

# BENJAMIN GRAUER

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DATE OF BIRTH: **April 9<sup>th</sup> 1980**  
STATUS: **Happily married with one kid**  
PLACE OF ORIGIN: **Degersheim (SG) / Swiss resident**

*Ever since I discovered programming, I felt the urge to play, craft, create, to shape solutions and to make new things possible, to have an impact on the world with a group of people that I love to share my enthusiasm with.*



## EXPERIENCE HIGHLIGHTS [OVERVIEW ONLY, DETAILS ATTACHED]

- Initiator for a value stream-oriented development setup with lean agile cross-functional teams. In the new setup the teams were more efficient, identified more with their range of products and had more autonomy overall.
- Build-up diverse teams for dev-ops, testers, framework, web-technology, UI/UX engineers and cross-functional, value-stream oriented teams.
- Steer projects into a modern eco system with the right infrastructure, user experience to enable higher users and clients value propositions and satisfaction.

PRACTICAL EXPERIENCE	SUPPORTING GROWTH PATH
<b>2023 – TODAY</b> <b>Head of Applications and Frameworks, VERITY AG</b> <i>Member of a team of 5 dev heads. My focus: leveling up the user experience and simplicity of applications throughout the entire product lifecycle and streamline teams toward client-oriented impact.</i>	<b>MAY 2019</b> <b>Shift-up Business Agility &amp; Innovation Leader, JURGEN APPELO</b>
<b>2021 – 2023</b> <b>Head of Software, 9T LABS AG</b> <i>Software Lead for CAD Solutions, Cloud App Development, Architecture, DevOps and IT Services</i>	<b>MAY 2017</b> <b>IREB (REQUIREMENTS ENGINEER), ZÜHLKE</b>
<b>2017– 2020</b> <b>Head of data services, VIRTAMED AG</b> <i>Managing and coordinating digitalization IoT project with a nearshoring team</i>	<b>MAY 2016</b> <b>Management 3.0, PRAGMATIC SOLUTIONS</b>
<b>2011 – 2017</b> <b>Engineering Manager, VIRTAMED AG</b> <i>As a member of the management, I built up several teams across our R&amp;D department.</i>	<b>2012</b> <b>Certified Scrum Master, THE KNOWLEDGE HUT</b> <b>Leading applied, RUDOLF OBRECHT AG</b>
<b>2008 – 2011</b> <b>Software Engineer, VIRTAMED AG</b>	<b>Semester Thesis: “Scalable Multiplayer Game Networks”, ETH ZÜRICH</b>
<b>2007 – 2008</b> <b>Master’s Thesis, SURGICAL PLANNING LAB BOSTON</b>	<b>2004 - 2007</b> <b>Inventor/Lead of an open-source Team Project “Orxonox”, ETH ZÜRICH</b>
<b>2007</b> <b>Internship as Software Developer, CYMICON</b>	<b>2001 – 2008</b> <b>Masters in Information Technology and Electrical Engineering, ETH ZÜRICH</b>

## MY IMPACT

While working in three diverse companies I was able to build my skills and strengths as an engineer and a leader. I grew with empathy, building connections and honoring talent and accepting the weakness both in myself and the people around me. During that time, I was able to be training hundreds medical residents and decision makers at hospitals, conferences and building up awareness for the company and its products. I could build up a many teams including framework developers, testers, dev-ops engineers as well as UI and cloud professionals in an agile and quickly changing environment. To grow us together from startup to well-oiled machine.

