

Engineering Manager Software (f/m/d) Mission

Control

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 **Team Lead (Engineering Manager Software)** to lead, mentor, and empower a high-performing team of engineers responsible for developing the mission control subsystem of our robots. Mission Control sits at the top of the on robot stacks and acts as interface to the outside and as coordination engine for various specialized robotic systems. In this role, you will focus on growing, guiding, and enabling your team's success. You will be responsible for fostering professional growth, aligning team objectives with organizational goals, and ensuring effective collaboration across cross-functional groups.

Your Mission

- Lead and grow a team of software engineers building the Mission Control subsystem.
- Be a hands-on player/coach: contribute to design and implementation yourself

Your Skillset

- Proven line management experience (e.g., team lead / engineering manager / tech lead with people responsibility), including coaching, feedback, and supporting career growth

- (primarily C++ / Python), while enabling the team to deliver sustainably
- Partner closely with the team's Tech Lead to define technical direction, drive architectural alignment, and support sound engineering decisions
 - Plan and steer execution: translate product and system needs into clear team objectives, milestones, and an achievable delivery plan together with the product owners
 - Own the engineering management fundamentals: hiring support, onboarding, 1:1s, feedback, performance and career development, and building a healthy team culture
 - Drive high quality and reliability of mission control software through reviews, engineering best practices, and automated testing across unit, integration, and system levels
 - Remove obstacles and drive resolution of complex cross-system issues
 - Strengthen collaboration with cross-functional stakeholders (robotics engineers, researchers, QA, product, systems) to turn capabilities into production-ready, maintainable software
 - Continuously improve how the team works: process, tooling, observability and pragmatic technical debt management
- Strong hands-on software engineering background with production experience in C++ and/or Python on Linux (you're comfortable staying close to the code)
 - Experience designing and shipping complex, distributed, or real-time-ish systems with robust state handling, fault tolerance, and clear interfaces
 - Ability to lead through influence: facilitate technical discussions, stay calm, listen actively, value clarity, align stakeholders, and support the Tech Lead and engineers in decision-making without micromanaging
 - Solid understanding of software quality practices: code reviews, test strategies, CI, 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 while maintaining long-term maintainability and architecture 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.

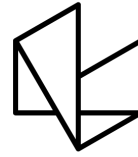
Apply Now

Contact

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