

Alceu Medeiros

Cover letter

I have been in the labour market for over 15 years, 10 self-employed, developing software, facilitating teamwork dynamics and adding complementary professionals on-demand. I have experience in projects of several types of scope, in technical, leadership and entrepreneurship activities. My portfolio details the experiences that allow me to take on responsibilities involving:

- Developer support and software architecture for W3C front-end interfaces (JS + HTML + CSS);
- Asynchronous communication and Restful API implementations;
- Continuous integration, scalability and high availability;
- Scrum, XP, Kanban, Lean Startup and other agile methodologies activities;
- Retrospective meetings, 360-degree feedbacks and competency-based management.

I have relevant experiences starting early to develop W3C standard dynamic web interfaces, facing at the time the incompatibilities between browsers and the scarcity of frameworks. Being updated today with the advances, the software architecture that I use has good maintainability, with responsive interfaces that prioritize the usability in mobile devices, with language adhering to the target audience, whether simplified / colloquial or formal / corporate.

In software architecture and agile support services, my last clients was IT startups and corporate companies, one with more than 500 developers distributed in many teams, using components, frameworks and architects support to increase productivity, and to improve productivity and robustness.

My preferred tasks usually involves improvements in teamwork. I can help with the dialogues between entrepreneurs, business analysts and multidisciplinary projects teams. We can promote teamwork synergy and commitment, prioritizing communication instead of large documentation and offering short cycles of development and delivery.

Although I have been in the service business for 10 years, I recently started researching for management positions, such as Scrum Master, PMO, Coordinator and Manager, with multidisciplinary teams in a corporate environment. I am prospecting the opportunity to join as a employee and develop a master's degree, with a case study totally adapted to the corporate culture, involving a dynamic that integrates 3 known processes: competency-based management with 360° feedbacks, career development plan and retrospectives for continuous improvement.

I was able to arrive at a colloquial model, intuitive, fair and meritocratic, serving both the corporate and any group of people living and / or working, interested in defining in consensus the added value of their activities.

My background alternates between social / environmental initiatives and software development consulting clients. I define myself as IT professional, team manager, social entrepreneur, permaculturist, father, child, brother and friend of all good causes.

I am from Brazil, I am looking for international challenges and I am available for negotiations. I look forward to a reply at your convenience.

Best regards.

July 2018

"Lead yourself, lead your superiors, lead your peers, employ good people and free them to do the same."
– Dee Hock

"Take great care that your actions do not disturb anyone. Take no notice of distractions caused by others."
– Dhamma Santi

Professional portfolio

1. Agile management and IT

1.1. Software development

To develop software, my work usually involves specification of the demand, short delivery cycles management, user interface prototyping, backend development and continuous integration in deployment. I have been using solutions, libraries, components and frameworks, which are complementary, based on enterprise demands and mostly [Free and Open Sources](#) (by preference). The main ones in my portfolio are: [React](#) (Javascript / SPA [Redux](#) / Mobile [React Native](#)), [Bootstrap](#) (HTML + CSS), [Webpack](#), [Babel](#), [ESLint](#), [Jest](#), [AngularJS](#) (Javascript / SPA), [jQuery](#) (Javascript), [Yeoman](#) (Scaffolding e geração de código), [Wordpress](#) (CMS / [PHP](#) Platform / Backend), [Node.js](#) (Javascript / Backend) and [Java EE](#) (Platform / Backend).

1.2. Developer agile support

The main methodologies I recommend and use are: Scrum; Lean Startup; Retrospective meetings; 360-degree feedbacks; Competency-based management; Design Thinking; Business Model Canvas.

I am always attuned to relevant things in the IT environment and I have gotten good feedback from those who I have worked with. I am sure that I will be able to contribute by sharing trends and opportunities in addition to combining skills, most of all when there are affinities and mutual interest.

2. Entrepreneurship

In business management, I have skills involving lean management, social business, nonprofit organizations, startups and IT companies. I greatly value social initiatives involving childhood and adolescent education, preservation of the environment, civil interventions, and support for people in need.

