



Leads Hexagon's responsible AI adoption by combining AI governance, partner negotiation, workforce enablement, education, and change management to build an AI-enabled company across a decentralized organization.

Hexagon is becoming an AI-enabled company. You own how that happens impactfully and responsibly: the governance frameworks that make AI safe to use, and the literacy and culture that make it worth using. You sit in the AI Hub and bridge strategy, technology, transformation, and change management, so AI scales across the company in a compliant and value-generating way.

This is a role for someone who leads through credibility rather than command. You have one direct report and a mandate that reaches every division of our decentralized organisation, so your influence comes from the trust you build with business leaders, the quality of your frameworks, and your ability to make the responsible path the easiest path.

AI Transformation Lead (f/m/d)

Heerbrugg / Zurich  80-100%

This appeals to you

AI Governance & Responsible AI

- Define and maintain enterprise AI governance frameworks, policies, standards, and operating models, and keep them current as regulation, technology, and Hexagon's maturity change.
- Own the enterprise AI tool portfolio and risk classification; run AI risk and impact assessments and advise functions on their obligations.
- Guide responsible AI development, deployment, and use, including transparency, human oversight, and data handling.
- Ensure compliance with the EU AI Act and other emerging AI regulations, translating them into practical guidance business teams can act on.

This is you

- Background: Either technical background (engineering/computer science) or business background (business management, innovation)
- Substantial experience in AI governance, responsible AI, or digital transformation in a large, complex international organization.
- Excellent communication skills: you move easily between executive and hands-on audiences and enjoy building alignment across cultures, functions, and time zones. Fluent in English; German or other languages a plus.
- Comfortable engaging with technology vendors and partners on commercial, contractual, and governance topics.

AI Partner & Vendor Negotiation

- Evaluate AI vendors, platforms, and use cases from technical, adoption, commercial, and governance perspectives.
- Act as Hexagon's counterpart to strategic AI partners (e.g. Microsoft, OpenAI, Anthropic), building relationships that secure early access, preferential terms, and a voice in product direction.
- Negotiate commercial terms, licensing models, data and training commitments, security and compliance obligations, roadmap influence, and support arrangements.
- Manage the vendor portfolio over time (including Microsoft Copilot, OpenAI, Anthropic, and other approved tools): monitor tools, model and terms changes, benchmark alternatives, avoid unmanaged lock-in.

AI Strategy & Transformation

- Drive execution of the AI-Enabled Company program and translate executive AI strategy into actionable programs with measurable outcomes.
- Establish frameworks for measuring AI adoption, maturity, impact, and value creation.
- Support divisions in identifying, prioritizing, and scaling AI opportunities.
- Define usage guidance, licensing approaches, transparency requirements, and best practices, and support teams in selecting the right tools and agents.

AI Education & Workforce Enablement

- Own enterprise-wide AI literacy and upskilling, including the AI literacy obligations under the EU AI Act.
- Create and deliver trainings for employees, managers, executives, and technical teams.
- Lead AI communities of practice, learning circles, and train-the-trainer initiatives.

AI Adoption & Culture Change

- Lead change management and cultural transformation toward AI-enabled ways of working.
- Develop communication strategies, success stories, awareness campaigns, and internal engagement.
- Foster experimentation, knowledge sharing, and cross-functional collaboration, and build executive and employee confidence in AI.

Leadership

- Act as a member of the AI Hub leadership team.
- Lead, coach, and develop one direct report (the AI Enablement Specialist).
- Lead without direct authority: mobilize divisional teams, AI champions, and functional partners who do not report to you.
- Represent Hexagon internally and externally on AI

- Technically fluent in generative AI, agents, and enterprise AI platforms, enough to challenge vendors and explain implications clearly.
- Working knowledge of the EU AI Act and the wider AI regulatory landscape, with the judgement to apply it proportionately rather than defensively.
- Experience in enablement, education, or change management, and genuine enthusiasm for growing other people's capability.
- First-line leadership experience or clear readiness for it.

governance, AI literacy, responsible AI, and enterprise
AI transformation.

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
- Generous bonus system and extra-mandatory pension fund contributions
- Individual training opportunities (internal and external)
- Relocation service
- Discounts on health, mobility & entertainment
- 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 are the global leader in measurement technologies. Our precision measurement, positioning, and autonomous solutions transform the world's most vital industries – providing the confidence that customers rely on to build, navigate, and innovate.

From microns to Mars, we drive productivity, quality, safety, and sustainability where it matters most. We help industries operate smarter, reduce risk, and reach new levels of efficiency.

Looking ahead, we are advancing our customers towards a future of true autonomy – enabling them to meet sustainability and demographic challenges with confidence.

With approximately 16,000 employees across 50 countries, Hexagon combines global scale, expertise, and innovation to make a lasting impact across some of the world's most vital industries.

Learn more at hexagon.com.

When it has to be right, it has to be Hexagon

Contact

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

APPLY NOW

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