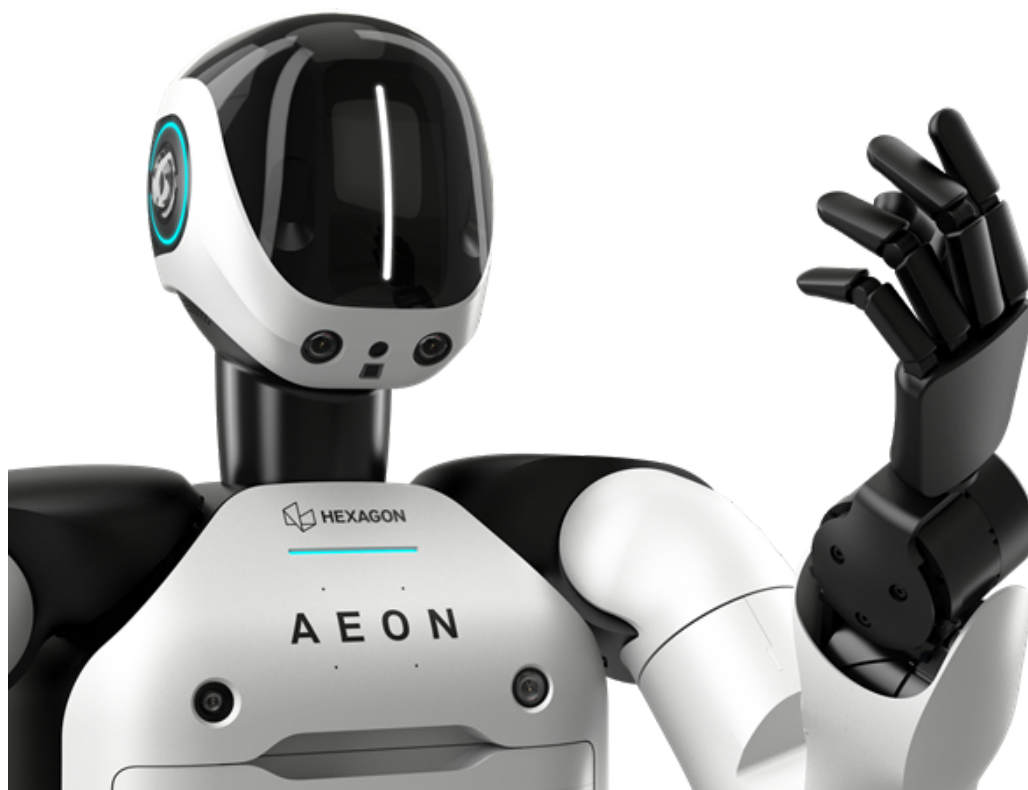




Team Lead Physical AI (f/m/d)

100% Zürich

We're hiring a Team Lead Physical AI to lead a team that turns human demonstrations into reliable manipulation skills on our humanoid platform. You will own the path from teleoperated demonstration to deployed policy: how we collect data, what we train on it, and how we prove it works on real robots in real customer environments.

This is a leadership role with a hands-on core. You will hire, mentor, and manage the team and own its roadmap, while staying technically involved across our imitation learning stack.

Your Mission

- **Build and lead a high-performing team** — recruit, mentor, and grow a team of ML engineers and researchers. Set a culture of rapid experimentation with rigorous evaluation, and keep the team's roadmap honest about what is research and what is delivery.
- **Lead the technical development of visuomotor policies** — build the technical roadmap, prioritize directions for improvement, review experiments and

Your Skillset

Must-have

- Deep, hands-on expertise with ML research and development (PhD, MSc, or equivalent industry experience)
2+ years experience managing or technically leading a team (hiring, roadmapping, mentoring), with the appetite to keep doing both people and technical work
- Professional experience training and deploying ML models, with strong Python

code, unblock the team, and take on the hard problems yourself.

- **Set the bar for evaluation** — build real-robot and simulation evaluation protocols with enough statistical rigor to support go/no-go decisions.
- **Establish regression testing** so improvements are measurable and failures are diagnosable.
- **Ship models into production** — work closely with the Product, MLOps, Controls, and Hardware teams to deploy policies on our robots in challenging customer environments, and to close the loop on failures observed in the field.
- **Leverage and build partnerships** — co-engineer with strategic partners to accelerate development and stay at the frontier. Help build new strategic partnerships and academic collaborations.

and deep learning framework skills (PyTorch)

- Practical experience managing and scaling datasets
- Track record of translating research into working systems (papers + shipped product/demo)
- Comfort operating in a fast-paced startup-like environment inside a larger organization

Strong advantage

- Experience with imitation learning and/or reinforcement learning for robotic manipulation
- Experience with robotic manipulation on humanoid, bimanual, or mobile manipulation platforms
- Experience with teleoperation systems and the tooling around them
- Familiarity with diffusion and flow-matching policies, action chunking, and modern VLA architectures
- Distributed training at scale and mature experiment tracking practice
- Publications or visible contributions in imitation learning, embodied AI, or robot learning

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

Dylan Maher

Talent Partner

E-Mail: dylan.maher@hexagon.com



Hexagon Robotics

Räffelstrasse 26, 8045 Zürich

<https://robotics.hexagon.com/>