

Lucas Possam

Tech Lead | Engineering Leadership, Product and Software Architecture

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PROFESSIONAL SUMMARY

Tech Lead with 10+ years across software engineering, product and business. I have been Co-CTO at a startup accelerator, founded a software house, served as CTO and partner of an agtech startup, where I scaled the team from 3 to 24 people and launched the platform to more than 5,000 users, and worked as Product Manager of a B2B SaaS operating across Latin America. Today I lead engineering in healthtech at Galileu: I set architecture and coding standards, mentor the team and tie technical decisions to product and business goals. Seeking Tech Lead, Engineering Manager and engineering leadership roles.

SKILLS

Technical leadership: Engineering team leadership, Software architecture, Code review and coding standards, Mentoring and career development, Hiring, Technical debt management, Delivery processes, DevOps and CI/CD.

Product: Product strategy, Discovery, Roadmapping and prioritization, Metrics and data-driven decisions, Agile (Scrum, Kanban), UX and accessibility.

Business: Stakeholder management, Go-to-market, Business strategy, Fundraising, Team building, Client management.

Technologies: TypeScript, JavaScript, PHP, React, React Native, Remix, Next.js, Node.js, NestJS, Laravel, Inertia.js, Vue.js, PostgreSQL, MongoDB, Solr, AWS, Google Cloud (GCP), Microservices, Realtime (WebSockets), TDD, Datadog, Stripe.

PROFESSIONAL EXPERIENCE

Tech Lead | Galileu Saúde

2025 – Present | *Population health management healthtech, with AI and interoperability · Promoted from Sr. Software Engineer*

- Provide technical leadership to the engineering team and take part in the decisions that set the architecture and direction of the products.
- Took over technical leadership of Vigilantes, a digital sleep care program acquired by Galileu, with a patient app and a portal for healthcare professionals.
- Set coding and code review standards and mentor engineers, raising the technical bar while the team grows sustainably.
- Build and evolve features of the population health platform with Laravel, React and Remix, across backend and frontend.

Technologies: Laravel, PHP, React, Remix, TypeScript.

Senior Product Manager | Whaticket

2024 – 2025 | *B2B omnichannel customer service SaaS (WhatsApp, Instagram, Messenger) operating across Latin America*

- Took over a product with a 2-year backlog and a high bug rate, and reorganized the development operation of a 4 to 8 person team.
- Created a bug resolution process that lowered the SLA and bug incidence, and drastically reduced technical debt.
- Built the product strategy around a long-term vision, with a data-driven roadmap and go-to-market strategies.
- Got stakeholder buy-in for a visual and accessibility modernization that lowered barriers to entry and raised perceived value.
- Spread a product culture and connected engineering with customer support teams to deeply understand users.

Technologies: React, Node.js, TypeScript, Datadog, Stripe, UserGuiding.

CTO and Partner | Mavielo

2022 – 2024 | *Agtech startup: the agribusiness social network for iOS and Android · Consultant, then CTO and CEO*

- Invited to join as partner and CTO after 3 months of consulting; turned the founders' vision into a product, from discovery with rural producers to launch.
- Scaled the team from 3 to 24 people and, after launch, took over leadership of the company as CEO.
- Launched the platform in July 2023 and reached more than 5,000 users covering over 500,000 hectares within 7 months.
- Designed the architecture: Node.js microservices and a NestJS monolith on AWS, with 9 isolated services for image, text and video processing plus realtime chat.
- Chose React Native to ship on iOS and Android with the speed and cost the company's stage required.

Technologies: React, React Native, Node.js, NestJS, AWS.

Founder | Familyst Co.

2021 – 2023 | *Software house building custom digital products*

- Ran the full cycle of more than 10 projects in 2 years, from sales and estimates to managing a team of up to 4 people and delivery.
- Served clients such as Grupo Cimed, Brazil's fourth largest pharmaceutical company, and Grupo Divena, owner of the country's largest Mercedes-Benz dealership.

Technologies: React, Node.js, Express, AWS, MongoDB, PostgreSQL.

Senior Software Engineer | MedRoom

2021 – 2022 | *Virtual reality healthcare simulation edtech, acquired by Ânima Educação*

- Built the teachers' web dashboard in React with Three.js, featuring in-browser 3D views of the human body and online assessments.
- Integrated the web platform with the C# and .NET API and the Unity virtual reality environment, in a team of 18 artists and engineers.

Technologies: React, Three.js, .NET, C#, Unity.

Co-CTO and Software Engineer | ACE Startups

2018 – 2021 | *Startup accelerator and investor, voted the best in Latin America three times*

- Built the MVP of Mynnovation, an innovation management software used by companies such as Natura, Grupo RD and BTG Pactual.
- Led a tech team for the first time and shipped an e-learning platform in 23 days, which grew into the Growthaholics for Startups hub.
- Developed the Mynnovation Suite, from idea intake to innovation project execution, and the investment portfolio tool for portfolio managers.

Technologies: Laravel, PHP, Vue.js, React, AWS, TDD.

Software Engineer | iLovee

2016 – 2018 | *Fashion, beauty and home decor e-commerce aggregator*

- Rebuilt a legacy PHP platform from scratch with two other engineers, with Solr search over more than 2,000,000 partner products.
- Built the content backoffice (showcases, moodboards and looks) used to promote Brazilian and international brands.

Technologies: PHP, Phalcon, Laravel, Solr, Angular.js, GCP.

■ SELECTED PROJECTS

Nema

2025 | *Order and stock system for a fresh produce distributor · Product and engineering end to end*

- Ran discovery, product design, architecture and development; MVP in production since August 2025, expanded in 2026 to stock, quotes and pricing.
- Free-text order import that parses 23 lines in about 450 ms against a catalog of more than 4,300 items, with a confidence score per line.
- Around 30 test suites and CI running lint and tests on every change protect critical rules such as stock deduction.

Technologies: Laravel, React, TypeScript, Inertia.js, PostgreSQL, Pusher.

■ EDUCATION

Mechatronics Technician (Technical Degree) | ETEC Martin Luther King | 2014 – 2015

High School Diploma | ETEC Zona Leste | 2013 – 2015

■ LANGUAGES

Portuguese: native | English: fluent | Spanish: advanced