



ENGINEERING · ARCHITECTURE

Head of Software Engineering

Platform Architecture · Engineering Standards · Team Development

European technology for the Smart Workforce — MOVE · CONNECT · WORK

Location Barcelona (on-site) · 60-100% · Spain / international build-out

About Netsuisse

Netsuisse builds European technology for the Smart Workforce across three business fields — **MOVE** (e-mobility), **CONNECT** (telecommunications) and **WORK** (building & IT solutions). Two principles shape our platform and our services. First, **digital sovereignty**: our solutions run on-premise, hybrid or in the cloud, so customers decide where their data and workloads live. Second, **connecting business processes** across fields and organisations: by linking systems, data and workflows, individual transactions become reusable value.

We are a small team in an early growth phase, with locations in Villmergen (Zurich), Barcelona and Edinburgh. The group is Swiss-rooted, with its parent company in Switzerland. Enabling partners is central to our model: we deliver technology solutions to partners and support them on an ongoing basis (a wholesale and B2B model) — complemented by distribution partnerships with selected IT infrastructure and security vendors.

The three fields are more closely linked than they first appear: MOVE, CONNECT and WORK all serve the same **Smart Workforce** and run on one platform with a shared data layer. **workforceOS** connects them: **workforceOS Voice** covers telephony and VoIP (CONNECT), **workforceOS Move** links charging infrastructure to billing and roaming via OCPP (MOVE), and in WORK the platform integrates **building technology**. On top sits an **AI-powered process layer** that turns transactions — charging sessions, calls, building events — into reusable data and new digital services. workforceOS is in use with customers and is developed in Barcelona.

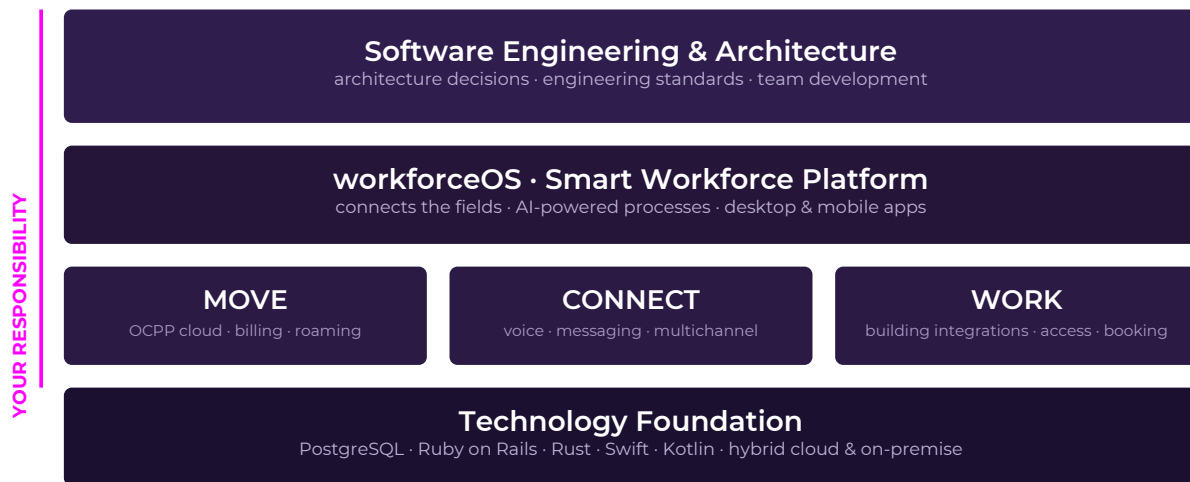
The Role

As **Head of Software Engineering**, you take technical ownership of workforceOS. Together with our **Product Manager**, you define a solid architecture for the platform — one that carries more customers, partners and use cases across all three fields while staying maintainable and fast to evolve. The Product Manager owns the what and the why; you own the how: architecture, technical standards and the path from today's platform to where it needs to go.

You work closely with our **software engineer** and our **Senior Infrastructure Engineer**, and set the engineering practices the team will grow into. This is a leadership role in a small team: you design, decide, write and review code yourself, and you build out the engineering function as the platform and the team grow. In an initial phase, the role also owns **netsuisse studio**, our AI-driven development platform for workforceOS. And you are the technical counterpart for colleagues in Switzerland and the UK whenever customer projects or partners need architectural answers.

This role does not wait for assignments. You set the technical goals yourself, commit to them and deliver them independently — a pragmatic engineer with deep architectural understanding who drives things forward instead of maintaining the status quo, and who enjoys turning a growing platform into a robust foundation. The role is **on-site in our Barcelona office**: we are building the team and want to move fast, and that works best together in one place.

Your Responsibilities



From the foundation through the three fields to the platform architecture — this role owns engineering across the stack.

Your first priority is the architecture of workforceOS: deliberate technical decisions that let the platform scale reliably, stay maintainable and remain deployable on-premise, hybrid or in the cloud.

Architecture & Technical Direction

- Define the **target architecture** of workforceOS together with the Product Manager, and translate the product roadmap into a technical roadmap
- Own **architecture decisions** and document them transparently — service boundaries, data model, APIs and integration patterns, multi-tenancy and the shared data layer across MOVE, CONNECT and WORK
- Ensure the platform runs consistently **on-premise, hybrid and in the cloud**, with security, data protection and resilience designed in from the start
- Make **technical debt** visible, prioritise it against product work with the Product Manager and resolve it step by step — without stopping delivery
- Shape how **AI capabilities** are built into the platform — with the right mix of locally operated models and cloud services

Engineering Practice & Delivery

Architecture only matters if it holds up in day-to-day development and operations. You make sure it does — and you stay hands-on.

