SUCCESSES

40+ Products Shipped

Enabled teams to focus on the value chain

Consolidated 30 CLI tools into 1 unified app

Bringing legacy systems to the cloud

HARD SKILLS

React/TypeScript

Python   C#/.NET   C++

Cloud architecture   AWS

DevOps   3D graphics

SOFT SKILLS

Team growth   Mentoring

Coaching   Empathy

Technical communication

Stakeholder management

Change management

Creative learning

LANGUAGES

German	Native
English	Fluent
French	Basic

CONTACT

🌐 benjamingrauer.ch

Full contact details available on request

Benjamin Grauer

Bridging Creative Vision & Technical Execution by Empowering Teams

15+	**10+**	**100+**	**2x**
YEARS EXPERIENCE	TEAMS ELEVATED	PEOPLE HIRED	ISO9001 CERTIFIED

Transforming complex challenges into elegant solutions through collaborative leadership. Inspiring engineers to ship products that matter.

PROFILE

Experienced engineering leader with 15+ years in software development, specializing in building and scaling high-performing teams. Proven track record in turning complex technical challenges into intuitive solutions, from 3D medical simulators to drone logistics platforms. Passionate about user experience, value-stream aligned development, and cultivating collaborative engineering cultures.

KEY COMPETENCES

Servant Leadership
Enabling engineers through mentorship, clear vision, and removing obstacles. Fostering environments where people and products thrive together.

Value-Stream Optimization
Aligning engineering efforts with business outcomes. Streamlining processes to maximize delivery velocity and product impact.

3D Graphics & Visualization
Specialized expertise in real-time 3D applications and medical simulation. Bridging the gap between cutting-edge graphics and practical user experiences.

What I'm Looking For

Combining technical excellence with human-centered leadership:

Empower people   Project orchestration   Creativity & growth

Honesty & playfulness   Visualization & 3D graphics

Cloud development & modern technologies   Great user experiences

Continuous delivery   Staying hands-on

EDUCATION

Masters Thesis
Surgical Planning Lab, Harvard
Medical School, Boston
2007

**Masters in Information
Technology and Electrical
Engineering**
ETH Zürich
2001-2008

COURSES

Shift-up Business Agility and Innovation Leader Workshop	2019
IREB (Requirements Engineer)	2017
Management 3.0	2016
Certified Scrum Master	2012
"Leading applied" Management Course	2012

PORTFOLIO

benjamingrauer.ch/portfolio

github.com/benschg

VOLUNTEERING

Schreibdienst *Ongoing*
Stadt Zürich

Volunteer *Ongoing*
Nachbarschaftshilfe Kreis 9

BEYOND WORK

Family & Life
Devoted husband and father

Sports & Fitness
Triathlon & winter swimming

Adventures
Travel, diving & hiking

Hobbies
3D animations, cooking, reading, crafting & video games

WORKING EXPERIENCE

Head of Applications and Frameworks *Verity AG, 2023-2025*
Led three teams across the software organization. Unified 30 CLI tools into one intuitive web app. Championed cross-functional collaboration between hardware, firmware, and software teams. Established skills hubs fostering domain knowledge sharing across the organization.

Head of Software *9T Labs AG, 2021-2023*
Built fibirfy Production cloud platform and fibirfy Design Suite for carbon fiber manufacturing. Mentored a team of software engineers from scratch, establishing coding standards and DevOps practices including CI/CD pipelines. Collaborated with mechanical engineers and material scientists to translate complex requirements into intuitive solutions.

Head of Data Services *VirtaMed AG, 2017-2020*
Connected global simulator fleet to cloud with GDPR-compliant IoT platform. Designed cloud-native architecture for real-time monitoring of simulator health and usage analytics across hospitals worldwide. Led nearshoring partnerships within the EU and created Power BI dashboards providing actionable insights for sales, support, and product teams.

Engineering Manager *VirtaMed AG, 2011-2017*
Shipped 40+ products. Built and led engineering teams across framework, QA, DevOps, UI/UX, 3D artists, and gameplay programmers.

