

As a seasoned software engineering leader with over a decade of industry experience, I have honed my skills in mentoring teams towards sustainable success and have a track record of improving engineering practices. My success in leading and scaling a senior engineering team at a start-up gave me invaluable experience, which I have built upon at a rapidly growing enterprise in the renewables sector. Here, I have driven strategic cross department change initiatives about software delivery/release engineering and have used lateral leadership to influence organizational practices and communications. I am curious, grounded, and visionary and strive to be a decent human being in all aspects of my life.

## Work Experience

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<b>Fronius International GmbH</b> Thalheim bei Wels, Austria	<b>Manager of Process, Methods &amp; Tools</b> HSE, RnD, BU Solar Energy	<b>Jun 2021 – Present</b>
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Leader and line manager of two distributed teams (15 direct reports). One team focuses on IoT DevOps tooling, one on agile coaching. My responsibilities include team growth, deliveries, budget, appraisals, and technical direction.

- Grew the *DevOps Platforms* development team from 2 to 6 developers and established a clear mission – delivery, configuration, and analytics as a service – to **improve resilience and ownership**
- Introduced **better engineering practices** that improved quality and enable us for decentralized operations
- Drove cross department initiatives where we established nightly build integrations and bi-weekly alpha deliveries for all IoT teams, **reducing their change lead time** by more than 50%
- **Levelled up the agile practices** of our organization by shaping an *Agile Coaching team* out of scrum masters and redefining the role description (agile coaches guide >15 distributed teams)
- Co-founded a company-wide *Community of Practice* around DevOps and software delivery with the goal to reduce redundancies through **improved cross department communications**
- Successfully used platforms like town hall meetings and internal developer summits to **form alliances** via presentations about our initiatives in front of 100-200 employees

<b>EUVIC Software GmbH</b> Vienna, Austria	<b>Teamlead Software Development</b> Development Department	<b>May 2020 – May 2021</b>
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Line manager of a team of 10 developers and responsible for modernizing the development and delivery methods as the company was transitioning from a project to a product business model

- Restructured the development team for focus and impact by forming ‘delivery teams’ around products, introducing elements of Scrum, and hiring two senior developers and one tester
- Introduced practices like CI/CD, code reviews, automated testing, and coached developers to take ownership of the engineering quality resulting in significantly fewer defects and time spent on feedback cycles (~4x)
- Improved the security of the product-platform by managing an external security review/pen-test and overseeing the implementation of the countermeasures for the vulnerabilities
- Met important deadlines for a crucial project via monitoring velocity data and estimating delivery times

<b>Tablet Solutions GmbH</b> Vienna, Austria	<b>Development Lead</b> (start-up)	<b>Nov 2016 – Mar 2020</b>
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Development lead for the team building the cloud-based workforce management solution [workheld.com](https://workheld.com), responsible for the team, development process, and delivery of projects and features

- Grew the development team from 2 to 6 and established a hiring process
- Built out practices like CI/CD, automated testing, code reviews, release toggles, logging, and alerting that enabled automated bi-weekly releases and fast response times to defects
- Sped up critical user interactions ~200x by redesigning the data synchronization flow
- Championed a product customization strategy that was essential for scaling the business model

**Tablet Solutions GmbH**

Vienna, Austria

**Senior Developer, Web & Mobile**

(start-up)

**Aug 2016 – Oct 2016**

Contributing to the mobile and web apps of the 'Industry 4.0' platform [workheld.com](http://workheld.com)

- Successfully finished the MVP version of the product on time to extend our runway
- Began as one of the first two engineers and was promoted to Lead Developer after three months

**The diamond dogs:group/Emakina CEE** **Software Developer**

Vienna

Development Department

**Jan 2011 – Jul 2016**

IC for various projects in one of Austria's biggest digital agencies – mostly web/full-stack and mobile – and co-maintainer of the company's CI/CD toolchain

**Eurofunk Kappacher GmbH**

St. Johann im Pongau, Austria

**Software Developer Intern**

Development Department

**Summer 2010**

Successfully designed and implemented a camera control interface for airport security of major German airports

## **Skills**

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<b>People &amp; Leadership</b>	1-1s, coaching, mentoring, hiring, interviews, leading distributed teams, career frameworks, team alignment, OKRs, Team Topologies, rapid growth companies
<b>Engineering Practices</b>	DevOps, CI/CD, DDD, BDD, OOP, SOA, RESTful, API Design, Trunk Based Development, Feature Toggles, DORA metrics, cloud native, containers
<b>Product Development</b>	Agile, Scrum, Kanban, SAFe, SaaS products, release management, requirements engineering, configuration management, product mindset
<b>Soft Skills</b>	Calm personality, empathic, approachable, sense of humour, visionary

## **Languages**

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<b>German</b>	Native (C2)
<b>English</b>	Proficient (C1)
<b>French</b>	Basic (A1)

## **Education and Certifications**

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- **Certified SAFe® 5 Agilist**, Scaled Agile, Inc. **2021**
- **Certified Scrum Master**, Agile Alliance **2018**
- **Software Engineering**, University of Applied Sciences Upper Austria, Hagenberg (no degree) **2006 - 2010**
- **BG/BRG Gmunden** **1997 - 2005**

## **Personal**

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Besides spending time with my family, I like to read about technology, leadership, and history. I also get myself excited over team-sports and try to find new personal challenges with mountain biking. I prefer to be outside for all of those activities.