

+ BE YOURSELF – BECAUSE THAT’S HOW WE WANT YOU TO +

At Anexia, we take responsibility for all the **challenges of the digital world** – each and every day. That’s because we see ourselves as the **“Digital Transformation Engine”**. And how do we succeed in this mission? It’s simple. We are a family of facilitators with innovative ideas. We’re capable of, want to, and allowed to make things happen. That’s what makes us so unique! Do you want to be a part of our digital revolution and make history with us? **#joinourrevolution**

HEAD OF SOFTWARE ENGINEERING (M/W/D)

Karlsruhe | full time

You think in terms of systems, but you lead people. Technical excellence and leadership responsibility are two sides of the same coin for you, and you know that the greatest leverage comes not from the code, but from the teams who write it.

For our growing software engineering department, we are looking for someone who can do both: think technically and lead people. As Head of Engineering, you will be responsible for the overall technical strategy of our hosting and infrastructure platforms and will lead the engineering teams behind them.

#PROFILE



Leadership and Organization

- Direct functional and disciplinary leadership of the engineering teams (20 employees) as well as the assigned Team Leads and Tech Leads
- Recruiting, developing and retaining talent
- Establishing a culture of ownership and open communication about problems
- Proactive resource planning, early identification of bottlenecks and transparent prioritization
- Mediating when priorities conflict and making clear decisions even in challenging circumstances

Technology and Operations

- Overall responsibility for the architecture, scalability and reliability of our hosting platforms (SCP, NCP, CCP)
- Ensuring availability, performance and operational reliability across multiple data center locations
- Defining and enforcing technical standards, development processes and quality guidelines
- Identifying opportunities for optimization and continuously improving existing development processes

Strategy & Impact

- Interpreting business goals into an actionable technical roadmap and transparently communicating progress
 - Working as part of the leadership team to develop product and corporate strategy
 - Responsibility for the engineering budget with a focus on optimizing costs, efficiency, and quality
 - Close collaboration with Product, Operations, Customer Support and Marketing to align technical decisions with business requirements and customer value
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#WANTED



First things first: You lead people

- Proven leadership experience, particularly in leading managers and cross-functional engineering teams
- Strong ability to identify potential and develop people (both in their technical and leadership careers)
- Experience in critically questioning existing structures without undermining the people who built them
- Experience in handling conflicts—de-escalation and mediation between differing interests



Technical and Professional:

- Completed technical training or a degree in computer science or a comparable field
- Several years of experience in software or systems development, ideally in a hosting, cloud, or infrastructure environment
- Deep understanding of modern architecture and agile development methods, and confidence in handling modern development processes
- Experience modernizing legacy systems into contemporary architectures, with an understanding that technical change only succeeds when the people behind it are on board

Personal and entrepreneurial:

- Strong analytical and conceptual skills combined with a solution- and outcome-oriented mindset
- Ability to clearly communicate technical complexities and make viable decisions
- Self-directed, structured way of working, along with entrepreneurial thinking and a hands-on mentality
- Very good written and spoken German and English skills

#REWARD

Anexia grew up as a family, and with our growth strategy, we intend to keep it that way. We like to take responsibility, respect one another, and we know that we can achieve whatever we put our minds to. We look after Anexia, and Anexia looks after us. Enthusiasm, experience, and competence count, so you can expect a fair salary and numerous benefits.

salary range



Our benefits



We are more than just a workplace. Therefore, we offer our employees many benefits (which partly depend on your position and location): good transport connections and flexible working hours. Period. Not to mention further training, a mentoring program, free parking, a mobile phone and notebook, snacks and drinks, company cars, employee events, a fun corner, ...

#JOINOURREVOLUTION

APPLY NOW

#ABOUT

Anexia is offering high-quality and individual cloud- and managed hosting solutions as well as individual software and app development. Anexia is also running its own, independent data centers. Founded in 2006, Anexia is headquartered in Klagenfurt and has offices in Vienna, Graz, Karlsruhe, Nuremberg and New York City. The company serves numerous international customers.



Over 350 employees at more than 5 office locations in Austria, Germany and the USA



We are ISO-certified and have had a "very good credit rating" for years



Customers such as Lufthansa, McDonalds, TeamViewer, and many more trust in our quality



You have questions?

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