3. Personal Information

Location: Florianópolis, Santa Catarina - Brazil

Academic: Bachelor's degree in Information Systems at Universidade Federal de Santa Catarina - Brazil.

3.1. Training

Course of Project Management with Scrum, in November 2008. Instructor: Tch. Nelson Abu Samra Rahal Junior, agile project management specialist, graduation degree in Data Processing, postgraduate degree in Teaching Methodologies, post graduation degree in IT Projects Management (PMI), master degree in Computer Science and Certified ScrumMaster with Scrum Alliance Official Certification.

4. Professional Experience

4.1. [CERTI Foundation – Synapse of Innovation Program](#) (03/2018 – Currently)

Synapse of Innovation is an innovative entrepreneurship incentive program that provides the financial resources, capabilities and support to turn innovative ideas into successful ventures. Conceived by the CERTI Foundation in 2008, the program has already carried out six editions in Santa Catarina, launched in 2015 its first edition in Amazonas, and in 2017 in Espírito Santo.

Job: Consultant – Software development and management – Agile methodologies support

- Technologies: CSS3 – HTML5 – Grails – MySQL – ReactJS – Restful API – NodeJS;
- Methodologies: XP – Scrum – Lean Startup.

4.2. [Ahgora Sistemas S/A](#) (12/2016 – 07/2017)

Ahgora offers cloud computing services for people management, human resources, access control and other activities that support strategic decisions and facilitate business management. In addition to the founder partners' experiences, it is more than 40 years creating, developing and implementing innovation in the field of large IT companies.

Job: Consultant – UX team management – Agile support – Front-end software architecture – Developer support

- Tecnologias das aplicações: ReactJS – Restful API – CSS3 – HTML5 – MongoDB – Cassandra;
- Metodologia de desenvolvimento: XP – Scrum – Lean Startup – Business Model Canvas.

4.3. [Brotei – Permacultura](#) (03/2015 – Currently)

Brotei offers organic waste management and advice on food cultivation, for homes, offices and condominiums, facilitating shared responsibility and integration with nature. Using permaculture techniques to treat the collected organic waste, Brotei generates inputs and operational capacity to promote urban agriculture, offering community vegetable gardening and composting workshops. The social counterpart are the products and services, which part are distributed to needy communities and volunteers in groups and events.

Job: Social entrepreneur – Permaculturist – Business manager

- Technologies: Vermicomposting – Worm farming – Gardening – Agroforestry – Syntropic Agriculture;
- Methodologies: Lean Startup – Scrum – Design Thinking – Business Model Canvas.

4.4. [I3 - Instituto Internacional de Inovação](#) (05/2012 – 07/2016)

This is a non-profit association formed by ACATE - Associação Catarinense de Empresas de Tecnologia and SEINFLO - Sindicato das Empresas de Informática da Grande Florianópolis.

It has the task to promote innovation of the technological environment of Santa Catarina by offering services which integrate the companies from Santa Catarina to different national and international knowledge centres, contributing to sustained growth.

This association has an exclusive portfolio, mainly focusing on helping the company they must innovate. In this regard, it offers consulting, specific trainings and partnership with universities helping and managing related projects.

Job: Consultant – Senior software engineer – Development support engineer – Internet business analyst

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- Applications technologies: ReactJS – Restful API – CSS3 – HTML5 – MongoDB – Cassandra – Java Enterprise Edition – Hibernate – Spring Framework – Restful API – CSS3 – HTML5 – Ajax – Jquery – Mechatronics (Hardware + Middleware + Software) – Apache Maven – Jboss Forge – Redhat Openshift – Jboss Seam – Java Server Faces – Enterprise Service Bus – MySQL Server – ExtJS – Web Mashups – Google Apps;
- Development methodologies: custom XP – Scrum – Lean Startup – Design Thinking.

