

Jasmin Skenderi

Chief Technology Officer | Engineering and Product Leadership

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Profile

Executive technology leader with 20+ years across hardware, embedded systems, software and cloud, including a decade in C-level roles (CTO, CEO) building and scaling Industrial IoT, IoT, blockchain and AI ventures and products in the areas of military, automotive, manufacturing, medical and consumer. Proven track record scaling products from early-stage to enterprise-grade deployment, building and leading engineering organizations of 30+ people and driving strategy, funding and go-to-market decisions. Hands-on track record of using AI to accelerate delivery, tooling and productivity within engineering teams.

Core Competencies

Leadership	Experienced executive leadership · building and scaling high-performance teams · strategic and business planning · executive communication · funding, budgeting and shareholder relations · company building
Product	Outcome-driven roadmaps · continuous discovery · balancing product-led vs. sales-led growth · AI-native product strategy · data-informed decision making
Software	Software and cloud architectures · AWS, Kubernetes, Docker · CI/CD and DevOps · QA · embedded systems · applied AI, LLM, RAG, agentic systems
Technologies	C/C++, Python, JavaScript, Go · industrial protocols (OPC-UA, Modbus, BACnet, S7) · NB-IoT, MQTT, WiFi, BLE, ZigBee, LTE · Hardware design and manufacturing
Methods	Scrum, Kanban, PRINCE2, V-model, DO-254, ISO27001, TISAX

Professional Experience

Chief Technology Officer - Managing Director | Cybus GmbH, Hamburg Sep 2022 – Oct 2026
Industrial IoT company (~60 employees) building Connectware, an enterprise-grade Factory Data Hub for industrial data.

- Led the ~30-person engineering organization; owned architecture, stability, and quality of the core product end-to-end.
- Scaled Connectware from early-stage to enterprise-grade, deployed across large, multi-site, production-critical environments – while sustaining **0% voluntary team turnover** throughout tenure.
- Owned the full QA and test strategy; established robust release processes ensuring reliability at enterprise scale.
- Owned product management and roadmap steering, translating customer and market requirements into shipped product decisions.
- Built out team structures, processes, and missing functions.
- Participated in funding rounds and shareholder communications.

Chief Technology Officer - Executive Board Member | Next Big Thing AG, Berlin Oct 2016 – Aug 2022
IoT venture studio – investor, accelerator, and technology provider for deep-tech startups.

- Owned technology strategy across NBT and its portfolio ventures, with operational, disciplinary, and budget responsibility.
- Founded and built new companies and departments in the areas of PropTech, MedTech, energy management, blockchain, secure hardware, chip design, cold chain management, ML-Ops and industrial asset management.
- Led development of the NBT's unique Hardware and Software Platform used as a base for the development of products for the founded ventures.
- Represented the company internally and externally.
- Drove marketing and partnership initiatives.

Director of Hardware Development | KIWI.KI GmbH, Berlin

Oct 2015 – Sept 2016

Keyless door entry systems.

- Held disciplinary and professional responsibility for hardware development and embedded systems at operational, tactical, and strategic levels; reported directly to the Executive Committee.
- Defined development and manufacturing processes and coordinated suppliers; owned hardware and embedded architecture.

Head of Hardware Development | yetu AG, Berlin

Apr 2014 – Sept 2015

Universal smart home platform spanning smart home, audio/video streaming, and video services.

- Managed all hardware-related activities and architecture; coordinated external partners and suppliers with budget responsibility.
- Drove strategy development, product certification (CE, FCC), and market entry.

Earlier Career

Hardware Designer | alpha-board GmbH, Berlin

Nov 2006 – Apr 2014

Led the hardware development department for an aerospace, military, and industrial electronics service provider; hardware architectures, research projects, and PCB manufacturing.

Hardware Engineer | Digicast OHG, Berlin

Jan 2006 – Oct 2006

Hardware and firmware development, PCB layout, and technology analysis for media/DRM/content projects.

Project Engineer | Energoinvest d.d., Sarajevo

Mar 2004 – Dec 2004

Video surveillance, access control, and fire alarm systems; project engineering on an Optical Ring Backbone Infrastructure project.

Concurrent Ventures and Board Roles

Chairman of the Advisory Board | ConcR GmbH, Berlin

Dec 2019 – Jun 2022

Concrete-monitoring sensor technology company.

Company oversight and approvals (budget, business plan, recruitment); technology consulting on NB-IoT, LoRa, antenna design, and software.

Chief Executive Officer | Pretoria Research Lab GmbH, Berlin

May 2021 – Jun 2022

Blockchain research company.

Led strategy, funding, and team building; drove technology direction for a Proof-of-Stake-as-a-Service product.

Managing Director | Deflect GmbH, Berlin

Mar 2021 – Jun 2022

Cybersecurity services provider.

Led company operations for a boutique cybersecurity consultancy delivering security assessments and posture recommendations to clients.

Education and Certifications

Dipl.-Ing. Electrical Engineering | University of Sarajevo, Faculty of Electrical Engineering, Sarajevo

Oct 1999 – Mar 2004

- Focus: digital telecommunication systems, electronics, physics, mathematics, video encoding, encryption.

PRINCE2 Foundation & Practitioner, certified Project Manager | APM Group, Berlin

Oct 2013

Certified ScrumMaster (CSM) | Scrum Alliance – Agile42, Berlin

Nov 2013

Languages

German (native) · English (fluent) · Bosnian (native) · Macedonian (fluent)