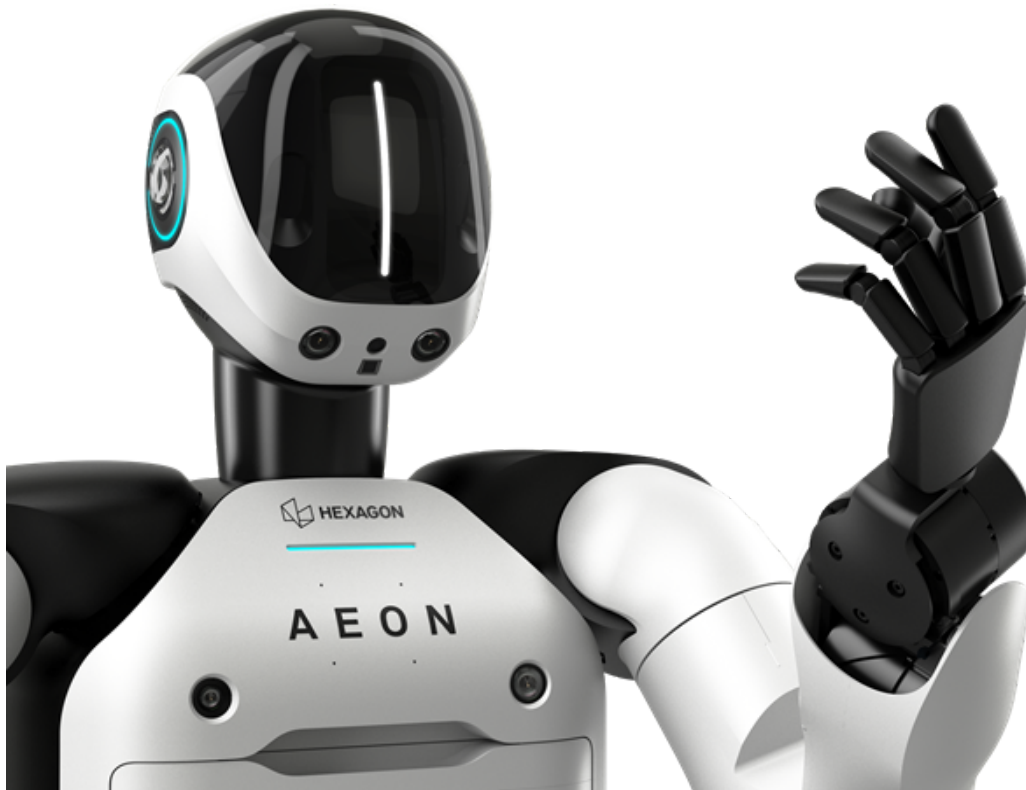




Engineering Manager Software (f/m/d) - Simulation

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 labor 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.

As **Engineering Manager Software** for **Simulation**, you will lead the team building the virtual environments, tooling, and workflows that help bring AEON from concept to reliable industrial deployment. This role combines hands-on software engineering with people leadership, giving you the opportunity to shape a high-impact simulation platform while enabling state of the art robotics teams to develop, test, and validate faster.

Your Mission

- Lead and grow a team of simulation engineers who build and maintain the simulation platform and tooling for the robotics organization
- Be a hands-on player/coach: contribute to design and implementation yourself (primarily Python, with simulation engines such as Nvidia Omniverse / Isaac Sim or

Your Skillset

- MSc or PhD in Robotics/Computer Science or related field
- Proven line management experience (e.g., team lead / engineering manager / tech lead with people responsibility), including coaching, feedback, and supporting career growth

Gazebo), while enabling the team to deliver sustainably

- Own the simulation roadmap: translate the needs of robotics domain teams (control, perception, manipulation, mission) into clear team objectives, milestones, and an achievable delivery plan
- Drive complex system integrations across multiple technology stacks to continuously enhance the simulation platform's fidelity and usability
- Own the engineering management fundamentals: hiring support, onboarding, 1:1s, feedback, performance and career development, and building a healthy team culture
- Evaluate build-vs-buy decisions: determine when to implement solutions in-house and when to collaborate with third-party vendors (e.g., Nvidia) to accelerate the platform
- Drive high quality and reliability of simulation software through code reviews, engineering best practices, and automated testing
- Remove obstacles and drive resolution of cross-system issues that span simulation, CI/CD, and robotics subsystems
- Strengthen collaboration with cross-functional stakeholders (robotics engineers, DevOps, product, systems) to ensure the simulation platform meets evolving development and validation needs
- Continuously improve how the team works: process, tooling, observability, and pragmatic technical debt management

- Experience and interest in roadmap planning for your team. You initially own this.
- Strong hands-on software engineering background with production experience in Python on Linux. you understand not only how to write Python code but also how to package and deploy it
- Experience with simulation or game engines and related tooling (preferably Nvidia Omniverse / Isaac Sim; alternatively Unreal, Unity, or Gazebo) and familiarity with typical tasks when working with 3D assets (OpenUSD, URDF, mesh file manipulation)
- Ability to lead through influence: facilitate technical discussions, align stakeholders, and support engineers in decision-making without micromanaging
- Solid understanding of software quality practices: code reviews, test strategies, CI/CD, debugging, and operational readiness
- Strong communication and organizational skills: you can set direction, create clarity, and keep execution moving across multiple stakeholders and teams
- A pragmatic, delivery-oriented mindset: you bring a startup mentality with focus on iterative, usable solutions for the end user while maintaining long-term platform integrity

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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