## SKILLS & STRENGTHS

MY SKILLS	LANGUAGES:	GALLUP TOP 5 STRENGTHS
Team building	GERMAN (MOTHER TONGUE)	Individualization – Scan people skills
Brainstorming, prototyping	ENGLISH (PROFICIENT)	Ideation – Imagination
Self-learner, seeking new challenges daily	FRENCH (CASUAL)	Learner – Knowledge seeker
Project management, organizer, oversight	<b>CODING</b>	Input – Collector
People leadership with a focus on positivity	C# C++ C Python Typescript React and what I can learn.	Positivity
	<b>TOOLS</b>	
	Jira/Confluence/Bitbucket admin	
	Azure, AWS, GCP	
	SQL, Document DBs, Power-BI	
	Windows/Linux/osX	
	<b>METHODOLOGIES</b>	
	Agile - value-stream oriented teams, Nearshoring	

## ACTIVITIES

From a very young age, I had a vivid fascination with technology, games, and most of all programming, that guided me through my entire life. Yearning for a wide variety of topics I decided to study electrical engineering, where I realized, that software was at the core of my passion.

When I finally got into sports, a big motivating factor for me was the data acquisition and analysis, motivating me to compete in long distance mountain triathlons, that can only be achieved together with a team of supporters. I love to spend time with my son, family and friends, my newly discovered love for 3D animations, painting, cooking and a generally active live-style.

## REFERENCES

**CHESTER HOUWINK**  
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## DETAILED PRACTICAL EXPERIENCE

APRIL 2023– TODAY

### HEAD OF APPLICATIONS AND FRAMEWORKS, VERITY AG

At Verity I was hired as the head of Applications and Frameworks. During my time at Verity, I had the chance to deepen my understanding of drone and robotics technologies. The full technology stack was new to me, and I loved learning about aws, react/typescript and python applications. I successfully spearheaded value-stream aligned teams and lobbied for having product managers in each one of them. As a supporting role I also lead the skills hubs teams responsible to share and grow the domain specific knowledge on the same skill level. These included the frontend as well as backend engineers, release managers and more.

Through discussions across the company, I honed in on the production and delivery services and decided to be working on a new roll-out tool simplifying the process of installing our system. We transformed the stack from 30 cli tools requiring highly specialized engineers into one intuitive and consistent web application, ready for rollout with external partners.

The new skills learned throughout the company now help building the next generation user experience harnessing from data driven, 3D visualizations.

#### My tasks include:

- **Department lead:** Prioritizing, input gathering and fast paced iterations are the daily business in the two big initiatives of our Software Development.
- **Introducing value-stream teams:** Spearheading by splitting a team of 12 people into 2 highly effective teams each with a QA, 2 frontend and 2 backend engineers a tech lead and a product manager, we rolled this out throughout our product teams.
- **Skills hubs lead:** Honoring the skills of people, we built groups for the people of the same technological interests.
- **Coaching and Mentoring:** With change comes a lot of uncertainty. I pride myself with having helped many on their way to accepting and even driving change
- **Commissioning tools:** Transformed a stack of 30 cli tools into an intuitive web application enabling non-technical external staff to perform our installs
- **UX/3D:** Trained and influenced our product and development teams to build rich user experiences based on modern technologies rather than build all by ourselves.

JANUARY 2021– MARCH 2023

### HEAD OF SOFTWARE, 9T LABS AG

At 9T Labs I work as the Head of Software, where I am responsible for the planning, development and coordination of both a cloud platform called fibirfy Production as well as the 3D manufacturing design tool called fibirfy Design Suite. My main focus on both platforms is project ownership, project management, data acquisition, data management, and process streamlining with customer requirements.

Having gone through a start-up transition, I was able to improve several workflows throughout the company, from team collaboration to re-introducing planning tools, retrospectives, to managed service integrations and team building workshops. I love the small company spirit and to learn something new every day, in a field, I was not very knowledgeable before. Being able to count on peers and my team to guide me and find the right solutions gives me a great motivation and deeper insights into the industrialized world than I ever had. Also, 9T Labs has the best coffee machine.

#### My tasks include:

- **Product management:** Prioritizing, input gathering and fast paced iterations are the daily business in the two big initiatives of our Software Development.
- **Coaching and Mentoring:** I help the team of young developers the art of software engineering. From Software reviews, Dev-Ops tools, Testing, Team cooperation and Quality assurance, I take an hour with each person to foster their skills.

