



Inspiration	★	★	★	★	★
Enthusiasm	★	★	★	★	★
Obstinacy	★	★	★	★	★

At Hexagon, within our integrated Division Scanning & Mapping, we are seeking an exceptional leader to serve as Head of Airborne Sensors (ABS).

This role will shape strategy and ensure operational excellence across business development, product development, sales, marketing, partnerships, and customer success. Responsibilities include advancing our market-leading airborne camera technology, fostering innovation, and building strong stakeholder alignment. Our solution consists out of HW and SW – the priority is to enable an efficient workflow. Another focus lies on post M&A integration of newly acquired technology, starting from the customer applications to scale the business. This executive will champion technology leadership while delivering measurable business outcomes, always seeking a collaborative approach for optimization.

The ABS teams are based around the world and deliver sensors/services globally to a diverse customer base. ABS is deeply connected with our airborne mapping business (AMS) for mutual benefit – AMS informs sensor development and fully tests sensors/software in operational settings before ABS releases new hardware to the market. The synergies between these teams sets AMS and ABS apart from competitors. Therefore, we are seeking a strong team player who can manoeuvre through complex corporate structures.

Head of Airborne Sensors (ABS) (f/m/d)

Europe  100%

This appeals to you

The Head of ABS is responsible and accountable for (but not limited to) the following:

- **A) Strategic Leadership**
- Execute and operationalize the company's strategic plan for ABS, ensuring alignment across technology, geospatial solutions, sales, and service delivery.
- Partner with the divisional president and the other BU's to refine corporate vision, growth priorities, and long-range business objectives.
- Identify and pursue new markets, partnerships, acquisitions for the sensor business.
- Collaborate with Head of Airborne Mapping Services

This is you

Critical

- Bachelor's degree required; advanced degree (MBA, MS, or equivalent) strongly preferred.
- 15+ years of progressive leadership experience in product management and consolidation of portfolio elements, strategy development, technology, geospatial, SaaS, data analytics, engineering, or related fields.
- Prior experience in a senior executive role (President, Product strategist, COO, GM, or equivalent).
- Demonstrated success scaling a technology-driven

to balance competing customer needs for overall market success.

● **B) Strategic Business Development**

- Develop and identify new applications starting with the customer challenges and define a portfolio strategy based on the customer needs.
- Identify new business fields to scale.
- Drive overall solutions to access the mid-range markets.

● **C) Business Operation**

- Provide full P&L ownership, including revenue growth, margin optimization, budgeting, forecasting, and cost management.
- Establish and monitor KPIs, dashboards, and performance management systems to ensure operational excellence.
- Oversee company operations including product development, engineering, sales, marketing, and customer success.

● **D) Technology & Innovation**

- Guide the development and commercialization of airborne sensors and software.
- Ensure product roadmaps align with market demand, customer needs, and emerging technology trends.
- Balance innovation with scalability, security, data governance, and regulatory compliance.
- Drive innovation across product lines including aerial imagery and LiDAR.
- Work with the CTO, Productmanagement and R&D teams to maintain the company's position as a leader in airborne sensor

● **E) Sales & Marketing**

- Lead business development and sales, strategic partnerships, and go-to-market strategies to expand domestic and international presence.
- Support sales of high value assets to niche customers.
- Champion the company's brand and communicate value propositions to stakeholders and clients.

● **F) Leadership & Culture**

- Steer the team towards a Mindset shift to a customer centric organization.
- Lead, mentor, and develop the executive leadership team and senior managers.
- Foster a high-performance, collaborative culture that attracts and retains top technical, geospatial, and commercial talent.
- Promote diversity, equity, inclusion, and strong ethical standards across the organization.

● **G) Financial Stewardship**

- Work with the CFO to manage budgets, forecasts, and financial reporting.
- Present financial and operational updates to the leadership on regular basis.

organization and managing complex, multidisciplinary teams.

