatics with a major in Human Resources, gave me a rare mix of technical knowledge and people management insight. My ability to guide teams stems from this dual focus. It was also during this time that I picked up Python on my own, a side project - a small step - that shaped my whole career.

Key Skills

Highlight

I specialise in **Python and GoLang**, which I've used consistently over the past 8 years. My tech stack is diverse, and I have a strong grasp of the core tools and practices essential for large-scale and robust backend development.

Category	Technologies & Tools
Programming & Scripting	Python, GoLang, Java, Bash
Frameworks & Libraries	Django, Django REST Framework, Flask, FAST

	API, Gin, Plotly Dash, Vue.js, Pandas
API & Integration	RESTful APIs, gRPC, Keycloak, Microservices
Databases & Data Tools	PostgreSQL, MySQL, MongoDB, MySQLite, ETL, Data Warehousing, Power BI, IBM SPSS
Cloud & Infrastructure	AWS, Google Cloud, Docker, Kubernetes, Cloudflare
DevOps & CI/CD	CI/CD Pipelines, Jenkins, Git, GitHub, Bitbucket, GitKraken, Server Configuration, DevOps Practices
Tools & Platforms	Postman, Jira & Confluence, UML, WordPress, xCally, Asterisk, Slack, Discord
Messaging Systems	RabbitMQ, NATS
Reporting & Visuals	Power BI, Plotly Dash, Elastic, Custom Dashboards & Reports
Architecture & Practice	Solution Architecture, Agile Methodologies, Technical Documentation, Code Reviews, Back-end Development, Ticket Hygiene, Project Planning
Leadership & Collaboration	Team Mentorship, Project & Team Leadership, Stakeholder Engagement, Recruitment &

Let's chat

Current Location

Relocation

Phone

Website

Email

Cape Town, South Africa

Willing to relocate worldwide

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