# Stephan Mathys

*Curriculum Vitae*
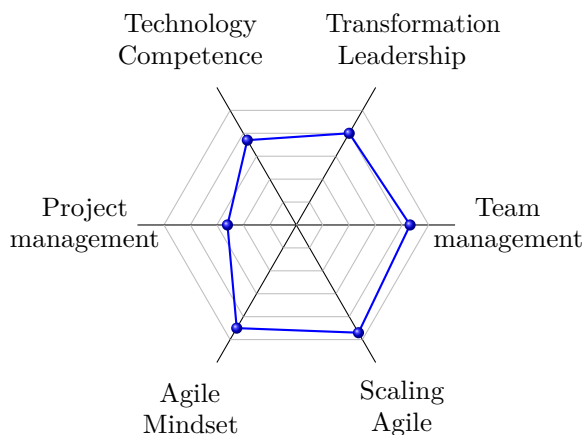
## Personal Information

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in Profile

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📖 About me

## Short Profile

**Computer Engineering Graduate** with a strong development background and further business education leading to a Master of Advanced Studies in **Business Administration** (MAS BA, ZHAW). Core competence in **leading, building, and coaching agile development and operations teams**. Implementation of transformative processes. Open, approachable personality and committed team worker with a focus on service- and solution-oriented work. Entrepreneurial thinking with high customer orientation and experience in transforming business processes.

## Skills Pofile



**Project Management**
7 years of experience with large projects (15 employees), encompassing everything from customer acquisition to implementation and training. Leading in budget planning and C-level communication. Contribution to transformation projects and the introduction of agile methodologies following Spotify and SAFe.

**Leadership**
5 years of experience in a leadership position, responsible for strategic transformations and team development. Successfully managed up to 28 direct reports and coached other team leaders to enhance their leadership capabilities. Implemented agile work practices and new technologies to improve team dynamics. Responsible for recruitment/onboarding and optimization of team processes. Managed resources for various projects and initiatives.

**Agile Mindset**
10 years of experience as Scrum Master / Product Owner / Software Developer in agile environments. Maintaining and prioritising the backlog, preparing and leading all Scrum ceremonies. Building and coaching teams in agile organisations. Certifications: SAFe Practice Consultant (SPC) / Release Train Engineer (RTE) / Scrum Master (PSM I).

**Understanding Software Development**
7 years of experience as a software developer with the Java stack. Excellent understanding of code as well as standard methods, tools, and architectures. Cloud know-how AWS (Practitioner). Knowledge of frontend development (Vue). Process modelling BPMN. Automated API testing (ReadyAPI). Certification as an Oracle Certified Associate, Java SE 8 Programmer. Script programming with Python. Perfect knowledge of GitLab, Jira & Confluence, and LaTeX.

## Professional practice

**07.2023 – Present**  **Leader for Teams Development**, *Swisscom (Schweiz) AG*, Zurich.
Coaching three DevOps teams as well as Scrum Masters in the role of a Scrum Master
Main tasks:
- Transformation tasks from classic to agile mindset with various teams
- Planning and implementation of the team workshops for „New Ways of Working"at Swisscom
- Coaching other „Leader for Teams"colleagues
- Introduction and improvement of team processes
- Compliance with the specified incident and change processes
- Ensuring the work of the teams in terms of time and quality
- Unit Lead delegate for the employees
- Deputising for RTE/PO on various committees
- Stakeholdermanagement

**01.2022 – 06.2023**  **Consultant (Contracting)**, *IGS GmbH*, St. Gallen.
Assistance with a significant project for a customer in the government environment.
Main tasks:
- Conduct customer workshops to analyse the requirements of business processes
- Assistance in the preparation of PI planning
- Migration of basic data to different environments using Python
- Setting up automated testing of the APIs
- Coaching the Scrum Master during retrospectives

**07.2019 – 12.2021**  **People Lead & Team Lead / Product Owner**, *Löwenfels Partner AG*, Zurich.
Supervision and support of the team leaders; personnel management of two Scrum teams; comprehensive responsibility for the Zurich site.
Main tasks:
- 11.2020 – 12.2021 As People Lead and Site Manager:
  - Coaching of five team leaders in the Engineering & Operations division
  - Responsible for employee development and knowledge management
  - Resource planning of approx. 50 employees (developers/product owners) in the Engineering & Operations division
  - Responsibility for the modernisation and implementation of HR processes in the Engineering & Operations division
- 07.2019 – 11.2020 As Team Lead, Product Owner and Site Manager:
  - Personnel management of 11 employees (two Scrum teams)
  - Assistance with the transformation project (from classic to Spotify model)
  - Coaching and enabling the teams in an agile setup
  - Management and realisation of Scrum ceremonies
  - Technical project management

