



JOHANNES GEBERLIN

Product & Engineering Lead EMEA & APAC

+4917623891341 • j.geberlin@gmail.com • <https://www.linkedin.com/in/johannes-g-063b71113/> • Dresden, Berlin, Germany

Summary

Engineering leader with 12+ years of experience scaling international teams, managing complex product lifecycles, and delivering digital solutions across automotive, logistics, and e-commerce. Proven track record in building high-performing cross-regional teams, driving DevOps transformation, and leading agile delivery for brands from Volkswagen Group. Skilled in strategic hiring, performance management, and intercultural leadership. Passionate about team development, operational excellence, and aligning engineering with business goals.

Key Achievements

- Rapid Team Expansion**
Increased recruitment by 60%, hiring 40 developers in three months.
- Onboarding Efficiency Boost**
Reduced onboarding time by 75% with AI-supported e-learning platform.
- Infrastructure Cost Reduction**
Achieved 99.9% system uptime, lowering costs by 20% with AWS optimizations.
- Low Attrition Success**
Enhanced cross-team communication, decreasing attrition to <5% in India.

Experience

Valtech-Mobility GmbH

Dresden, Germany

Product & Engineering Lead EMEA & APAC

05/2021 - Present

- Built and led international teams totaling over 110 developers, rapidly scaling teams by recruiting 40 developers within three months
- Managed full lifecycle talent processes including onboarding, retention strategies, performance evaluations, promotions, compensation, and sensitive performance reviews
- Leveraged nuanced judgment to maintain exceptionally low attrition (<5% in India vs. 20% industry and 12% company average), despite rapid growth
- Developed and implemented a structured leadership framework for 20 Technical Team Leads
- Mentored and coached Technical Team Leads in leadership skills, constructive feedback, individualized professional development, and productivity enhancement for teams of 1-5 members
- Spearheaded the 'Digital Onboarding' initiative, implementing AI-supported content creation for video and text-based learning materials
- Launched an e-learning platform with tailored learning paths (Java, Android Automotive, Operations, DevOps), significantly increasing new-hire productivity and cutting onboarding duration by 75% (from 8 to 2 weeks)
- Implemented structured knowledge transfer from Germany to India, cultivating independent, highly engaged talent capable of autonomous operations and reducing cross-regional dependency
- Personally designed and conducted intercultural trainings sessions for over 100 employees, enhancing cross-cultural communication and effectiveness
- Resolving queries and collaboration challenges across German and Indian teams
- Directed agile-driven development and delivery of mission-critical, connected-car solutions for global automotive for the brands of Volkswagen Group
- Successfully executed company-wide DevOps transformations, resulting in streamlined, zero-downtime deployments and significantly increased deployment frequency
- Managed end-to-end product lifecycles for cloud-based automotive solutions, leveraging technologies such as Java, Android Automotive, Kubernetes, and AWS
- Controlled project budgets, optimized resource allocation, and consistently delivered high ROI for all features and products
- Facilitated agile ceremonies (sprint planning, retrospectives, reviews) and conducted strategic product roadmap planning, ensuring timely, high-quality deliverables aligned closely with client needs

Experience

Relaxdays GmbH

Halle (Saale), Germany

Product Owner

06/2019 - 04/2021

- Led warehouse digitization by completely eliminating manual, paper-based workflows
- Reduced average packing time by over 60% (from approx. 2 mins to 25 secs), saving ~49 staff-hours daily and significantly enhancing operational accuracy and fulfillment speed
- Managed the complete software development lifecycle - from requirements analysis and UI design to front-end development (Angular.js, JavaScript), back-end implementation (C#), automated testing, QA coordination, and zero-downtime production rollouts
- Personally conducted on-site live tests with end-users to ensure smooth adoption and immediate usability
- Facilitated close collaboration with UI/UX design, data science, content management, and marketplace teams to align product roadmaps, manage dependencies, and prioritize high-impact, high-ROI features
- Directed technical integration and feature design across major marketplaces (Amazon, Wayfair, eBay, ManoMano, Ricardo), ensuring consistent synchronization of product data, pricing, and inventory, significantly enhancing market reach and sales efficiency
- Designed and implemented a container packaging and tracking solution, providing suppliers real-time insights into inbound logistics
- Reduced intake discrepancies and accelerated warehouse put-away processes
- Conducted regular sprint reviews and demonstrations with C-level stakeholders, ensuring continuous alignment on business objectives and validation of delivered value
- Managed rapid scaling and streamlined processes for warehouse and inventory management software during the onset of the COVID-19 pandemic amid unprecedented e-commerce growth
- Balanced pricing strategies and inventory allocation to optimize revenue, maintain availability, and ensure fulfillment continuity despite disrupted global supply chains

MSM.digital GmbH

Lübeck, Germany

Engineering Manager & Product Owner

01/2013 - 05/2019

- Led the full product lifecycle for the Managed Order Platform and multiple enterprise-grade solutions, overseeing everything from discovery and requirement gathering to deployment and support
- Developed and delivered over 4 production-ready mobile and desktop applications within budget and timeline using C#, Xamarin, and WPF
- Owned the product roadmap and backlog, writing 100+ detailed user stories focused on core features, scalability, and error handling
- Managed distributed Scrum teams (Germany & India)
- Spearheaded AWS cloud infrastructure setup, achieving 99.9% system uptime while reducing infrastructure costs by ~20% through the adoption of reserved instances and architecture optimizations
- Managed and mentored a team of 9 cross-functional developers
- Conducted regular 1:1s, set performance goals, provided feedback, and handled compensation and promotion discussions
- Supported underperformers through coaching and structured improvement plans
- Designed and maintained robust, scalable databases (MySQL, MS SQL, SQLite), achieving 99.5%+ data accuracy
- Integrated backend systems with front-end solutions to deliver seamless user experiences
- Partnered closely with UI/UX teams, QA, and business stakeholders to align product goals with business needs
- Consistently met release targets and ensured a high level of user satisfaction across internal and external clients

Tracto-Technik GmbH & Co. KG

Lübeck, Germany

Working Student

11/2011 - 08/2012

German Federal Armed Forces

Rendsburg, Germany

Communications Electronics Engineer (Sergeant)

07/2002 - 06/2010

Education

University of Applied Sciences Lübeck

Lübeck, Germany

Bachelor of Science - Computer Science / Software Engineering

2012

Languages

English Proficient ●●●●●

German Advanced ●●●●●

Russian Advanced ●●●●●

Skills

Team Leadership · Decision-making · Budget & Resource optimisation · Agile · Technical Product & Project Management · Your Skill · Automated Testing · AWS · C# · ECommerce · E-Learning · Java · JavaScript · Kubernetes · Scrum · SQL · .NET · Android Automotive · Mobility · Logistics & Last-Mile