

Antonio Paes

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Summary

Senior Executive in Technology and Business with large experience delivering Digital Solutions, Big Data, IoT, Lean & Agile transformation.

Experience

Market Director - Latin America at ThoughtWorks (Feb 2020 – Actual)

Accountable for P&L for the Latin America Market and a portfolio of US\$80M in revenue. Responsible for structuring the newly formed independent market, the processes, direction and other aspects needed to make sure that the objectives are met. Responsible for a team of more than 500 engineers distributed in Latin America.

CEO, Owner, Principal Educator at Yadaa (April 2014 – Present)

Founded and grew a school (Yadaa – the pioneer school in Brazil) focused on teaching kids Computer Programming, Electronics and Robotics with a content mixed with Sciences and Art (STEAM program). School has grown from 0 to 100+ regular students in less than a year. More than 2.5K kids impacted our social/volunteer programs. Currently the school has more than 700 students in several cities, several franchisees.

Executive Partner & Offshore Market Principal for Latin America at ThoughtWorks (October 2016 – Feb 2020)

Offshore Market Principal for North America based clients. Driving business and engagements from a commercial, solutions and delivery perspective with a portfolio of US\$ 50M +. Bringing solutions for clients in North America, creating custom Software & systems, solutions on Digital Transformation, Digital Platform, IoT, Big Data with distributed teams.

Head of Delivery Brazil at ThoughtWorks (October 2017 – July 2018)

Head of Delivery/Professional Services overseeing all the offshore and Brazil software solutions delivery for Thoughtworks clients in USA, Canada, Brazil and other countries in Latin America.

Professor, MBA Program at Centro Universitário Central Paulista (October 2014 – March 2015)

MBA program professor - Management and Innovation.

Principal ThoughtWorker – Agile, Lean Enterprise and Digital Transformation at

ThoughtWorks (October 2014 – October 2016)

Main Principal Consultant for accounts in South America (Brazil, Chile, Ecuador). Working with companies (from startups to large scale clients) on their Agile, Lean and Digital transformation strategies, execution and delivery including Analytics, IoT, Mobile areas, Agile Management, etc.

PTC, Brazil (consultant) (Mar 2014 - Oct 2014)

Coordinating a multidisciplinary team of professional, as Program Manager I delivered projects focused on PLM and SLM for clients on the Financial Services and Transportation industries

ThoughtWorks, Dallas, USA (Jun 2011 - Feb 2014)

Within ThoughtWorks I played a key role on the US Central Market as a Texas Office Principal, overseeing accounts and personal, working with business development, finance, hr/recruitment and other aspects areas to operate the business effectively.

As Delivery Principal (Program Manager/Account Manager) I managed different Thoughtworks teams in different projects within ThoughtWorks clients. I was ultimately the responsible for delivering the projects within the Thoughtworks portfolios with its clients following the Agile methodologies, coordinating multidisciplinary and multicultural teams. My responsibilities include budget/profitability forecast, tracking and optimization, performance reviews for team members and team formation.

As sponsor for younger professionals within ThoughtWorks I help them on their careers by counselling and suggestion better solutions for their day-to-day jobs, choices on career path, and how to achieve personal and professional grow.

I was the main organizer of several ThoughtWorks events in Dallas focusing on marketing and creating awareness about out expertise and technology in general.

At ThoughtWorks I coordinated several program with different focus: Internet of Things (creating and coordinating projects, motivating and training personal); Recruiting events; Regular Meetings focusing on the development community in Dallas.

TEK Systems, Montréal, Canada (November 2008- April 2011)

As Project Manager I lead the projects within the PMO Montreal Solutions Center, managing different teams to deliver solutions for US and Canada based clients.

The projects were developed following a PMI-based process with Agile process in the lower implementation level. Also, supporting pre-sales, responding to RFPs, creating SOW among other business related activities.

The technologies involved in the projects varied widely depending on the solution to be implemented - in general they were based on Java, .NET and open source

technologies.

The size of the team managed was around 30 people. The budget of the projects managed is within the range of US\$500K and US\$2M.

Given the success of projects and client satisfaction it was possible to have several clients bringing additional projects or extending already existing projects.

Boeing (Jeppesen), Montréal, Canada (October 2007- November 2008)

As the lead for the InterBids product, I was responsible for managing the team of 3 members who created a customized version of the product for the different clients – major airlines, including Delta, Northwest, among others – overseeing the correct implementation from the business and technical side.

In addition, I lead the team responsible to develop the next generation of the eMaestro product. The team of 7 people was greatly distributed (NYC - USA, Gothenburg – Sweden, Montreal - Canada).

The activities included management of project and product. The implementation contracts ranged from 1M to 3M dollars.

IBM Canada, Montréal Rational Lab, Canada (Mar/2006 – October 2007)

As Lead Engineer for Middleware, Integration and Installation I worked on the development of the Rational Portfolio Manager and integration with IBM products and others. I was responsible for the middleware part of the product, guiding the design and improvements of this layer of the product while coordinating a team of developers.

Also, I was the Process and Product Release Lead Engineer for the Montréal and India labs.

This product is a multi-million dollar solution delivered by IBM to many clients in all continents in the world.

Computer Horizons, Montréal, Canada (Jun/2005 – Mar/2006)

As a Team Leader I worked in a project for Cigna (health insurance company). The software was developed in Java (J2EE, using Websphere/WSAD) and was dedicated to provide information to many thousands of users in USA. It uses DB2 as database and also some interface with mainframes exists. The team was composed by 7 developers. Normal tasks included software development (all development cycles), team coordination and project management tasks as well.

