

Senior Manager Software Development (m/f/d)

Our Passion - Be a part of it!

As part of Hexagon's Autonomous Solutions (Mining division), we contribute to advancing safety, automation, and sustainability in the global mining industry through cutting-edge technologies and data-driven solutions.

Originally emerging from a research project, indurad has been developing innovative sensor solutions for the raw materials industry since 2008. From our headquarters in Aachen, our team of around 150 employees combines start-up agility with the strength and global reach of Hexagon.

Together, we are a diverse and innovation-driven team, working to make mining operations safer, more efficient, and more sustainable worldwide.

Communication, motivation and team leadership are your passion?

To strengthen our team, we are looking for a [Senior Manager Software Development](#) leading the department at our headquarter in Aachen at the earliest opportunity.

Improve mining operations with industrial grade software

We deliver industrial-grade software for large machinery through a product-led development model aligned with market opportunities. Fast release cycles, supported by centralized build systems and automated testing, enable early feedback and continuous product evolution to drive the digitalization and automation of material-handling operations.

Evolving Our Agile Development Approach Toward Product Excellence

Our software development approach combines agile methods with early engineering validation, shifting from rapid project responsiveness to early engineering validation and iterative development driven by product and market needs.

Manage state of the art software infrastructure

We trust in modern tools and development workflows with reviews and tests to allow our developers to be very efficient in problem-solving and development. We have built an infrastructure based on modern C++20 standards to easily adapt and advance our products and create new solutions based on software-in-the-loop tests combined with real hardware test setups.

What can you expect?

Department leadership & customer focus

- Decisive, collaborative engineering leadership with a strong focus on clearly defined, measurable outcomes and individual accountability
- Sustain and strengthen a high-performing engineering organization through deliberate talent development, coaching, and long-term career planning
- 8 direct reports heading different areas of responsibility and leading specialized teams
- 50 members of staff with selective direct interaction in ideation, strategy and feedback

Manage software product roadmap & development

- Collaboration with product management, application specialists, subject matter experts and hardware R&D
- Continue success story to convert project software in product software and increase maturity
- Advance product usability and ease of install to empower regional Service and Support teams in execution

Ensure operational delivery of software products and customer projects

- Capacity planning and backlog prioritization according to roadmap and company strategy
- Build and maintain a team structure that reliably supports all product domains and core backend capabilities

Foster effective alignment and collaboration with engineering teams across Hexagon Mining

- Lead integration efforts across teams, enabling effective adoption of common tooling, platforms, and engineering infrastructure
- Encourage technology and competency communities and enable bottom-up best-practice exchange

What should you bring?

- You have a degree in computer science, electrical engineering, or a comparable field.
- You bring several years of experience in disciplinary leadership and enjoy developing and empowering teams.
- You combine a hands-on mindset with strong communication skills and a structured, solution-oriented way of working.
- You have experience in developing hardware-related industrial software, ideally using C++.
- You are familiar with agile software and product development methods, which is considered a plus.
- You communicate confidently in both German and English, written and spoken.

What do we offer you?

- For this position, we offer an annual salary of between €110,000 and €130,000 gross, depending on experience and qualifications. Additionally, you will benefit from various allowances, such as a company pension plan, business bike, or a subsidy for your job ticket.
- 30 days of vacation and up to five additional days off through flexible working hours.
- Whether you're an early bird or a night owl – thanks to flexible working models (flexitime), you can design your workday to suit you.
- With us, you can expect a diverse and challenging range of tasks in an international project environment.
- Family time is especially important to us, and we live that every day: In addition to our family-friendly working hours, we cover the childcare costs for your child/children – whether it's a kindergarten, daycare, or family care.
- We offer you a workplace with a feel-good factor: bright, modern spaces, innovative tools, ergonomic equipment, drinks and snacks, free parking, and plenty of room for initiative and personal development – all of this is important to us so that you feel completely comfortable!
- Direct access to management and supervisors, open communication, a valued team atmosphere, and a relaxed dress code are just as important to us as a lived "you" culture.

Perfect Match?

We want to make it easy for you! We are looking forward to receiving your resume (max. 5 MB) with your salary expectations and desired start date via email at job@indurad.com or through direct application via our application form.

Find more job openings at www.indurad.com/company/career/.