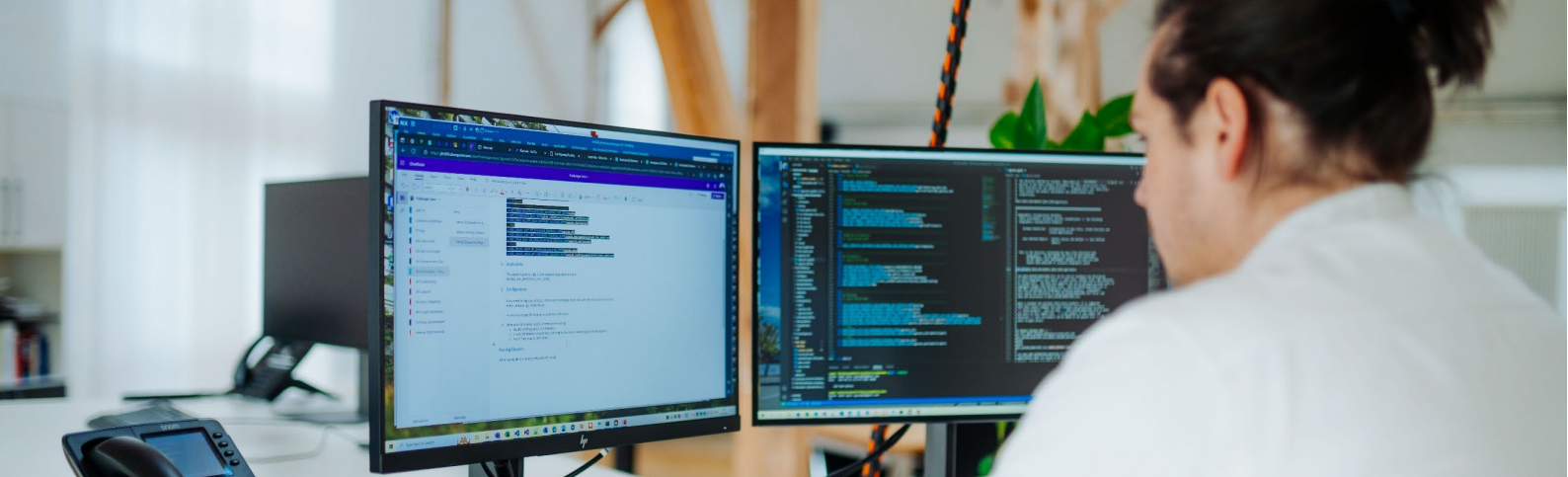




Senior NX / CAX Solution Architect

- with a track to Head of CAX Services and Partner (m/f/d)

Freiberger.Aero • Full-time • Remote-first (Germany) • Target annual compensation €95-125k, equity participation, real partner track

You are an experienced NX consultant — or a long-time NX key user / methods engineer ready for the next step. Either way, you are someone who can't let a problem go until it is solved properly. We are looking for the person who will take over the founder's role in our CAX service business, step by step: delivery first, then leadership of our offshore team, then business development and productization — with a genuine path to partnership and, in time, general management of the service business.

The role – and where it leads

Freiberger.Aero is a small, specialized consulting agency for CAX/CAD and engineering toolchains: Siemens NX, Capital and Teamcenter — we are a Siemens Software & Technology Partner — alongside other CAD systems and tools wherever our customers' toolchains call for them. Our customers are mostly, but not exclusively, in aerospace & defense. We work remote-first, with colleagues across continents.

Our conviction: the advanced configurations and expert knowledge that have always been individual and expensive can be made universally usable and cost-effective — freeing engineers from repetitive work so they can spend their time on transformative work. Productization, offshore scaling and AI support are our tools for getting there. Whoever takes this role doesn't just build customer solutions; they build this business model.

