

# Josip Jurišić

## Head of Engineering

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Osijek, Croatia (EU) · Remote/Hybrid · Available immediately · English C2 · German A2 · Croatian (native)

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### SUMMARY

Engineering leader with **16 years** of experience building and scaling product engineering teams. Built a **20-person engineering organisation** for a 500K-user product on a **€1M budget**, coached senior architects in regulated banking, and turned a 26-person agency around as Managing Director. Established **two nearshore engineering hubs** in Osijek, both still operating. Available B2B as an interim/fractional Head of Engineering through my consultancy, Rigid.

### SKILLS

- Engineering strategy
- Performance management
- Agile (Scrum, Kanban, SAFe)
- Budget & P&L ownership
- Kotlin, Java, C#/.NET, Android
- Incident management
- Org design & team topology
- Mentoring & coaching
- CI/CD & release management
- Vendor & stakeholder management
- TDD & code review
- Culture & retention
- Talent acquisition & hiring
- Nearshore hub set-up
- Engineering metrics & OKRs
- AI-assisted engineering
- Cross-functional teams & SDLC

### PROFESSIONAL EXPERIENCE

#### Managing Director & Board Member · Kickbase, Munich 2026–Present

- Drive product, engineering, and operations strategy; lead an **AI-first transformation** (Claude, MCP)
- Board member of Kickbase Adria (Osijek hub); currently acting as interim Head of Engineering

#### Head of Engineering · Kickbase, Munich 2023–2026

- Led a **20-person engineering organisation** for Germany's #1 fantasy football app (**500K users**)
- Established the delivery culture, hiring practices, and technical direction
- Owned a **€1M annual budget** across infrastructure, security, and vendor relationships
- Introduced engineering-wide OKRs, roadmap planning, and a steady delivery rhythm

#### Senior Scrum Master · Vontobel, Zurich 2021–2023

- Coached **15 senior architects** at a €240B-AUM investment bank
- Redesigned delivery workflows to fit banking compliance and CI/CD constraints
- Built lasting partnerships with DevOps, Security, and QA vendors

#### Head of Application Engineering · Kickbase, Munich 2019–2021

- Built the engineering team from **3 to 20+ people**; set up a new Osijek hub from scratch
- Designed and ran the full technical hiring process, conducting **100+ interviews**
- Drove code quality on the Kotlin/Android app (150K MAU) – up to **99.9% crash-free sessions**

#### Managing Director · COBE, Munich 2015–2019

- Turned a near-closure agency into a **profitable 26-person operation** with full P&L responsibility
- Delivered **40+ projects** for clients including ProSieben and Wagner
- Established COBE's Osijek office (2016), still running today

#### Android Team Lead · Samurai Digital, Osijek 2013–2015

- Led the Android team on **20+ client projects**; introduced CI/CD and agile development
- Ran a coding summer school; received the CEO award for Initiative of the Year

#### Freelance Android Developer · Jurišić Tech, Croatia 2011–2013

- Developed and shipped Android apps for clients

### EDUCATION & CERTIFICATIONS

EMBA, eLeadership – Algebra / Kelley School of Business

MSc, Computer Science – Faculty of Electrical Engineering, Osijek

Certifications: CSP-SM, ICP-ACC, ICP-ATF, SAFe 4 Agilist, Scrum@Scale, EPCC (Erickson), ICF-PCC (in progress)