Ivan Andres Carrillo Bustos

Engineering Lead | Tech Lead | Software Engineer

Guadalajara, Jalisco, Mexico • +52 33 11 19 57 01 • ivan.carrillo@softwaretp.com •
linkedin.com/in/ivan-andres-carrillo-bustos-a0638370

SUMMARY

Engineering Lead with 12+ years in software and 7+ years leading teams across insurance, edtech, and enterprise software. I've led engineering from both sides of the table: as an implementation and solutions engineer scoping integrations directly with customers, and as a tech lead, staff engineer and software engineer owning architecture, delivery and monitoring.

LEADERSHIP

7+ years of engineering leadership across Tech Lead, Lead Software Engineer and Staff Engineer roles. Direct people management experience: 9 reports at EPAM (1:1s, career plans, performance review, technical guidance). Mentor across JR and SR levels, technical interviewer for Senior and Staff roles, and cross team technical decision maker.

PROFESSIONAL EXPERIENCE

Senior Software Engineer — Nubank Mexico *Oct 2025 – Present*

Hybrid — Mexico City

- Growth Engineer building frictionless onboarding and scalable services for millions of users across Mexico.
- Ship backend services on the Growth platform, contributing to flows that require careful architecture on both server-side and user-side.
- Collaborate across Product, Design, Engineering Managers, and technical staff to deliver high scale features.
- Feature engineering and model training through data analysis of millions of every day interactions in Nubank's application funnel.

Staff Software Engineer — Western Governors University *Jan 2025 – Oct 2025*

Hybrid — Guadalajara, México

- Provided technical leadership across 4 teams and ~40 engineers, partnering with Principal Engineers on cross-domain initiatives.
- Led key technical decisions to modularize the enrollment platform API and migrate legacy services toward a microservices-based ecosystem, increasing team velocity and independence.
- Introduced and championed standards for coding, testing, and documentation, raising the bar for maintainability across the organization.
- Interviewed candidates for Senior and Staff engineering roles.

Tech: AWS (ECS, ECR, Lambda, API Gateway), Java / Spring Boot, TypeScript / NestJS, Angular, Kafka, MySQL, Salesforce, Dynatrace.

Lead Software Engineer — EPAM Systems *May 2022 – Jan 2025*

Remote — Guadalajara, México

- **Led a 10-engineer team** for a global top-10 insurance company, owned architecture, delivery, and client relationship.
- Architected multiple microservices from scratch to production, including versioned REST API deployment strategies.
- Partnered directly with the client to define scope, roadmap, and technical priorities across concurrent initiatives.
- **Resource manager for 9 engineers**: 1:1s, career planning, performance review, technical guidance.

Technical Implementations Lead — FreeAgent CRM *Aug 2018 – May 2022*

Remote — Guadalajara, México

- Led implementation projects for enterprise CRM customers: scoped requirements directly with stakeholders and translated business workflows into technical solutions.
- **Built and led the QA organization from scratch**, managing 4 QA engineers across Mexico and India; reduced customer-reported application issues by 80% through new regression, automation, and smoke-testing strategies.
- Designed ETL pipelines to migrate legacy customer data into the CRM ecosystem.
- Delivered third-party integrations (WooCommerce, Zapier, Mailchimp, WordPress) that expanded deal value and customer retention.

Software Engineer / Technical Consultant (Freelance) — Software TP *Jan 2017 – Jun 2019*

Remote — Guadalajara, México

- Led a team of 5 developers delivering POS systems and internal tools built with Node.js and Vue.js.
- Helped companies in Mexico and South America reduce SAP B1 licensing costs through custom integrations via Service Layer.
- Negotiated and executed full-scope contracts: pricing, architecture, timeline, and client communication.

Java Developer / QA Automation — Universidad de Guadalajara *Oct 2015 – Aug 2018*

On-site — Guadalajara Rectoría Office

- Built backend features and data queries in Java and PL/SQL for the university's "Ventanilla Única" platform.
- Developed E2E test suites with Selenium and performance tests with JMeter.

Test Automation Engineer — Intel Corporation *Feb 2014 – Nov 2015*

On-site — Guadalajara Design Center

- Automated BIOS compatibility testing across CPU microarchitectures (Sandy Bridge, Haswell, Sky Lake).
- Developed internal tracking tooling in C# and lab automations using C, shell scripting, and Arduino.

SPEAKING & RECOGNITION

- **Talent Land Mexico 2026 (CDMX) — Speaker:** Delivered a 25 minute talk on maximizing ROI by modularizing a monolith before migrating to microservices based on a personal experience leading a backend migration.
- **Talent Land Mexico 2025 (Guadalajara) — Speaker:** Delivered a 1 hour talk on implementing microservices: architecture patterns, common pitfalls, and lessons learned from personal experiences.

TECH STACK

Languages: Node.js, TypeScript, JavaScript, Python, Java, Clojure, SQL.
Frameworks: NestJS, Express, Spring Boot, React, Angular.
Architecture: Microservices, Event-Driven, Clean Architecture, SOLID, Design Patterns, REST, GraphQL, API Versioning.
Cloud & DevOps: AWS (Lambda, S3, DynamoDB, EC2, EKS, CloudFormation, IAM), Docker, Kubernetes, AWS CDK, Bamboo, GitHub Actions, Jenkins.
Data: PostgreSQL, Oracle, SQL Server, DynamoDB, MongoDB, Redis, Datomic, Hana DB.
Other: Apache Kafka, Jest, Selenium, JMeter, Dynatrace, Datadog, AI-assisted development (Claude, Cursor, Amazon Q, Kiro).
ML: Databricks, Jupyter, feature engineering.

EDUCATION

MS in Computer Science — Universidad Autónoma de Guadalajara *2025 – 2027*
BS in Software Engineering — Centro de Enseñanza Técnica Industrial *2015 – 2019*
AS in Informatics and Computation — Centro de Enseñanza Técnica Industrial *2010 – 2015*

LANGUAGES

Spanish (Native) • English (Advanced / Professional)