One thing we won't hide: this role starts hands-on in delivery and grows into ownership. It is neither a pure consulting job nor a day-one management position. Responsibility transfers in stages, at the pace that results and mutual trust grow:

- **Months 0-3:** Take over delivery for existing customers — projects, proposals, steering — and get to know our methods, team and customers.
- **Months 3-9:** Run delivery independently and take the lead of our offshore team.
- **Months 9-24:** Own account growth; shape business development and the productization roadmap.
- **Beyond that:** Key customer relationships, strategy — and, on the partner track, general management of the service business.

What you will be responsible for

From day one: NX/CAX delivery, consulting and project ownership

- **End-to-end NX consulting:** analyze engineering processes and toolchains, capture requirements, design solution concepts — and carry them through to productive use.
- **NX environments at scale:** solution architecture, deployment and configuration management, and the reusable-content landscape that makes a large NX installation productive — built by you or under your direction.
- **Methodology and enablement:** key-user workshops that transfer methodology rather than button knowledge — building key-user organizations that keep developing on their own.
- **Automation with judgment:** decide where customizing pays off and where out-of-the-box is the better answer; specify precisely for our development team and review what comes back — you architect automation, you don't code it.
- **Quality assurance with NX Check-Mate:** validation strategies and rule concepts, implemented through the team.
- **Digital thread and MBD:** consulting across the CAX–Teamcenter integration — from model-based definition through simulation with Simcenter to automated validation; making the digital thread real, not a slide.
- **E/E, EWIS and ECAD toolchains:** electrical and wire-harness engineering with Siemens Capital and NX Routing — from ECAD–MCAD integration to end-to-end EWIS processes, in Siemens and mixed tool landscapes.
- **CAD transition programs:** guiding customers from other CAD systems (e.g. SolidWorks) to NX: multi-CAD PLM during the transition, configuration and methodology adaptation, user enablement, data migration.
- **Presales and project ownership:** discovery, scoping and estimation; proposals and statements of work; several projects steered in parallel on schedule, budget, scope and quality, with clear customer reporting.
- **Support and release management:** incident handling, the interface to Siemens support (GTAC), and keeping customer environments reliable across NX continuous releases.
- **Knowledge management:** documentation discipline as the backbone of delegation and productization.

Growing into it: lead and scale our offshore team

- Lead and grow our external offshore team, including NXOpen software development in India.
- Run a disciplined delivery operating system: review rhythms, definition of done, SLA and KPI reporting, clear escalation paths.
- Safeguard knowledge and continuity: structured transfer, redundancy instead of head monopolies, attrition management, cross-cultural collaboration.
- Structure work for distributed delivery while upholding confidentiality, data protection and export-control governance.

Growing into it: business development, sales and productization

- Grow existing accounts; over time, win new customers.
- Develop the Siemens partnership: co-selling, referrals, certifications, partner programs.
- Productization: turn our most effective services into standardized, repeatable offerings with roadmap and support model thought through.
- Build recurring revenue: retainer, subscription and managed-service models.
- Shape commercial models beyond pure time and material: packaging, licensing, value-based pricing.
- Agentic AI: judge where AI genuinely carries in the CAX world — in our own delivery and in customer-facing offerings. Judgment and curiosity required, ML expertise not.
- Optional, never mandatory: public visibility — Siemens Community, Realize LIVE, publications, webinars.

What you bring (must-haves)

- **Full-scope NX knowledge.** Two equally welcome profiles: (a) an experienced NX consultant / solution architect, ideally including the customizing and configuration side — or (b) a key user with long, deep NX experience who wants to grow into the full scope. NX is fundamental; other CAD systems are optional.
- **Real engineering experience:** you have designed with CAD in real projects and know how engineering actually works — ideally in aerospace, other domains welcome.
- **End-to-end thinking with a modern-engineering mindset:** question what customers ask for, understand the whole process, design solutions — and genuinely want to move customers forward with MBD, digital thread, generative design and modern methods. Real enthusiasm for NX included.
- **Automation and technology judgment:** you recognize where automation, customizing or AI creates real value and where it doesn't — and specify solutions precisely for those who build them.
- **Presales, proposal and project-steering competence:** discovery, scoping, estimation, proposal writing; several projects steered in parallel on schedule, budget, scope and quality.
- **Teamcenter** at key-user level.
- **Leadership ability:** delegate, review results, establish standards — ideally with previous people responsibility.
- **Communication across all levels:** professional in speech and writing, with fluent, clearly intelligible English; you explain well, listen just as well, and move confidently between design engineers, PLM administrators, customer IT and management. In remote collaboration you are disciplined: proactive status reporting, written clarity, clean handovers.
- **An entrepreneurial mind:** you want to build something — at your customers and in your own company.