- Strong financial acumen with experience managing P&L and driving profitable growth.
- Proven M&A experience

Preferred

- Deep understanding of geospatial technologies such as GIS, remote sensing, spatial analytics, imagery, LiDAR, or location-based services.
- Experience selling and delivering solutions to niche, high value asset customers
- Track record of leading digital transformation, cloud adoption, or data platform commercialization.
- Exceptional leadership, communication, and stakeholder management skills.
- Strategic thinker with the ability to execute decisively in fast-paced, evolving markets

CORE BEHAVIOURS:

- **Integrity & stewardship:** Model ethics, safety, compliance and protects the company's license to operate.
- **Ownership & bias to action:** Take accountability for outcomes and unblock issues quickly and pragmatically.
- **Customer obsession:** Center decisions on response, quality of answer, and satisfaction both internally and externally.
- **Collaboration:** Align Divisions, functions, and country teams. Resolves conflict constructively and escalates as appropriate/relevant.
- **Builder-operator:** strategic but willing to roll up sleeves to implement and iterate; excited by leaving real impact.
- **Change leader:** Drive adoption across divisions/regions; creates clarity in ambiguity and is sensitive to related change of behaviours required to make initiatives successful.
- **Resilience:** Operate calmly under pressure; adapt to ambiguity and changing priorities and enjoy variety of perspectives.

LANGUAGE(S):

- Fluent in English

TRAVEL REQUIREMENTS:

- Ability to travel internationally to our internal hubs, customers, and industry events (approximately 25%)

● H) Governance & External Representation

- Represent the company with board members, customers, industry partners, and at conferences or industry forums.
- Support corporate governance, risk management, and compliance initiatives.
- Act as a visible leader and spokesperson for the organization when appropriate.

We offer you

- Flexible annual working hours based on a 40-hour week, with 100% employment
- Vacation entitlement: 25 days from the age of 20, 27 days from the age of 40 and 30 days from the age of 50
- Hybrid working model
- Bonus system and extra-mandatory pension fund contributions
- Individual training opportunities (internal and external)
- Relocation service
- Various discounts (Health, Car, Entertainment and much more)
- Employee events
- Flat hierarchy structure
- Warm and international corporate culture based on respect and cooperation

[Here](#) you can find more information about us as an employer.

About Us

At Hexagon, we do not just measure the world – we define its future. As the global leader in **measurement technologies**, we provide the confidence that **vital industries** rely on to build, navigate, and innovate.

From microns to Mars, **our solutions drive productivity, quality, safety, and sustainability** across aerospace, agriculture, automotive, construction, manufacturing, and mining. Yet measurement is only the beginning. We bridge the physical and digital worlds with cutting-edge metrology, reality capture, and positioning solutions – making industries and cities **safer, smarter, and more sustainable**.

Hexagon's Geosystems division specifically focuses on combining accurate measurement, positioning, and mapping technologies with industry-tailored workflows to help geodata-dependent industries capture, visualise, and analyse the physical world, turning data into actionable insights for better decision-making and improved efficiency.

Looking forward, we are striving to enable our customers to meet sustainability and demographic challenges – ultimately advancing them towards truly autonomous solutions.

Measurement is the foundation of progress. **When it has to be right, it has to be Hexagon.**

Values

Hexagon is proud to be an Equal Employment Opportunity employer. We consider all qualified applicants for employment without regard to race, colour, religion, sex, sexual orientation, gender identity, national origin, disability, or any other characteristic protected by law. At Hexagon, we believe that diversity of thought, background, and experience makes us stronger. Our people's passion, creativity, and dedication drive our success, and we strive to be the place where talented individuals want to grow and do their best work. At Hexagon Geosystems, our energy and engagement are reflected in our commitment to innovation, integrity, and excellence. Here, you will find opportunities to develop professionally, take on new challenges, and be part of a collaborative culture that values both independent thinking and teamwork.

Click here to learn more about Hexagon's [vision, mission, and core values statements](#).

Contact

If you have any questions, please do not hesitate to contact [Dominik Kung](#), Talent Acquisition Partner.

APPLY NOW

Hexagon's Geosystems division

Job-ID: 9wnpysns

