

Software engineering leader with over a decade of industry experience. I thrive in rapid growth environments and have been described as curious, grounded, and visionary. I am skilled at motivating and mentoring teams towards sustainable success and have a track record of improving engineering practices at both team and organizational levels.

Work Experience

Fronius International GmbH Thalheim bei Wels, Austria	Manager of Process, Methods & Tools HSE, RnD, BU Solar Energy	Jun 2021 – Present
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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 enable us for decentralized operations
- Established nightly build integrations and bi-weekly alpha deliveries of our IoT software bundle that **reduced cycle time** for IoT teams 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

EUVIC Software GmbH Vienna, Austria	Teamlead Software Development Development Department	May 2020 – May 2021
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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 feature delivery times

Tablet Solutions GmbH Vienna, Austria	Lead Developer & Scrum Master (start-up)	Nov 2016 – Mar 2020
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Development lead building the cloud-based 'Industry 4.0' 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
- Oversaw two general rewrites of the web app and several major refactoring of the mobile apps that sped up critical user interactions around 200x
- Architecting a product customization strategy around feature toggles that was crucial for scaling in our market

Tablet Solutions GmbH

Vienna, Austria

Senior Developer, Clients

(start-up)

Aug 2016 – Oct 2016

Contributing to the mobile and web apps for the MVP of 'WorkHeld', a cloud-based Industry 4.0 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

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, Kubernetes
Product Development	Agile, Scrum, Kanban, SAFe, SaaS products, release management, requirements engineering, configuration management
Soft Skills	Calm personality, empathic, approachable, sense of humor, 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.