

As a seasoned software engineering leader with over a decade of industry experience, I am adept 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 and 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

Fronius International GmbH	Engineering Manager / Teamlead	Jun 2021 – Present
Thalheim bei Wels, Austria	HSE, RnD, BU Solar Energy	

Leader and line manager of two distributed teams (15 direct reports). One team is about DevOps platform engineering, the other about 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 product mindset and a clear mission to **improve resilience and ownership**
- Introduced **better engineering practices** that improved quality and enable decentralized operations
- Drove cross department initiatives to establish 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

EUVIC Software GmbH	Teamlead Software Development	May 2020 – Apr 2021
Vienna, Austria	Development Department	

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 around product teams, introducing elements of Scrum, and hired 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 an important deadline for a crucial project via monitoring velocity data and estimating delivery times

Tablet Solutions GmbH	Development Lead	Nov 2016 – Mar 2020
Vienna, Austria	(start-up)	

Development lead for the team building the cloud-based workforce management solution 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 incidents
- 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

- Successfully finished the MVP version of the product on time to extend our runway
- Started as one of the first two engineers and became Lead Developer within 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

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

Languages

German	Native (C2)
English	Proficient (C1)
French	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

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.