Yuri Lopes

Engineering Manager · Tech Lead

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SUMMARY

Engineering leader with 10+ years in software and 4+ years as the direct manager of remote, international engineering teams: up to 7 direct reports across three countries at AtScale, and up to 10 people across five concurrent client projects at KIS. I hire, run 1:1s and performance reviews, and act early and fairly on underperformance, including PIPs and exits. I run teams async-first, with written decisions, clear expectations and documentation people actually use, and I stay hands-on (30–50% coding) to shape architecture, review designs and unblock delivery.

CORE COMPETENCIES

People leadership
Direct management of up to 10 people, hiring (many candidates interviewed for 5 roles), 1:1s, development plans, performance reviews, PIPs, mentoring seniors through interns.

Remote & async operations
Written-first communication, RFCs and solution designs, knowledge management, onboarding, cross-time-zone delivery.

AI-assisted engineering
AI tools for prototyping, code review, tests and docs; team guidelines and knowledge-sharing sessions; LLM features in product.

Delivery & reliability
Roadmap execution, SLAs and support processes, CI/CD, performance tuning, incident follow-up.

Technologies: TypeScript · JavaScript · Node.js · NestJS · React · Next.js · React Native · PostgreSQL · REST APIs · Java / Spring · AWS

EXPERIENCE

Tech Lead (people manager) · AtScale

Feb 2024 – Present · Remote

Direct manager of up to 7 engineers in Brazil, Colombia and the US (US employees and contractors) on the Apps team, which owns AtScale's primary UIs, BFF and APIs, integrations, converters, and Excel and Google Sheets add-ins. I split my time between people management, async execution and hands-on delivery.

- **Growing engineers:** Run structured 1:1s, continuous feedback and individual development plans for engineers from interns to seniors; started self-driven performance evaluations and a mentoring program.
- **Async culture:** Wrote the team's knowledge-management plan, documentation guidelines and onboarding docs with clear expectations, so new engineers ramp up quickly across time zones.
- **Decisions in writing:** Authored core RFCs and solution designs for authentication, logging, error handling and API architecture, adopted across squads.
- **AI adoption:** Encouraged the use of Copilot and Claude Code in daily work for prototyping, code review, unit tests and docs; set lightweight guidelines and ran knowledge-sharing sessions so the team shared tools and techniques. Built Claude Code skills for running end-to-end tests and refining tickets, and a root-cause debugging agent.
- **AI in product:** Took the AI team's Python prototype of an LLM natural-language querying feature to production in two sprints (NestJS, Next.js, Snowflake Cortex); released behind a feature flag.
- **Complex initiative:** Led a 6-month initiative, with one senior engineer, to convert Power BI tabular models to AtScale's multidimensional format, including a DAX transpiler built with ANTLR; owned the roadmap and priorities through two product-owner changes. In end-to-end tests on real customer model samples, the first version deployed 90%+ of them to the engine and matched the baseline on 80%+ of queries; now handed to the Solutions Engineering team.
- **Product ownership:** Grew an inherited Excel add-in into an enterprise product used by large customers: SSO, persisted sessions, pivot tables, scheduled refreshes and filtering.
- **Performance:** Diagnosed and fixed the slow query-monitoring page, which tracks the queries the application runs, by parallelizing sequential downstream requests, cutting its load time by up to 10×.
- **CI/CD:** Cut end-to-end CI runs (20–60 minutes each) per pull request by 22% with package-aware triggers in the monorepo.

Tech Lead (people manager) · KIS Solutions

Apr 2022 – Feb 2024 · Remote

Direct manager of up to 10 people (8 developers, a QA and a business analyst) across up to five concurrent client projects, including a Fortune 500 retailer and a large Brazilian health-tech company. Owned client relationships, requirements, project and team management, and delivery dates.

- **Revenue impact:** Over about a year, with a team of four including two interns, led the design and full rewrite of a health-tech client's e-commerce platform and sales-rep mobile app (web, iOS and Android); within months of launch, direct sales grew 6× and revenue 20%.
- **Support team:** Led the post-launch support team; defined SLAs and guidelines that, together with the platform rewrite, helped cut new support tickets by 50%.
- **Enterprise modernization:** Led a team of three (two engineers and a BA) modernizing a decade-old rebate platform that processes millions of dollars for a Fortune 500 retailer: Java 8 → 17 upgrade and new features for changed business processes.
- **Rollouts:** Led an internal HR SaaS rollout: migrated data for 100+ employees and set up org-chart, performance-review and leave-request processes.
- **DevOps:** Put CI/CD, automated testing and application monitoring in place.

Full Stack Software Engineer · KIS Solutions

Jul 2021 – Mar 2022 · Remote

- Diagnosed security and maintainability issues in a health-tech client's legacy platform; the client commissioned a full rewrite, which I then led as Tech Lead.
- Ran security scans, fixed vulnerabilities and refactored legacy platforms to modern standards.
- Promoted to Tech Lead after 9 months.

Co-founder · Do Brasil Para o Mundo

Nov 2017 – Jul 2021 · Remote

- Co-founded and ran an online travel agency selling tours across South America to Brazilian travelers; grew it to over R$100k a month in sales before COVID-19 halted travel.
- Developed the e-commerce site, integrated the booking and payment services, and built an internal ERP for operations and finance.

EARLIER EXPERIENCE

Freelance software engineer & UI designer (2015 – 2021): Websites, e-commerce, back-office applications and brand design for small businesses, including US clients via Upwork.

Head of Revenue Service, Rio de Janeiro State University (UERJ) (2013 – 2016): Automated financial reporting and built a budget-quota distribution control system.

EDUCATION

Postgraduate Specialization in Full Stack Web Development
PUC Minas · 2024 – 2025
Software architecture, requirements engineering, DevOps, cloud computing

B.S. in Accounting
Rio de Janeiro State University (UERJ) · 2010 – 2014

LANGUAGES

English: Advanced / professional (C1–C2)

Portuguese: Native

Spanish: Intermediate