- **DevOps:** Setting up automation services for all kinds of different teams and services.
- **IT Management:** As a small company I am also taking care of the IT infrastructure, Security, Computer management as well as SAAS integrations.
- **Learning:** Every day, I am learning more about the ways of Additive Manufacturing and industrial process development.

#### AUGUST 2008 – DECEMBER 2020: VIRTAMED AG

VirtaMed produces state of the art simulators for medical operation and intervention trainings using high end 3D simulations with real medical instruments. Through my 12 years with VirtaMed I helped grow the company in building up the simulation code frameworks, the IT infrastructure and as a member of the management team the DevOps, manual testing teams, the user experience team and finally a cloud application, spearheading an outsourcing project that we built up from scratch, and integrated with the full range of VirtaMed's products. I also had the opportunity to experience medical interventions firsthand in the operating room. This gave me real-life insights into the medical field and challenges doctors experience in all kinds of minimally invasive surgeries. I strongly believe in front-line experience of employees as the benefit for the company is usually great. Furthermore, I was training and presenting our range of products to hundreds of medical professionals and health experts and through it increase my own knowledge.

#### 2017– 2020

#### HEAD OF DATA SERVICES, VIRTAMED AG

A new era began for VirtaMed around 2017. The number and diversity of customers was growing, and with it the count and size of its projects. MedTech companies acquired whole fleets of simulators they wanted to keep track of and manage on the fly. VirtaMed also expanded into new territories and established competitive markets. For this reason, digital services, such as cloud and IoT technologies needed to be established. *In this phase I was entrusted with the development lead of VirtaMed's data services, aiming to interconnect the simulators globally, manage updates remotely, store training results in centralized data bases in strict compliance with data protection regulations.*

##### My tasks included:

- **Evaluating near-shoring options:** Searching and evaluating multiple off-shore partners within the European union based on various criteria (Education, closeness, skills, etc.)
- **Project management:** Defining overall goals, coordinating development across teams, marketing materials, sales organizations as well as planning the rollout phase to a variety of different customers.
- **Unification of the deployment pipeline:** Unifying the code-base and automation processes for a streamlined deployment and update process across all products. This included multi-language installer packages and simplified the process for the support and production teams.
- **Embed all standard products:** Interact with all product teams to embed the cloud synchronization code and comply to specifications and regulations as well as data migration. Effectively all of VirtaMed's standard products can now communicate with the cloud.
- **Data analytics:** Creating comprehensive data reports and dashboards of data produced on systems for development, support and usage data analytics, giving a high-level statistical view of system usage and the ability to drill down into individual learning improvements.
- **Legal requirements:** Setting up a GDPR compliant disclaimer and enforced adherence within the development cycle, setting the company up for the new regulations around user data storage and security.
- **Digitalization in company context:** Collaborating with production, support, and sales to use comparable data structures.

#### 2011 – 2017

#### ENGINEERING MANAGER, VIRTAMED AG

In these years VirtaMed expanded quickly and became a leader in the market of medical training simulation. Its products were well received by hospitals and medical faculties and thanks to the well-

designed technology stack, the simulators could be readily customized as marketing and training tools for MedTech companies' staff and customers, which became another very successful business of VirtaMed. *In this phase, I made significant contributions to the software architecture, the infrastructure as well as the processes and organizational changes of the fast-growing company. In total I was leading more than 20 people and helped to hire a lot more throughout the company.*

