

JONAS FEHN

ENGINEERING MANAGER

I move fast. I want to win. I expect a lot, mostly from myself, then from everyone around me. I build teams that argue, decide and deliver, where people tell me when I am wrong. I listen closely. I notice what stays unsaid. I confront what others leave untouched. Trust is not softness. It is what lets people rise to a challenge, tell the truth and do exceptional work.

**HIGH STANDARDS.
BUILT ON TRUST.**

16

ENGINEERS LED
AT ONCE

02

TEAMS BUILT
FROM SCRATCH

04

LOCATIONS, ONE
OPERATING MODEL

+1

GOOGLE PLAY RATING
IN ONE YEAR

PROOF OF WORK

WS AUDIOLOGY

SEP 2023 - JUN 2026
ERLANGEN

Engineering Manager

- Built two cross-functional mobile teams from scratch, helped a newly onboarded manager establish two more and later took over an established team.
- People-managed more than 25 engineers over time, with up to 16 at once; hired and onboarded approximately ten people; coached several into senior roles and one into team leadership.
- Created a shared, LeSS-inspired operating model for four teams across Germany, India, Denmark and North Macedonia.
- Delivered a Bluetooth SDK with zero regressions in internal releases over 12 months, backed by hardware-in-the-loop automation in CI/CD.

WS AUDIOLOGY

JUN 2021 - SEP 2023
ERLANGEN

Product Manager

- Owned consumer apps across Signia, Rexton, Audio Service and other WSA brands; delivered all committed features on schedule.
- Raised the global Signia App Google Play rating from approximately 3.0 to 4.0 within one year.
- Retired legacy applications and migrated more than 50,000 users to the new app generation.

BMW AG

OCT 2016 - JUN 2021
MUNICH

Functional Owner

- Owned connected-services features across navigation, telephony, contacts and SMS; aligned internal teams, external test organizations and six global data suppliers.
- Specified and launched predictive traffic information across all new BMW vehicle platforms in 2021.

TELEMOTIVE AG

SEP 2014 - OCT 2016
MUNICH

Project Engineer

- Delivered manual and automated quality assurance and defect management for production releases of BMW navigation traffic-information services.

HOW I LEAD

Fast and demanding.
Structured underneath.
I hear what people don't say.

TRUTH BEFORE THEATRE

TRUST THAT BRINGS OUT THE BEST

DIRECT FEEDBACK. REAL GROWTH.

DECIDE. OWN IT. DELIVER.

WRITING · LEADERSHIP

Tracing Echoes

Unpolished reflections on power, ego, empathy and the parts of leadership that corporate language edits out.

STUDY M.Sc. Engineering · TUM
2008–2013 · Grade 1.2

CERT. Professional Scrum Master I · 2023

SPEAK German · Native
English · Near-native
Spanish · Basic

BASED Northern Bavaria, Germany

High-trust leadership · Hiring & scaling · Distributed teams · Mobile apps · Connected products · Product strategy · SDK & platform delivery · Scrum · Kanban · LeSS · SAFe · CI/CD · Quality engineering

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