Compuware, Montréal, Canada (Feb/2005 – Jun/2005)

As part of the development team assigned to work with Morgan Stanley's Law IT department in New York, I worked on the development of a framework for online training using a Java platform solution in a mixed environment with Java, XML, XSL, SQL,

Sybase in a mixed operational system. These systems served thousands of internal users for Morgan Stanley all over the world.

Motorola, Montréal, Canada (Short-term Contract through Manpower) (Dec/2004 – Feb/2005)

The task on this assignment was to develop software components that worked as a bridge between systems and are responsible for manipulating calls and answers of remote database queries. The components were developed in Java using web services technologies (Java, XML, Axis, JAXB) and Oracle database under a Windows development environment. The Motorola site in Montréal is a CMM 5 center.

Eldorado Research Institute – Motorola, Brazil and USA (Jun/2004 - Oct/2004)

As a Project Manager within a CMM4 organization, I lead the team responsible for the implementation of a product to simulate GSM, WCDMA, GPRS (including MMS, SMS) networks to be used on cell phones development and simulation (embedded software). The product was developed in Java (J2SE, J2ME, Eclipse) and Visual C++ (MFC) under Linux and Windows platform.

Alaska SAR Facility (ASF) – NASA, USA (Oct/2001 – June/2004)

ASF is a NASA ground station designed to acquire, to process and to distribute data for many different satellites (civil and military). It uses a set of systems operating in a very critical and real-time mode.

There I worked as Software Engineer and developed many solutions to improve the systems bringing cost reduction, faster and automated processing and more quality to the data products. The software pieces are running on Unix, Linux, Windows, etc. and were developed primary using several Java, open source and .Net technologies. Also I provided training on Java and UML and others.

During the different missions, strong collaboration with high profile scientific (NASA) and military (US-DoD, MIT/Lincoln Labs, MSX/Star Wars project) were necessary.

Eldorado Research Institute – Motorola, Brazil (Feb/2001 - Sep/2001)

At Eldorado I worked as software developer. During this engagement I worked in a project focused on the creation of a tool to automate configuration of features for cell phones (embedded software for CDMA and TDMA). It was developed in Java, Visual C++ (MFC) using UML and the final product is being used worldwide by Motorola.

University of Valinhos and University of Jundiaí, Brazil (Jan/2001 – Sep/2001) As lecturer of the computer science department I was responsible for teaching classes on some of the undergraduate level courses.

Nortel Networks – Brazil Design Center, Brazil (Jun/2000 – Feb/2001)

At Nortel I worked as software designer. The finished software is used to automatically

optimize the frequency distribution on the cell phone base stations (TDMA and CDMA). The development languages were Java and C++ with SQL (Oracle). UML was used for modeling. Other technologies involved were: TCP/IP, UDP.

Taos Consulting and Systems, Brazil (Jan/2000 – Jun/2000)

As project coordinator and software developer I worked on systems for EDI (Electronic Data Interchange). The systems were developed in Java (Servlets), Visual C++ and SQL (Oracle) in a distributed system with different operational systems. The project is being used by many companies – mainly supermarkets – and is one of the biggest portals in Brazil on this area.

CBF Systems, Inc., Brazil (Jan 1999 – Jan/2000)

CBF develops systems for the USA market on the health, banking, mortgage and financing areas. The software developed was designed to create intelligent forms used to automate the process of document generation. It was developed in Visual C++ (MFC, STL). The final product is in use on the entire US market.

Federal University of São Carlos (UFSCar), Brazil (Apr/1994 – Sep/1998)

At the physics department I worked as IT administrator of computer networks, taught courses in programming languages, created the first version of the web site for the physics department among other several activities, including scientific computer simulations. For these projects I was awarded with scholarships given to students with outstanding performance.

University of Santiago de Compostela, Spain (Jan/1997 – Mar/1997)

With the sponsorship from the Spanish government, I worked as a research student on the secure communications area working on scientific computer simulations focused on chaos based encryption.

CDI Micro Computing School and Kingdom School, Brazil (1994-1998) I worked as teacher of micro computing in São Carlos teaching Windows systems,

Internet and Microsoft Office suite. During years I instructed many students.

Technical Institute of Aeronautic (ITA), Brazil (Mar/1993 – Dec/1993)

As final project for technical high school I developed a flight simulator based on the TUCANO (EMBRAER) airplane. The project was done in C/C++ and it controlled the airplane movements and the navigation instruments.

Education

Concordia University - Executive MBA, John Molson School of Business, 2009 - 2011

Universidade Estadual de Campinas - Postgraduate, Computer Science - Object

Oriented Specialization, 1999 - 2000

Universidade Federal de São Carlos - Bachelor, Physics, 1994 - 1998

Universidade de São Paulo - Astronomy and Cosmology Specialization, 1996 - 1996

ETEP - Escola Técnica Prof Everardo Passos - Tec., Industrial Computing, Robotics, 1990 - 1993

Other courses and activities

Kellogg Executive Education - Artificial Intelligence: Strategies for Leading Business Transformation - 2020

MIT Sloan School of Management - Digital Transformation: Platform Strategies for Success, 2019

Massachusetts Institute of Technology - Sloan School of Management - Machine Learning - From Data to Decisions, 2018 - 2019

McGill University - Project Management, 2007 - 2008

Universidad de Santiago de Compostela - Scholarship, Physics - Chaos Theory Applied to Communications, 1997 - 1997

Universidade de São Paulo - Astronomy and Cosmology Specialization - 1996 – 1996