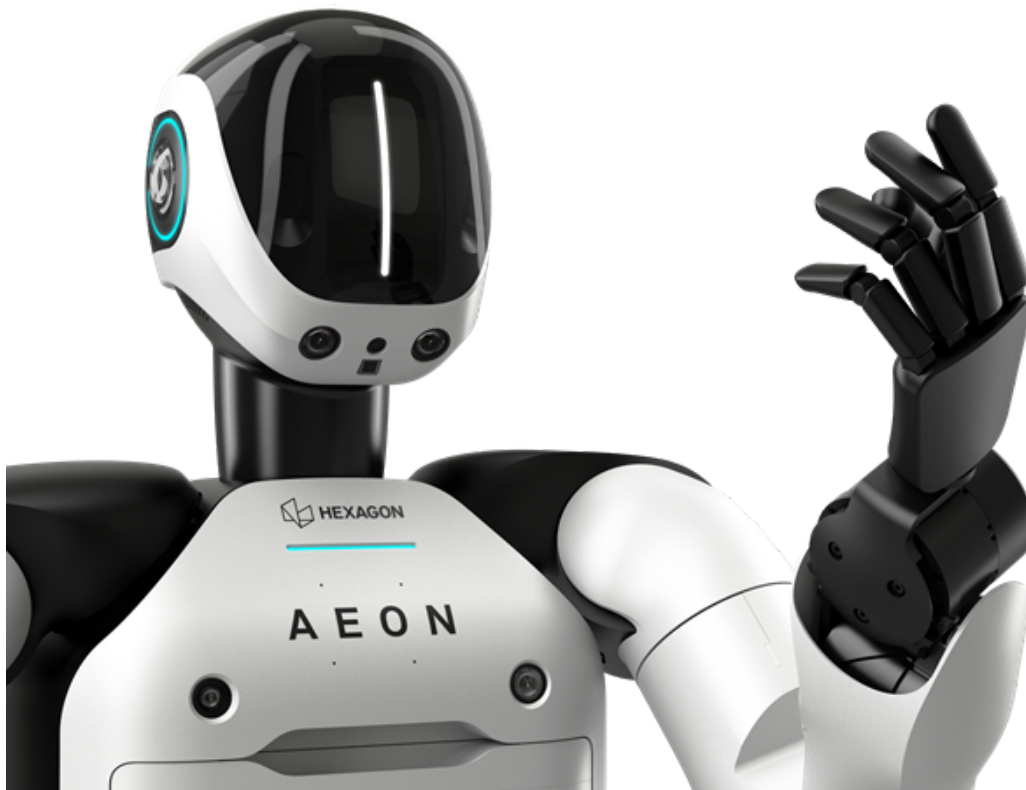




Logistics Manager (f/m/d)

100% Zürich

Hexagon Robotics is a division of Hexagon – a global leader in precision measurement. The division develops humanoid robots for industrial sectors to address labor shortages and accelerate the transition from automation to autonomy. Our first humanoid, AEON, was launched in June 2025 and is already in pilots with five customers.

Hexagon Robotics builds humanoid robots for logistics centres and factory environments. We are a team of ~120 people, in late-pilot stage and approaching our first commercial deliveries across Europe. Our logistics function is being built now – and this role is the person who builds it.

About the Role

This is a mid-level role with real ownership. You will design and run the logistics function at Hexagon Robotics – from processes, through documentation to carrier relationships and cross-border shipment orchestration, and you will manage a small team of 1–2 logistics coordinators who handle the physical operations side.

In the near term, the priority is getting our processes, documentation, and compliance infrastructure in place before commercial deliveries begin. That means import/export frameworks, dangerous goods handling, Carnet ATA, and customs processes – built properly, not patched together.

Over time, your scope grows with our delivery volume: owning carrier and freight partner relationships, optimising shipment costs, and coordinating complex, time-sensitive deployments across Europe.

This is a role for someone who wants to build the business function, rather than inherit a finished one.

Your Mission

Compliance and documentation

- Own and build the import/export compliance framework – customs declarations, labelling requirements, and Carnet ATA documentation
- Manage dangerous goods shipments in line with applicable regulations (IATA/ADR) and ensure the team is trained and compliant
- Design and formalise the logistics processes that do not yet exist – documentation standards, handover protocols, compliance checklists
- Work closely with Operations, Procurement and Finance to ensure logistics processes are integrated with purchasing, finance, and ERP workflows

Team management

- Manage 1–2 Logistics Coordinators responsible for physical operations – packing, shipment preparation, inventory, and field support
- Set clear expectations, provide day-to-day direction, and develop your team's capabilities over time
- Be the escalation point when shipments are complex, time-sensitive, or non-standard

Carrier and shipment orchestration

- Identify, evaluate, and manage the right carrier and freight partners for our shipment profile
- Compare transport options and costs to find the best solution for each shipment type and route
- Coordinate complex, multi-country shipments as our delivery volume scales across Europe

Your Skillset

You have meaningful experience in international logistics – ideally in a hardware, manufacturing, or deep-tech environment – and you understand the compliance and documentation layer, not just the physical operations side.

- 5+ years of experience in logistics, supply chain, or operations – with clear exposure to international shipping, customs, and compliance
- Solid working knowledge of import/export documentation, dangerous goods regulations (IATA/ADR), and customs processes – including Carnet ATA
- Experience managing or coordinating a small team – you know how to set direction, give feedback, and develop people
- Strong process instincts – you build things that work at scale, not just for today
- Comfortable operating in an early-stage environment where the playbook is still being written
- Fluent in English and German; additional European languages are a plus

Nice to Have

- Experience with ERP or logistics management systems
- Background in robotics, industrial hardware, or precision equipment logistics
- Familiarity with EU AI Act, CE marking, or other regulatory frameworks relevant to hardware deployment

- Spot inefficiencies and structural risks in the logistics chain before they become operational problems

Procurement

- Close collaboration with our Procurement Manager, and becoming their back-up for holidays / sickness (as they will be your back-up, too)

What You'll Get

- Real ownership of a function being built from the ground up – with the autonomy to do it properly
- A team to manage and develop as the function scales toward hundreds of robot deliveries per year
- Close collaboration with Engineering, Product, and Commercial teams – logistics is a critical enabler of every customer deployment
- The chance to do genuinely hard, meaningful work at a company building something that matters
- Flexible working hours for real work–life balance
- Bonus system and strong pension contributions
- A warm, international team built on respect, flat hierarchy, and direct communication

Great robots need great people.

Apply Now

Contact

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