Software Engineer *VirtaMed AG, 2008-2011*

Software Developer Internship *Cymicon, New Zealand, 2007*

SIDE PROJECTS

DocuGap - AI-powered document change analysis and categorization tool
docugap.com

AI Mosaic Studio - AI-powered photo-to-mosaic transformation tool
mosaic-studio.0verall.com

Orxonox - Open-source 3D space shooter game & engine
orxonox.net

INDUSTRIES

Medical simulation - 40+ products shipped: flight simulator equivalents for endoscopic procedures

Drone logistics - Autonomous warehouse systems

Advanced manufacturing - 10+ clients: carbon fiber 3D printing for aerospace, medical, luxury, transport and more

Compliance - Document change management systems

Game development - Open-source 3D engines

REFERENCES

Chester Houwink
COO, 9T Labs AG

Stefan Tuchschmid
CEO and Co-Founder, Scanvio Medical AG

Contact details available on request

PROFESSIONAL EXPERIENCE — DETAILED

This section expands on the career overview with in-depth descriptions of responsibilities, achievements, and impact at each position.

Head of Applications and Frameworks
2023-2025

Verity AG

Member of a team of 5 dev heads responsible for leading 70+ engineers across the software organization. Focused on leveling up user experience and simplicity of applications throughout the entire product lifecycle and streamlining teams toward client-oriented impact. Successfully spearheaded value-stream aligned teams and transformed 30 CLI tools into one intuitive web application for rollout. Championed cross-functional collaboration between hardware, firmware, and software teams to deliver integrated drone logistics solutions. Established skills hubs fostering knowledge sharing and professional growth across the organization.

- Initiated value stream-oriented development with lean agile cross-functional/full stack teams
- Introduced product managers in each value-stream team
- Led skills hubs to build up knowledge sharing groups
- Redefined UX standards with engaging 3D visualizations improving the ease of use of the system
- Transformed stack of 30 CLI and mixed technology tools into one intuitive single page web application

Head of Software
2021-2023

9T Labs AG

Software Lead for CAD Solutions, Cloud App Development, Architecture, DevOps and IT Services. Responsible for planning and development of fibirfy Production cloud platform and fibirfy Design Suite 3D manufacturing design tool. Customized solutions for 10+ clients in aerospace, medical, luxury, and ground transport domains. Improved workflows from team collaboration to planning tools, retrospectives, and managed service integrations. Built and mentored a team of software engineers from scratch, establishing coding standards and development practices. Drove the adoption of modern DevOps practices including CI/CD pipelines, infrastructure as code, and automated testing. Collaborated closely with mechanical engineers and material scientists to translate complex manufacturing requirements into intuitive software solutions.

- Customized solutions for 10+ clients in aerospace, medical, luxury, and ground transport
- Built fibirfy Production cloud platform
- Developed fibirfy Design Suite for 3D manufacturing
- Implemented DevOps automation for multiple teams
- Managed IT infrastructure and SAAS integrations
- Coached young developers in software engineering best practices

Head of Data Services

VirtaMed AG

Entrusted with development lead of VirtaMed's data services, aiming to interconnect simulators globally, manage updates remotely, and store training results in centralized databases in strict compliance with data protection regulations. Managed digitalization IoT project with nearshoring team. Designed and implemented a cloud-native architecture enabling real-time monitoring of simulator health and usage analytics across hospitals worldwide. Led the evaluation and establishment of nearshoring partnerships within the EU, successfully integrating remote teams into the development workflow. Created comprehensive Power BI dashboards providing actionable insights for sales, support, and product development teams.

- Evaluated and established near-shoring partnerships within EU
- Unified deployment pipeline across all products
- Implemented GDPR compliant data management system
- Created comprehensive data analytics dashboards
- Enabled remote management of global simulator fleet
- All standard products now communicate with cloud

Engineering Manager

VirtaMed AG

2011-2017

As member of management, built up several teams across R&D department. Re-organized entire development team along value stream. Led more than 20 people and helped hire many more throughout the company. Built teams for framework developers, testers, dev-ops engineers, UI/UX professionals.

- Shipped 40+ products: standard simulators and customized industry solutions
- Built and led teams of 20+ engineers
- Established manual testing team integrated into all teams
- Built gameplay development team with 3D artists and researchers
- Created DevOps/deployment infrastructure with team of three
- Expanded UI/UX team to four people for customization needs
- Managed company IT infrastructure and crucial services

Software Engineer

VirtaMed AG

2008-2011

Expanded doctorate thesis framework to enable ease of use for modelers and non-technically experienced people. Ported multi-threaded application to Windows, built versatile interface for parsing models, animations, and scripts.

- Ported multi-threaded application to Windows
- Built versatile scripting and parsing interface
- Crafted first UI using Qt and later WPF
- Defined coding guidelines for C++, C#, and Python