Nice to have (none of these are required)

- Software development experience with C#.NET / NXOpen.
- NX Routing and/or Capital experience.
- CAM and/or additive manufacturing
- MBD depth: PMI authoring, GD&T / ISO-GPS understanding, formats such as STEP AP242 / JT.
- German (preferred, not required).
- Further CAD systems (e.g. SolidWorks).
- Experience with distributed or offshore teams.
- Product and pricing experience: an understanding of how services are productized and monetized.
- An aerospace & defense background.

Conditions

- **Citizenship:** EU or NATO member state — a requirement of our defense customers.
- **Residence:** Germany — likewise a requirement of our defense customers. We support relocation and finding housing.
- **Work model:** largely remote if you prefer. On-site presence at our office in Bavaria is intensive during onboarding, regular afterwards for collaboration and team building.
- **Travel:** low but real — roughly 4–5 customer assignments per year of 1–4 days each, occasionally more.
- **Languages:** fluent English (required); German preferred.
- **Organization:** flat hierarchy — you report directly to the CEO and lead the external offshore team.

What we offer

- **Hard, unsolved problems.** Solve the scalable services dilemma of the consulting business; scale an offshore model under strict IP-protection conditions; bring agentic AI into the CAx world; make the digital thread real at defense customers. If those are the kinds of nuts you want to crack, you are in the right place.
- **Real influence.** Flat hierarchy, direct collaboration with the founder, fast decisions, visible impact — at customers and inside the company.
- **Target annual compensation €95–125k** (base salary plus performance-based component at 100 % target achievement), plus equity participation and a real partner track. Placement within the band depends on profile depth.

- **Ownership instead of bonus cosmetics — in two stages.** From day one: variable compensation tied to clear multi-year targets plus virtual shares — you always know where you stand. After a proven track record: a genuine partner track, up to real equity and general management of the service business. And because recurring, founder-independent revenue raises the company's value, you work directly on the value of your own future stake.
- **Bring your own field.** If you bring competencies we don't have yet — CAM or additive manufacturing, for example — you can build them into a business field of your own.
- **A stage, if you want one.** Siemens Community, Realize LIVE, publications, webinars: we support public visibility for those who want it. Nobody is forced onto a stage.
- **Flexible work, judged by results.** Remote-first with a low travel share, 32 vacation days, and support if you relocate to Germany or the region.
- **A boss who invests in you.** Above-average development and support, high standards, room for mistakes and learning — paired with the expectation of loyalty in both directions.

How we select

Applying here should cost you no bureaucracy — and the process should tell you as much about us as it tells us about you. Here it is, in full:

1. **Application — 15–30 minutes of your time.** One e-mail: CV or LinkedIn profile, your answer to one substantive question (see below), and your earliest possible start date. No forms, no cover letter, no retyping your CV.
2. **Intro call** — 45 minutes. Mutual fit, your questions, our questions.
3. **Short case** — capped at 1–2 hours, live or take-home. We don't expect a perfect result; we want to see how you think.
4. **Final round.** A paid trial day or a joint workshop — real work, real interaction.

You will hear from us within three business days of applying — an honest first response, though naturally not yet a final decision.

How to apply

One e-mail. That's it.

Send it to **jobs@freiberger.aero** and include:

1. Your CV as an attachment (PDF preferred) — or a link to your LinkedIn profile.
2. Directly in the e-mail text, your answer to this question:
"Describe, in 5–10 sentences, something you built or measurably improved in NX/CAX — system, validation, methodology, anything."
3. Your earliest possible start date

That answer is the only "task" in this application; though you are welcome to attach more if you wish.