- Establish and continuously improve **engineering standards**: code reviews, testing strategy, CI/CD, observability and release processes
- Set up a **structured yet agile delivery process** with the Product Manager — clear planning and priorities, short iterations and fast feedback loops
- **Write production code** yourself, especially in the core and architecture-critical parts of the platform
- Use **AI-assisted development** productively and set the guardrails for it — so that speed from AI tooling goes hand in hand with reviews, tests and consistent **code quality**
- Ensure **stable operations** together with the team — monitoring, incident handling and reliable deployments across our hybrid environment
- Build a clean foundation for **integrations** with third-party systems (charging networks and roaming, building automation, access control) and for our **desktop and mobile apps**

netsuisse studio

In an initial phase, you are also responsible for netsuisse studio — our AI-driven development platform, on which workforceOS is built. The direction is clear: Studio is to grow into a tool for business analysts that makes low-code to no-code development possible.

- Own **netsuisse studio** technically and develop it further where it directly improves how we build workforceOS
- Use Studio as the backbone of our **agent-supported development workflow** — from implementation through review to documentation and release
- Shape the path towards a **business analyst tool**: abstractions, guardrails and an architecture that let **low-code to no-code** development work reliably on top of workforceOS
- Feed practical experience from daily development back into Studio and keep the balance between platform work and tooling deliberate

Team & Collaboration

- Work closely with our **software engineer** — through pairing, reviews and shared technical direction
- Work hand in hand with our **Senior Infrastructure Engineer** on the runtime foundation — hybrid deployments, networking, storage and security — so that architecture and infrastructure decisions fit together
- Shape priorities, scope and feasibility together with the **Product Manager**, bringing technical options and their trade-offs into product decisions
- Act as the **technical counterpart** for colleagues in Switzerland and the UK, for customer projects and for partners
- **Build the engineering function** as we grow: define profiles, take part in hiring and shape how the team works

What We Are Looking For

Engineering & Architecture

- Several years of professional software engineering experience, including **responsibility for the architecture** of a product or platform in production
- **Deep architectural understanding** — distributed systems, data modelling, API design, integration patterns and security — and a track record of evolving a growing codebase into a scalable, maintainable architecture
- **Hands-on:** you write code yourself, review thoroughly and hold a high bar for **code quality**
- Experienced with **AI-assisted development** — you use AI coding tools to move faster and know how to keep the result reviewable, tested and maintainable
- A plus: experience building **developer platforms, low-code/no-code tooling or DSLs** — designing abstractions that others build on

Technology

- Solid, hands-on experience with **PostgreSQL, Ruby on Rails, Rust, Swift and Kotlin**
- **Full-stack capability is a must** — you work confidently across backend and frontend, from data model and services through to desktop and mobile interfaces
- Experience running platforms in **hybrid environments** (cloud and on-premise), including CI/CD, containers and observability
- Solid know-how in **AI technologies** — in particular **locally operated LLMs** (self-hosted inference, model selection, RAG and agent workflows) as well as cloud AI services, and how to combine both in production systems
- A clear advantage: experience with **voice and real-time stacks** — **Kamailio, LiveKit**, SIP and WebRTC — built to scale, since scalable infrastructure is exactly what we are building
- Valuable: **S3-compatible object storage** and **Redis** (Pub/Sub, caching) in high-throughput environments
- Valuable: **Ocpp** know-how (charge point communication, billing and roaming integration) for **workforceOS Move**, our e-mobility platform
- A plus: building automation protocols and device integrations
- A plus: **embedded engineering** experience (firmware, microcontrollers, device communication) — relevant for our upcoming hardware projects

Leadership

- Experience **working with and mentoring engineers** and establishing engineering practices — formal people management is a plus, not a must
- Ability to explain technical trade-offs clearly to product, business and non-technical stakeholders

Languages

- **English** — professional working proficiency (must)
- **Spanish** — professional working proficiency (must)

Way of Working & Location

- **You set your own goals and reach them.** This role does not wait for assignments — you define what needs to happen, take ownership and follow through
- A **structured way of working** combined with **agility** — you bring clear planning, priorities and documentation, and adapt quickly when requirements shift
- **On-site in our Barcelona office;** 60–100%
- Willingness to travel occasionally between our locations (Spain and Switzerland)

What We Offer

- **Technical ownership** of a platform in use with customers — with real influence on its architecture and direction
- A **leadership role with a development path**: you build out the engineering function as the team grows
- An **uncommon technical breadth** — e-mobility, telecommunications, building technology and AI on one platform
- **Short decision paths** and close collaboration with product and group management within a Swiss-rooted, internationally active group
- Working **side by side in our Barcelona office** — building the team together and moving fast

About the Netsuisse Group

The Netsuisse Group is a European technology company with Swiss roots and locations in **Villmergen, Barcelona and Edinburgh**. It is building the foundation for the **Smart Workforce** — so that people and organisations can move, connect and work — across three fields: **Move** (electric mobility), **Connect** (secure, sovereign communications) and **Work** (building & IT infrastructure). Its open platform **workforceOS** brings the three fields together in one intelligent backend and creates value through **AI integration, business workflows** and **desktop & mobile apps**. Empowering how we move, connect and work. More at www.netsuisse.group