**My tasks included:**

- **Software development processes:** As a member of the management I helped in re-organizing the entire development team along the value stream.
- **Framework design:** Built up a new advanced framework supporting a range of new hardware tools and body parts.
- **Hiring and coaching manual testing team:** With a growing development team and the high level of user-interaction manual testing got more important. We hired and integrated testers into all teams.
- **Gameplay development Lead:** Due to my knowledge of game design I built up a team of gameplay programmers, working together with 3D artists and researchers to bring our simulation worlds to life.
- **Build up testing team:** Hired, guided and built up the first manual testing team at VirtaMed and embedding them into corresponding teams.
- **DevOps/Deployment infrastructure:** As complexity rose and the testers got to their capacity limit, we built up an automation and deployment infrastructure with a team of three.
- **Building up UI/UX team:** As customer requests for style and customization grew, we expanded the team of UI developers to four people, taking care of all user management and data gathering.
- **Head of IT:** Managing a team of two that supported the company network and server infrastructure as well as personal computer needs. We also managed crucial services such as G-Suite, Jira, Confluence, Bitbucket, Active directory and many more.

**2008 – 2011**

**SOFTWARE ENGINEER, VIRTAMED AG**

As a small start-up, VirtaMed required a lot of software engineering skills. At this stage we expanded a doctorate thesis framework to enable its ease of use, for modelers and non-technically experienced people to extend it.

**My tasks included:**

- **Compatibility:** Porting a multi-threaded application to Windows
- **Scripting and Parsing:** Building a versatile interface to parse models, animations, and scripts to give our simulations diversity and live.
- **UI/UX development:** Crafting the first User interface using Qt and later WPF for user management
- **Software Development Process:** Definition of coding guidelines for C++, C# and Python developers.

**2007 - 2008**

**MASTERS THESIS, SURGICAL PLANNING LAB BOSTON (MA, USA)**

GPGPU Accelerated Volume Renderer for Guiding Transthoracic Echocardiography Surgeries (Real-time volume rendering algorithm using CUDA).

**2007**

**INTERNSHIP AS SOFTWARE DEVELOPER, CYMICON (DUNEDIN, NEW ZEALAND)**

Created database tools for golf teaching simulator.

**2006 SPRING**

**SEMESTER THESIS: "SCALABLE MULTIPLAYER GAME NETWORKS", ETH ZÜRICH**

Development of a scalable peer-to-peer network communication model for interactive games.

**2004 - 2007**

**INVENTOR/LEAD OF AN OPEN-SOURCE TEAM PROJECT “ORXONOX”, ETH ZÜRICH**

What started as an idea of programming a computer game quickly turned into the development of a learning platform for electrical engineers with a heart for programming, 3D graphics and teamwork. The project went through many iterations even after I left but the culture and fascination remained for many years after I participated actively to the project. (See <http://www.orxonox.net>)

## DETAILED EDUCATION

MAY 2019

### SHIFTUP BUSINESS AGILITY & INNOVATION LEADER, JURGEN APPELO

My interest in business ideas and agile models for innovative products was raised and demanded by the Connect Project, that I was leading at the time.

MAY 2017

### IREB (REQUIREMENTS ENGINEER), ZÜHLKE

MAY 2016

### MANAGEMENT 3.0, PRAGMATIC SOLUTIONS

The management 3.0 course gave me my first deep insights into scalable team organizations. Shortly after this course we reshaped the development team structure a second time into a value-stream driven matrix structure the company still follows today.

OCTOBER 2012

### CERTIFIED SCRUM MASTER, THE KNOWLEDGE HUT

In a course with two participants we had a chance to talk about much more than the Scrum process. With the gained knowledge of this course I was able to focus my attention on more automation, testing procedures, streamline meetings and help to kick-off the first re-organization into skill-oriented scrum teams.

2012

### LEADING APPLIED, RUDOLF OBRECHT AG

Management leadership course covering all topics for guiding employees in a modern company.

2001 - 2008

### MASTERS INFORMATION TECHNOLOGY AND ELECTRICAL ENGINEERING, ETH ZÜRICH

Federal Institute of Science (ETHZ) Grade 5.13, 5.81 in the study project work (1 is minimum 6 is best grade).

1997 - 2001

### HIGH SCHOOL EDUCATION

- 1998 – 2001: Freies Gymnasium Zürich
- 1997 – 1998: Institut Dr. Pfister (Oberägeri)