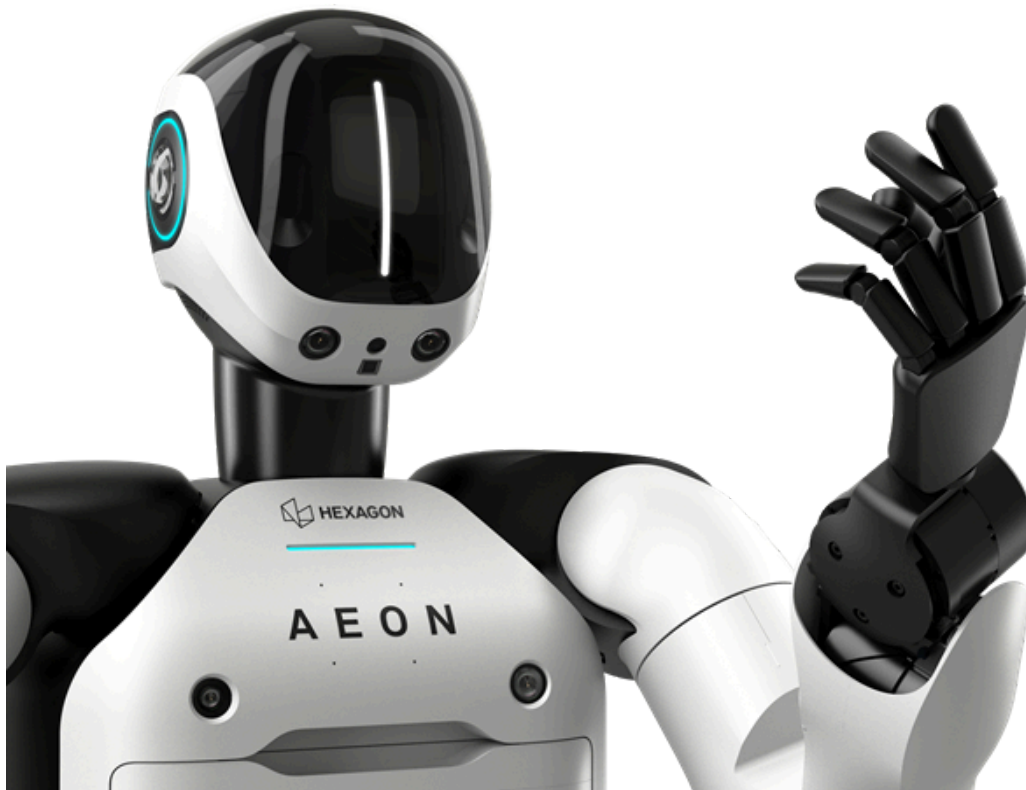




Engineering Manager, Mechanical Engineering

100% Zürich

Hexagon Robotics is a division of Hexagon – a global leader in precision measurement. Established in 2025, Hexagon Robotics develops humanoid robots for industrial sectors to address labour shortages and enable the transition from automation to autonomy. The first humanoid product, AEON, was launched in June 2025 and combines agility, awareness, spatial intelligence and versatility to provide a market-leading solution for automotive, transportation, aerospace, manufacturing, and logistics customers.

We are looking for an **Engineering Manager** to lead and grow the team behind the mechanical development of our robots. You are designing hardware yourself while developing the engineers in your team, aligning objectives with company goals, and keeping collaboration tight across electronics, robotics, and production teams.

Your Mission

- **Build a best-in-class mechanical engineering team:** Lead and grow the team developing our robot's mechanical systems, including structures, housings, joints, actuator integration, thermal management and cable routing.
- **Plan and drive execution:** Translate product and system needs into clear team objectives, milestones and achievable delivery plans together with Product Owners.

Your Skillset

- **Proven people leadership experience:** Experience as a Team Lead, Engineering Manager, or Tech Lead with people responsibility, including coaching, feedback, and career development.
- **Strong hands-on mechanical engineering background:** Solid experience with 3D CAD, technical drawings, tolerance analysis, material selection, prototyping, and manufacturing

- **Own the mechanical engineering roadmap:**

Partner with the Tech Lead to define the technical direction and roadmap, align the mechanical engineering architecture and enable sound engineering decisions.

- **Lead and develop the team:** Drive hiring, onboarding, 1:1s, feedback, performance and career development while fostering a healthy team culture and removing obstacles.

- **Drive cross-functional collaboration:** Work closely with electronics, firmware, QA, product, systems, manufacturing and supply chain to deliver production-ready, manufacturable and serviceable hardware.

- **Continuously improve engineering practices:** Define and improve engineering processes, CAD/PDM standards, design guidelines, prototyping and validation methods, documentation and management of technical debt.

- **Commitment to delivery:** Lead the team in delivering high-quality, reliable mechanical designs through structured design reviews, sound engineering practices and systematic verification and validation.

processes.

- **Proficiency with CAD:** Experience with CAD/PDM systems, engineering change processes, BOM management, and technical documentation in a professional product-development environment. Experience in NX is plus.

- **Proven track record in multidisciplinary hardware development:** Experience bringing complex physical products from concept through industrialization and series production, including relevant regulatory requirements.

- **Ability to lead through influence:** Facilitate technical discussions, listen actively, create clarity, align stakeholders, and empower the Tech Lead and engineers to make sound decisions without micromanaging.

- **Strong mechanical engineering practices:** Good understanding of design reviews, DfM, tolerance management, verification and validation, root-cause analysis, and production readiness.

- **Strong communication and organizational skills:** Set clear direction, align priorities, and drive execution across multiple stakeholders and teams.

- **Pragmatic, delivery-oriented mindset:** Balance speed and cost with quality, manufacturability, reliability, and long-term maintainability.

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.

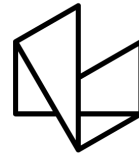
Apply Now

Contact

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HEXAGON

Hexagon Robotics

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