4.5. [Entologics](#) (02/2015 – 11/2015)

We develop mutually beneficial relationships between humans, nature and the food industry. More precisely, we use insects to transform industrial organic waste into organic compost and insectmeal – a high protein feed ingredient suitable for poultry, pigs, fish and shrimps, and compost to feed soil and plants.

Job: Entrepreneur – Researcher

- Technologies: Biotechnology – Composting – Permaculture – Organic waste management.
- Development methodologies: XP – Scrum – Business model canvas – Design thinking.

4.6. [Softplan/Poligraph](#) - R & D Unit (03/2014 – 12/2014)

This is one of the largest management systems company in Brazil. On the market since 1990, develops enterprise solutions for specific business segments, focusing on five areas: the construction industry, public administration, projects co-financed by international agencies, departments, infrastructure, transport, judiciary, prosecutors and attorneys.

With over 1,600 clients in Brazil and abroad, Softplan / Poligraph maintains alliances with the world's most respected suppliers of technology and partnerships with educational institutions, supporting a policy of constant training of its staff and developing research projects and innovation.

The result is high quality solutions and customer-focused technology, providing flexibility to business processes, optimize resources and save time through automation, integration and standardization of work routines.

Job: External consultant – Developer support engineering and software architecture

Area: Software research and development

4.6.1. *Framework Zion*: Architecture framework for web solutions which provides clean layout pattern, less source code, less bugs and more productivity in developing software functionality and automated tests.

- Development methodologies: XP – Scrum.
- Application technologies: Java Enterprise Edition – JPA – Hibernate – Maven – Jboss Forge – Java Server Faces – Restful API – CSS3 – HTML5 – Ajax – Jquery – Prototype – AngularJS – Web Mashups.

4.7. [Agriness](#) (04/2012 – 08/2013)

For 11 years in the market, Agriness nowadays is a reference in solutions and models of information management for agribusiness, with strong presence in pig farming and is a market leader.

Nowadays, the company has more than 1.4000 clients in Brazil, managing more than 1.100.000 porcines - and is present in more than 8 countries, exporting technology for all Latin America and some European countries.

Job: Consultant – Systems analyst – Development support engineer

- Applications technologies: Java Enterprise Edition – Hibernate – Spring Framework – Restful API – CSS3 – HTML5 – Ajax – Jquery – Apache Maven – Jboss Forge – Java Server Faces – MySQL Server – ExtJS – Web Mashups – Google Apps;

- Development methodologies: custom XP – Scrum.

4.8. [Ekoimpacto Ecotecnologias](#) (11/2011 – 08/2013)

Ekoimpacto's mission is to offer sustainable technologies which make changes in consumption and waste patterns, but in a pleasant and rewarding way. They are focused on fighting waste, which they believe to be not only solid waste but also all extra waste, from electrical power to natural resources.

Job: Entrepreneur – Consultant – Business manager – Products analyst – Systems analyst – Development team support analyst – Internet business analyst

- Application technologies: Mechatronics (Hardware + Middleware + Software) – Java Enterprise Edition – Arduino Platform – Android Platform – Hibernate – Spring Framework – Restful API – CSS3 – HTML5 – Ajax – JQuery – Apache Maven – Jboss Forge – Redhat Openshift – Jboss Seam – Java Server Faces – Enterprise Service Bus – MySQL Server – ExtJS – Web Mashups – Google Apps;
- Development methodologies: custom XP – Scrum – Design Thinking.

4.9. [Associação de Coletores de Materiais Recicláveis – ACMR](#) (03/2010 – 07/2011)

ACMR is a self-managing organization of workers which benefits recyclable materials derived from the selective garbage collection which is done by Companhia Melhoramento da Capital – Comcap, also from significant generators such as the Tribunal Regional de Trabalho, Tribunal de Justiça, Eletrosul, Infraero, Polícia Federal and Polícia Rodoviária Federal.

