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Matheus Salmi

Software Architect & Tech Lead · Remote from Brazil

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I design systems end to end: how they're built and scale, what they cost and return, and how AI helps them do more and know more.

EXPERIENCE

StartCHURCH (US) — Software Architect & Tech Lead

Jul 2018 – present · remote

Products: startchurch.com, Admin Console, StartSITES, Kingdom Steward, StartCHURCH University, Video Platform, AppletBuilder, Giving Halo, Launch Halo and the Attorney Network. Contracted via Scalable Path until May 2022, then hired directly.

Architecture & platform

- Own the architecture and day-to-day operation of every product above.
- Re-platformed everything over several years, alongside product work: DigitalOcean → AWS, Ansible and Vagrant → Docker and Kubernetes, Bitbucket → GitHub with CI and tests on every push.
- Split a single all-or-nothing deploy into independent apps that scale horizontally and deploy with zero downtime; dev, staging and production run the exact same images.
- Upgraded the core stack from Symfony 3.4 to 6.4 and PHP 8.3, and legacy views to React and TypeScript; ported Kingdom Steward and StartCHURCH University from Zend to Symfony 6 with Claude Code (rolling out).
- Built `sc`, the team's CLI: one command sets up a dev machine on macOS, Linux or Windows and standardizes daily work.
- Co-designed a microservices platform prototype with single sign-on (Keycloak) across legacy and current Symfony apps and Next.js frontends (2020–2021).

Business

- Run the cloud cost program: refactored code, restructured infrastructure and right-sized every service.
- Built a two-way HubSpot CRM sync and migrated about 20 years of operational data, millions of records, keeping sales and finance on one source of truth.
- Keep billing and payments reliable and automate the billing team's manual work.
- Rebuilt the admin console for mobile and accessibility, letting sales close invoices from their phones.
- Took over Giving Halo and Launch Halo to keep them running: release-based deploys, tests on every PR, daily database backups.
- Built and maintained the Attorney Network's console and APIs until the product was retired; modernized AppletBuilder; moved the Video Platform to its own Next.js app.

AI

- Built a self-hosted MCP server giving the team read-only, AI-assisted access to production data through Claude, keeping the data in-house.
- Brought agents and Claude Code reviews into the team's daily work.

Leadership

- Technical direction across five managers and a full turnover of the original team; recognized internally as the company's architect.
- Onboard, review and mentor engineers, from bootcamp juniors to senior hires; advise on hiring profiles and interviews.

Scalable Path (US) — Software Engineer

Jul 2017 – May 2022 · remote

- Embedded in US client teams: Tempo (Scalable Path’s showcase site), Timeliness, The Mission Zone and StartCHURCH.
- Built The Mission Zone’s MVP single-handedly, mentoring a junior developer along the way (2018–2019).
- Placed with StartCHURCH, which hired me directly in 2022.

Instituto Euvaldo Lodi (IEL-GO) — Technical Architect

Aug 2014 – Jul 2017 · Goiânia, Brazil

- Industry Federation of Goiás (FIEG) organization for corporate management, entrepreneurial education and careers.
- Started as senior engineer on ten Java systems already in production; improved them iteratively instead of rewriting them, and became the bridge between development, infrastructure and business.
 - Moved the systems to Linux on AWS and hardened SQL Server; designed a new microservices architecture (Java, Spring Boot, SQL Server, messaging and queues) and built on it the accounting data sync (payables, receivables) between IEL-GO and FIEG (Casa da Indústria); also the internship program website.

Squadra Tecnologia — Software Engineer

Oct 2012 – Jul 2014 · Anápolis, Brazil

- Systems for Brazilian federal agencies: SIMEC (Ministry of Education), IPHAN (national heritage institute) and DNPM (national mining department), in PHP / Zend and Oracle, Java and .NET.
- A cross-platform quiz app for iOS and Android.

IIDAC — Web Developer

Jul 2007 – Oct 2012 · Anápolis, Brazil

- First job: web applications for social programs of a UN-partner NGO, reaching young people across Brazil: ODM Universidades, Voz dos Adolescentes, Rejupe, PPCAAM (federal program, Human Rights Secretariat) and the IIDAC website.
- Worked alongside UN Volunteers from five countries.

FREELANCE

- **SAZ Saúde (2022):** designed the health-benefits platform’s architecture from scratch (Laravel API, Next.js, Docker, CI/CD) and handed it over to their internal dev team.
- **SimUEG (2017–2018):** indicators and monitoring system for Universidade Estadual de Goiás.
- **Emigh Livestock (2023), Wonder Journal (2024):** short contributions.

SKILLS

Cloud & platform	AWS (EKS, ECS, RDS, ALB, Parameter Store), Kubernetes, Karpenter, Docker, Terraform, GitHub Actions, Cloudflare, Linux
Backend	PHP / Symfony, Go, Node.js / TypeScript, Java / Spring Boot, C#; REST APIs, RabbitMQ, Redis
Data	MySQL, PostgreSQL, SQL Server, Oracle; migrations, performance tuning, reporting
Front end	React, React Native, TypeScript
Integrations	HubSpot, Stripe, Authorize.net, Sentry
AI	LLM integration, Model Context Protocol (MCP), AI-assisted engineering

EDUCATION & LANGUAGES

M.Sc.	Logistics Engineering, Instituto Tecnológico de Aeronáutica (ITA) · not completed: all coursework and credits finished; left in 2023 before the thesis defense. Restructured the lab’s AeroLogLabTOOL (Go, MySQL) in 2020.
B.S.	Information Systems, Universidade Estadual de Goiás · 2011 – 2015
Languages	Portuguese (native), English (professional working), Spanish (limited working), Italian and French (elementary)