

Javier D. Caruso

Founder at Webstarted · Engineering Manager at Flight Club (GOAT Group) ·
Startup mentor and early stage investor · High school teacher

Buenos Aires, Argentina · Remote since 2012 · Argentine and Italian citizenship

javier@webstarted.com · javiercaruso.com · linkedin.com/in/jdcaruso · github.com/jdcaruso

I started programming in 1991, on a PC XT with no hard drive and no color monitor, and never stopped. Close to thirty years in software: developer, engineering manager, product owner, and founder since 2019. I have worked remotely, and run distributed teams, since 2012.

Ten years at Flight Club (GOAT Group, valued at US\$3.7B), where I built a remote engineering team across six countries and designed from scratch the warehouse management system that still runs retail and warehouse operations. In 2019 I founded Webstarted to fix something I kept seeing: startups with good ideas and no way to build a team fast enough. Today it is four platforms, 91,000+ Latin American tech professionals, and clients backed by Sequoia Capital, Google Ventures, Y Combinator and Accel.

The lesson I repeat to every founder: the hardest problem in tech is not the code. It is the people.

EXPERIENCE

2019 → TODAY

Founder

Webstarted · webstarted.com

Staff augmentation and direct placement of Latin American tech talent for venture-backed companies. Four platforms, all built from zero:

- › **Webstarted:** a talent base of 91,000+ tech professionals, 5,900+ of them pre-vetted.
- › **WebstartedHR:** end to end recruitment SaaS, 2,000+ features, AI built in.
- › **Webstarted Academy:** the social impact arm, 38,000+ members across the region.
- › **Webstarted Ventures:** early stage investment arm, 2 exits. General Partner since 2023.

Public clients: GOAT, Hodinkee, SecurityScorecard, FlowSpace, Qurable, Deel, AWS. From pre-seed to Series B and beyond. Co-host of the Startup Sessions podcast with Rocío Azparren, 43+ episodes with founders and investors from the region.

2016 → 2026

Engineering Manager, then Team Lead and Product Owner

Flight Club · GOAT Group

GOAT Group runs GOAT, Flight Club, alias and Graid: one of the largest marketplaces in the world for sneakers, streetwear and luxury, valued at US\$3.7B.

- › Built and led a remote engineering team of 8 to 12 developers across six countries (Spain, Brazil, Argentina, Colombia, the United States and China), years before remote work was normal.
- › Designed and shipped the Warehouse Management System from scratch: inventory, stock control and warehouse operations. It is still the daily tool for retail and warehouse.
- › Delivery lead for Flight Club retail and for the WMS: backend architecture, business rules engine, reporting and real time inventory.
- › Built the reporting infrastructure that gave leadership live visibility on warehouse performance, inventory levels and operating metrics.
- › Contributed to the 2018 Flight Club and GOAT merger and to the integration that followed.

Stack: JavaScript, .NET, C#, Ruby, iOS.

MENTORING AND INVESTMENT

500 Global

Startup mentor · 2024 to today

The Venture Mentoring Team

Startup mentor · 2025 to today

Founder Institute

Mentor and partner, Buenos Aires chapter · 2023 to today

AceleraLatam

Mentor, deep tech and climate, Chile · 2023 to today

Webstarted Ventures

General Partner, early stage · 2 exits

EDUCATION

VC Lab

Business administration and management · 2023

UADE

Information technology · 2006 to 2009

Universidad de Buenos Aires

Computer engineering · 1998 to 2001

E.E.T. N°2 República de Italia

Electronics technician · 1992 to 1997

Kleer

Scrum Certified Developer · 2011

2016 → TODAY

Teacher, Production Project

ORT Argentina · Yatay campus, high school

Friday mornings, with teenagers who are just starting to imagine what they can build. The entrepreneurial gene gets planted in secondary school, not after.

2012 → TODAY

Independent software consultant

Founder and principal consultant

Agile management, delivery leadership, product ownership, team building and remote management for global tech companies.

Stack: ASP.NET Core MVC, WebAPI, MongoDB, Angular.js, React, Redux, AWS, Azure, Linux. Kanban, Scrum, Jira.

2012 → 2016

Senior Software Engineer, then Team Lead

BeaconLive (formerly Cinchcast)

B2B SaaS for webinars, webcasts and virtual events for global audiences. Web players in .NET and JavaScript. I went from developer to team lead, with delivery on time and a team that stayed.

2009 → 2012

Development Manager

VMBC (now Emerios)

Developer and team lead at the same time. Teams of 20 people across Argentina and India, working to Microsoft Architects guidelines. Direct line to the owner and the business leads, turning strategy into tasks. C#, JavaScript, ASP.NET MVC.

2002 → 2008

Information Specialist, Ternium account

EDS

Ternium is the largest steel producer in Latin America (Techint Group, listed on the NYSE). Development in ASP, ASP.NET, JavaScript and SQL, plus the corporate intranet, plus managing teams across sites. Frequent travel to Venezuela and Mexico to organize teams and coordinate deployments.

1997 → 2002

Early career

Developer at Banco Río (finance, 2001 to 2002), Media Group (media, 2000 to 2001) and Infostar (1998 to 1999). Before all of that, technology trainer at Futurekids Quilmes (1997 to 1998): the first job, and already teaching.

SKILLS

Leadership. Global and cross cultural teams (Argentina, India, the United States, Venezuela, Mexico, Spain, Brazil, Colombia, China). Staff augmentation and remote team building. Startup scaling. Product ownership. Delivery lead. Agile, Scrum, Kanban.

Engineering. React, C#, .NET and ASP.NET Core, SQL, JavaScript, MongoDB, WebAPI, real time web, eCommerce. AWS, Azure, Linux, Git.

Agents and automation. Agent building, n8n, MCP servers, Claude Code, Cursor, Ollama, ComfyUI. Applied to talent evaluation and team design.

Business. LatAm talent strategy, VC relations, partnerships, early stage investing and mentoring.

LANGUAGES

Spanish, native. English, C1 and full professional.

THINGS I BUILD ON THE SIDE

CarusOS

Open source multi-threaded OS for ESP32-S3 with touch displays, on LVGL 9. MIT.

Anonimizar

Desktop app that anonymizes Spanish legal documents, fully local, before they reach a language model.

Wine & Sorcery

Retro point-and-click adventure about wine and magic, built in Godot 4.

TEACHING AND SPEAKING

ORT Argentina, high school, since 2016.
Teaching assistant at UADE, 2008 to 2010.
Webstarted Academy, 38,000+ members. Talks on startup culture, distributed teams and hiring.
Startup Sessions podcast, 43+ episodes.