Job: Consultant – Processes improvement management – Information technology support

4.10. [Outboxers Team](#) (10/2010 – 10/2013)

A self-employed entrepreneurs team prepared to offer business analysis and technology support consultancy. The techniques combine robustness and scalability of cloud computing with rich internet application, as most of the virtual media which follows the trend of virtual collaboration (“Web 2.0”).

Outboxers Team is not only connected to technological development but also to market researches, business planning benchmarking, Internet Marketing and Electronic Billing.

Job: Founder – Entrepreneur – Consultant – Business manager – Products analyst – Senior software engineer – Development support engineer – Internet business analyst

- Applications technologies: Mechatronics (Hardware + Middleware + Software) – Java Enterprise Edition – Arduino Platform – Android Platform – Hibernate – Spring Framework – Restful API – CSS3 – HTML5 – Ajax – JQuery – Apache Maven – Jboss Forge – Redhat Openshift – Jboss Seam – Java Server Faces – Enterprise Service Bus – MySQL Server – ExtJS – Web Mashups – Google Apps;
- Development methodologies: custom XP – Scrum – Design Thinking.

4.10.1. [moovia.com](#): Moovia is an enjoyable and secure social environment to host your team's projects, tasks, meetings, ideas, messages and documents. Besides being a great work tool for managing tasks, teams, ideas and more, it is also a professional social network where you can get connected with any other MOOVIA member around the globe. MOOVIA fits regardless of the scope or the profile of the project, as marketing campaigns, or software development, trainings, engineering, M&A plan, travel arrangements or new business startups.

4.10.2. [bysecret.com](#): BYSECRET is a free social network concerning women. There you can find all kinds of tips that are evaluated by a specific group of people, like bloggers for instance, so the relevance of each author can vary according to its repercussion on the net. Women who follow BYSECRET usually post a tasty recipe, or a nice

product etc.

4.11. [Chaordic Systems](#) (03/2010 – 10/2010)

Chaordic Systems focus is on the development of personalization solutions for the e-commerce sector. Their recommendation platform allows them to offer personalization services based on the Software as a Service ([SaaS](#)), model, resulting in lower system integration costs.

Job: Consultant - Systems analyst

- Applications technologies: Java Enterprise Edition – C Programming – Hibernate – Spring Framework – Restful API – CSS3 – HTML5 – Ajax – Jquery – Apache Maven – MySQL Server – Data Mining – Artificial Intelligence;
- Development methodologies: custom XP – Scrum.

4.11.1. RaaS - Recommendation as a Service: RaaS is a complete platform of services that personalizes online shopping, it provides exclusive recommendations for each user. It is easy and fast and increases upselling and cross-selling and also gives good results for business already in the first weeks, with a real sales increase of up to 25% and a conversation rate increase of 50%.

RaaS is supported by a group of more than 15 algorithms which use Artificial Intelligence, Data Mining and Machine Learning to analyze consumers behaviour data in real time.

4.12. [Todo! BPO e Soluções em Tecnologia S/A](#) (06/2009 - 03/2010)

CONTAX is currently the largest company of contact centre services in the country, it has about 70 thousand employees. Most of their clients are market leaders or have a relevant performance in its segment. Todo! complements CONTAX services offering and giving solutions in Technology for call centers, billing systems and teleshopping.

Job: Technical leader – Systems analyst – Development team support analyst

- Applications technologies: Java Enterprise Edition – Hibernate – Restful API – CSS3 – HTML5 – Ajax – Jquery – Apache Maven – Jboss Seam – Java Server Faces – Enterprise Service Bus – MySQL Server – Oracle – Pentaho;
- Development methodologies: custom XP – AUP.

4.12.1. todo! Issuetracking (BrT/Oi): Todo! Issuetracking is an IT solution for virtual call centers by chat and email for the Telephone Operator Oi. Issuetracking embraces chatting, emailing, follow-up support, reporting, statistics, management reports, etc.

4.12.2. Middleware de integração URA e Amadeus (Tam): TAM joined Star Alliance, this process required technological changes and TAM established a 10-year-partnership with Amadeus to launch a new generation management system of passengers. With this partnership, TAM will substitute some of its applications for a unique integrated platform based on Amadeus Altéa CMS (Customer Management Solution).

