



Delivery Program 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.

We are looking for a **Delivery Program Manager** to own the cross-functional execution of complex customer opportunities / customer programs. In this role, you will translate an agreed scope into one integrated program across Commercial, Product, Engineering, Field Application Engineering, customers, and external partners.

This role is about creating clarity, alignment, momentum, and accountability in high-stakes customer programs for the agreed scope, dependencies, technical risks and organizational complexity. You will help us turn won opportunities into executable plans and repeatable delivery patterns.

Your Mission

- Lead internal and customer kickoffs for complex Early Access Programs and complex customer deployment programs
- Define overall program structure, workstreams, milestones, owners, dependencies, and decision points
- Align Commercial, Product, Engineering, Field Application Engineering, and

Your Skillset

- Bachelor's or Master's degree in Engineering, Industrial Engineering, or a related field, with a focus on systems integration, operations, and cross-functional program delivery
- A minimum of 5 years of experience in technical program management, systems delivery, customer program leadership,

customer stakeholders on scope, sequencing, and expected outcomes

- Coordinate external partners and third-party dependencies once the technical path is approved
- Develop and Maintain the integrated program execution plan, timeline, RAID log, and decision log
- Surface risks, blockers, scope ambiguity, and dependency conflicts early and drive escalation where needed
- Drive recurring cross-functional program cadences and ensure actions are assigned and closed
- Ensure customer commitments, technical work, and internal priorities remain aligned throughout execution
- Manage scope visibility and change control: what is in scope, what is not, and what requires a formal decision
- Track progress against milestones, success criteria, and readiness gates for lab, pilot, and deployment phases
- Prepare clear status reporting for internal leadership and customer stakeholders
- Coordinate handoffs between teams across phases
- Ensure unresolved product gaps, technical decisions, and partner issues are visible to the right owners
- Capture program learnings, execution patterns, and failure modes for reuse in future programs

robotics, industrial automation or a comparable cross-functional execution role

- Experience with complex hardware-software systems, robotics, industrial automation, machine vision, or AI-enabled products
- Experience with pilots, early access programs, or customer-specific deployments
- Experience coordinating external partners and third-party integration workstreams
- Familiarity with execution in industrial customer environments
- Strong ability to structure ambiguous work into executable plans
- Experience managing programs with multiple stakeholders, dependencies, and external interfaces
- Excellent judgment on risk, sequencing, escalation, and scope control
- Strong communication skills across technical and non-technical audiences
- Ability to create clarity and accountability without formal authority over every team involved

What You'll Get

- Flexible working hours and a hybrid model for real work-life balance
- Generous vacation: 25–30 days depending on age
- CHF 500 mobility credit for sustainable commuting
- Bonus system & strong pension contributions
- Tailored training & development opportunities
- Relocation support for a smooth start
- Discounts on health, mobility & entertainment
- Team events and a flat hierarchy where your voice counts

- A warm, international culture built on respect and collaboration

Great robots need great people.

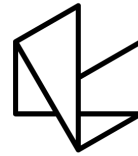
Apply Now

Contact

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Hexagon Robotics

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