

KYLE HAUSLAIB

Senior Engineering Leader

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◆ PROFILE

Engineering leader with over 15 years of experience in complex technology organisations — from embedded software development to steering large-scale engineering programmes with 300+ engineers across six countries. Combines deep technical expertise (mechatronics, E/E systems, AUTOSAR) with strategic leadership capability. Author of *Leading Agile When No One Agrees*. Creates clarity in complexity, builds high-performing teams, and delivers sustainable results.

◆ PROFESSIONAL EXPERIENCE

Senior Project Manager — Engineering Leader | Robert Bosch GmbH

September 2023 — Present

- ▶ End-to-end responsibility for a cross-site E/E development programme spanning 4 Agile Release Trains, 40+ teams, and ~300 engineers across Germany, Hungary, India, Japan, Mexico, and the USA
- ▶ Lead the RTE/STE Guild for RTEs, STEs, and Project Managers in the company's Electronic Power Steering division — professionalising Agile leadership practice across organisational boundaries
- ▶ Member of the Moderation Pool — a voluntary group of experienced moderators that runs workshops, feedback sessions, and events company-wide, available on request to any business unit
- ▶ Alignment of business, architecture, and platform strategy across a highly complex international system landscape for cloud and diagnostic solutions
- ▶ Collaboration with line managers on talent development, capacity planning, and performance management for several hundred engineers

Software Engineer & Scrum Master | Robert Bosch GmbH

December 2017 — August 2023

- ▶ Development of safety-critical software components for automotive steering systems (AUTOSAR, Cyber Security, Global Time Synchronisation)
- ▶ Coaching and leading agile teams with focus on team dynamics, process clarity, and sustainable performance
- ▶ Close coordination with international software teams to ensure quality and on-time delivery in series production projects

Chief Technical Officer — Electronics Laboratory | University of Cape Town

June 2013 — November 2017

- ▶ Full line management of an 8-person interdisciplinary engineering team with complete budget and personnel responsibility
- ▶ Transformed the organisation toward structured processes with measurable improvements in quality, efficiency, and cycle times
- ▶ Managed a broad project portfolio with academic and industrial stakeholders

Systems Engineer & Research Assistant | University of Cape Town

December 2009 — May 2013

- ▶ Development and integration of hardware and software solutions for technical process automation
- ▶ Co-author of an academic publication (2013) in the field of Chemical Engineering

◆ P U B L I C A T I O N S

- ▶ **Leading Agile When No One Agrees** — Book on Agile leadership in complex organisational environments characterised by resistance and ambiguity
Expected mid-2026 — Author
- ▶ **Academic Publications on Electrical Resistance Tomography (2009, 2012, 2013)** — Co-author, Department of Chemical Engineering, University of Cape Town

◆ C O R E C O M P E T E N C I E S

- ▶ Line & Technical Leadership
- ▶ Team Development & Performance
- ▶ Organisational Development & Change
- ▶ Cross-functional Collaboration (6 Countries)
- ▶ Embedded Systems / E/E / AUTOSAR
- ▶ Coaching & Facilitation
- ▶ Scaled Software Development (SAFe)
- ▶ Stakeholder Management at C-Level
- ▶ Conflict Resolution & Decision Structuring
- ▶ Cloud & Platform Strategy
- ▶ AI Application & Digitalisation
- ▶ Budget & Resource Ownership

◆ E D U C A T I O N & C E R T I F I C A T I O N S

B.Sc(Eng) Mechatronics Engineering | University of Cape Town

Systems Modelling, Control Engineering, Embedded Systems, Software Development, Electronics

- ▶ Bosch Talent Pool TDP1 *Apr 2026*
- ▶ Strategic Leadership (PMI) *Dec 2025*
- ▶ Wicked Problem Solving & Decision Making (PMI) *Feb 2024*
- ▶ Certified Agile Leadership Professional (IHK) *Dec 2022*

◆ L A N G U A G E S

German Native • **English** Native • **Afrikaans** Fluent • **Spanish** Basic