

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. Overall, 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 2 teams (15 ppl, distributed). Responsibilities include team growth, deliveries, budget, appraisals, and technical direction.

- Grew the *DevOps Platforms* team from 2 to 6 developers and established a clear mission to **improve resilience and ownership**
- Introduced **better engineering practices** that improved quality and enable us for decentralized operations
- Established nightly build integrations and bi-weekly alpha deliveries for teams using our platforms that **reduced their cycle time** by more than 50%
- **Influenced the agile mindset** of our organization by shaping an *Agile Coaching* team out of scrum masters (that coach >15 distributed teams and ~200 engineers)
- Co-founded a *Community of Practice* around DevOps and software delivery 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

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<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

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<b>Tablet Solutions GmbH</b> Vienna, Austria	<b>Lead Developer</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](#)

- Grew the development team from 2 to 6 and established a hiring process
- Built out practices like CI/CD, automated testing, code reviews, 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 [workheld.com](http://workheld.com) – a cloud-based workforce management solution

- 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 for ASP.NET, WPF and mobile
- Co-maintainer of the CI/CD toolchain

**Eurofunk Kappacher GmbH**

St. Johann im Pongau, Austria

**Software Developer Intern**

Control Room Software

**Summer 2010**

- 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, Kubernetes
<b>Product Development</b>	Agile, Scrum, Kanban, SAFe, SaaS products, release management, requirements engineering, configuration management
<b>Soft Skills</b>	Calm personality, empathic, approachable, sense of humor, 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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| • <b>Certified SAFe® 5 Agilist</b> , Scaled Agile, Inc.   | <b>2021</b>        |
| • <b>Certified Scrum Master</b> , Agile Alliance  | <b>2018</b>        |
| • <b>Software Engineering</b> , University of Applied Sciences Upper Austria, Hagenberg (no degree) | <b>2006 - 2010</b> |
| • <b>BG/BRG Gmunden</b>   | <b>1997 - 2005</b> |

**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.