TAM's URA (Audible Response Unit) has been requiring communication with Amadeus's web service and this project consists of a middleware which implements integration per REST and SOAP for both softwares.

4.13. [Rudra Sustainable Technologies](#) (04/2009 - 03/2010)

Rudra develops softwares for new business models, within natural capitalism. We believe environmental awareness has just awoken in humanity, and as a matter of survival, mainly all of the current production processes must adjust in the next few years. Our mission is to transform the sustainability talks into concrete action through innovative

products and services for specific segments.

Job: Founder – Entrepreneur – Researcher – Business manager – Products analyst – Systems analyst – Development team support analyst – Internet business analyst

- Applications technologies: Mechatronics (Hardware + Middleware + Software) – Java Enterprise Edition – Hibernate – Grails – Groovy – Restful API – CSS3 – HTML5 – Ajax – Jquery – MySQL Server – Web Mashups – Google Apps;
- Development methodologies: custom XP – Scrum – Design Thinking.

4.13.1. Green Jobs: SaaS solutions to offer dissemination and to promote the concept of “green employment”, which are professional demands for sustainable development policy, projects and related activities.

4.14. Organização Nosso Lixo (08/2006 - 08/2013)

Organização Nosso Lixo is a non-profit association accredited as Organização da Sociedade Civil de Interesse Público (OSCIP). It was established in 2006, works with environmental issues and offers social projects complementary to public administration of solid waste. The strategy of this organization is to combine knowledge and society’s efforts to create a sustainable basis for the urban metabolism.

Job: Founder – Social entrepreneur – President – Third sector business management – Environmental education - Citizenship promotion initiatives – Products analyst – Systems analyst

- Research on environmental management models and urban solid waste;
- Research on CDM and CER;
- Research on solutions which apply the 3R concept;
- Research on environmental, social and economical benefits related to applying the 3R concept;
- Multidisciplinary team leadership;
- Definition of services involving environmental management and solid waste consultancy for different market segments;
- Creating and promoting social programs;
- Political articulation;
- Sponsorship mobilization and institutional support.

4.15. Fundação Certi – Centro de Convergência Digital (01/2006 - 06/2007 | 05/2004 - 08/2005)

Centro de Convergência Digital (CCD) of Fundação CERTI has projects related to digital convergence, including interactive digital TV, mobile communication application and internet. In this regard, it counts on high technologies and solutions present in the value chain in a converging environment. CCD’s mission is to develop innovative solutions for society, applying a multidisciplinary view, converging information technologies, communication and business strategic analysis.

Job: Systems analyst

- Applications technologies: Mechatronics (Hardware + Middleware + Software) – Java Enterprise Edition – Hibernate – Spring – XDoclet – DWR – Acegi – Sitemesh – CSS – HTML – Ajax – MySQL Server;
- Development methodologies: custom XP.

4.16. JTech-SC Informática (11/2005 - 12/2005)

Job: Software developer

Sansys: a great URBAN SEWAGE SYSTEM which controls all the urban sewage process, from its maintenance, installation cost calculation, flow control, invoicing and payments, customer service, Data Warehouse, etc.

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- Applications technologies: Java Enterprise Edition – Hibernate – Spring – Struts – PostgreSQL Server – Data Warehouse;
- Development methodologies: RUP.

4.17. [CIASC](#) (08/2005 - 11/2005)

Centro de Informática e Automação do Estado de Santa Catarina, based on its attributions as an IT services provider and the official provider for the state of Santa Catarina, provides technological support for the governmental activities to refine service quality for the population.

Job: Software developer

- Applications technologies: Java Enterprise Edition – iBatis – Spring – Struts – PostgreSQL Server;
- Development methodologies: RUP.

4.17.1. CE: Sistema de Comunicação Eletrônica starts the workflow policy of the government entities of the State, managing the message control and the service request.