**10.2018 – 05.2019**  **Project Manager**, *Bonuscard.ch AG*, Zurich.
Overall responsibility for organisation and implementation of the Loyalty Suite at group level
Main tasks:
- Project management for loyalty projects
- Interface role between business representation and development
- Management of external suppliers

**08.2016 – 05.2018**  **Technical Project Manager in contracting**, *Migros-Genossenschafts-Bund*, Zurich.

Responsible for various projects in the department Leisure Facilities and Migros Culture Percentage.
Main tasks:
○ Introduction of a national software system for course and training management in all fitness facilities of Migros Cooperatives
○ Planning and implementation of a national support process for software in the fitness area
○ Planning and implementation of the change & release management, as well as the deployment process for a national product of the fitness centers of Migros Cooperatives
○ Specification of a middleware to standardize the interface landscape for the Leisure Facilities
○ Establishment and management of the technical committee for the product TAC

**04.2015 – 12.2015**  **IT Project Manager Web Technologies**, *getunik ag*, Zurich.

Responsible for the implementation and integration of the RaiseNow product range with agile methods in the role as Scrum Master.
Main tasks:
○ IT project management in the area of web technologies with agile and conventional methods
○ Technical requirements analysis and product advice
○ Prepare and run the Scrum ceremonies

**09.2012 – 03.2015**  **Project Manager / Product Owner & Application Developer**, *IMIS AG*, Zurich.

Responsible for managing eBusiness and eCommerce projects in an agile environment.
Technologies: JEE, Scala, Play2, Eclipse, JavaScript, git, JCO, Tapestry
Main tasks:
○ 10.2013 – 03.2015 as Project Manager / Product Owner:
  - Leading eBusiness customer projects using agile and conventional methods
  - Responsibility for budget, deadlines and quality in the projects
  - Requirements analysis and customer consulting
  - Account management for existing customers
○ 09.2012 – 09.2013 as Application Developer:
  - New development of eBusiness-Shop with agile and conventional methods
  - Creation of cost estimates for customer inquiries
  - Supporting of junior developers

**1999 – 2013**  **Other activities**, *Various positions as project manager, software developer, system administrator*                              .

Technologies: Java RCP, SWT, RAP, OSGi, Eclipse

## Education

**10.2026 – 04.2027**  **MBA Executive Leadership**, *MBA Executive Leadership*, Zürich.
○ Topics:
  - Leadership and Management
  - Strategic Leadership
  - Financial Leadership
  - Crisis Management

**10.2022 – 03.2023**  **CAS Leadership Advanced**, *IAP Institut für Angewandte Psychologie*, Zürich.
○ Topics:
  - Promoting cooperation and team spirit, creating identity
  - Foster motivation
  - Shaping change constructively
  - Coaching and counselling in management
  - Recognising and promoting employee potential

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| 01.2014 – 12.2015 | **MAS Business Administration**, *ZHAW School of Management and Law*, Winterthur. |
| | Degree: **Master of Advanced Studies ZFH in Business Administration** |
| | ○ Topics: |
| |    - Corporate Finance (Financial Accounting & Management Accounting) |
| |    - Strategic Management |
| |    - Operations & Project Management |
| |    - Human Capital Management (HCM) & Leadership |
| | ○ Master Thesis: Optimization of customer-related processes in the area of conflict between system software manufacturers and software integrators |
| 2005 – 2010 | **Computer Science Studies**, *Hochschule für Technik*, Zurich. |
| | Degree: **Computer Science Engineer FH** |
| | ○ Diploma thesis: Conception of a new architecture for the software products of the Arenae Consulting AG and development of the migration architecture |
| | ○ Term paper: Development of an administration software for member administration and evaluation of the Jass tournaments for the Zurich Jass-Derby Verein |
| 2002 – 2004 | **Application Development Training**, *Zürcher Lehrmeistervereinigung Informatik*, Zurich. |
| | Degree: **Certified Computer Scientist** |
| 1994 – 1998 | **Training as a surveyor**, *Ackermann und Wernli*, Aarau. |
| | Degree: **Surveyor with proficiency certificate** |

## Certificates

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| 07.2022 | Implementing SAFe 5.1 (SCP) Workshop at ICON Agility Services |
| 06.2022 | SAFe Advanced Release Train Engineer 5.1 (RTE) Workshop at AgileSparks |
| 05.2019 | Oracle Certified Associate, Java SE 8 Programmer |
| 01.2018 | Testdesign Expert Skills |
| 05.2017 | Further education course IPMA Level C |
| 05.2016 | Professional Scrum Master I |

## Languages

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| German | Mother tongue |
| English | Level B2 |
| 06.2018 – 12.2018 | One-to-one lessons (level B2) |
| 04.2016 – 08.2016 | English Intensive Course (Level B2) |
| 1998 – 1999 | 4 months English local language study in South Africa |