

JOHANNES FRITSCH



(INTERIM/FRACTIONAL) CTO & DEVELOPMENT LEAD

IN A NUTSHELL

I am an (Interim/Fractional) CTO who loves to lead by example, is very outcome-oriented, is committed to innovation, radically adaptable and is a strategic communicator.

September, 17th 1984

+49 172 3299827

fritsch@zoom7.de

Reutebühlstr. 5
88250 Weingarten
Germany

DEAR TALENT ACQUISITION TEAM!

Thank you for taking the time to review my CV. I understand that hiring a CTO is a pivotal decision, one that requires careful consideration and trust. Having been in your position for many years — building technical teams for my own company and for clients — I am familiar with the challenges and importance of finding the right fit.



If you're looking for someone to lead a small to mid-sized tech team of fewer than 100 people to the next level, I am confident that I can help drive your success.

I have a track record of bringing teams to new heights, both technically and culturally. My strength is to bring teams together behind a coherent vision of a shared development vision.

With a century of experience as an entrepreneur with my own development agency Zoom7 GmbH, I also bring a lot of responsibility and ownership to the table.

I look forward to discuss the opportunity with you and your team further.

Best regards

Johannes Fritsch

SOME PAST PROJECTS



DAIMLER

otto group



ZEPPELIN^{NT}

Dethleffs



SportScheck

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REFERENCES

I have had the privilege of working with exceptional professionals who can attest to the quality of my work. Please feel free to contact them:

+ Andreas Ermantraut
Chief Financial Officer
smapOne AG
+49 170 5088257

+ Hendrik Hoppenworth
General Manager
Liquiditeam GmbH
+49 170 5555150

WORK EXPERIENCE

+ SmapOne AG 2024–2025

VICE PRESIDENT OF PRODUCT & INNOVATION

My main focus was restructuring the development department and building enabling structures for R&D. I integrated our AI team (previously part of the Growth department) into the core dev department. In the coming months, we launched over 30 AI-powered features into our core product. We also switched our app technology to Blazor in order to deliver web, iOS, and Android releases from a single codebase.

+ SmapOne AG 2022-2023

HEAD OF SOFTWARE DEVELOPMENT

I led a massive restructuring of the entire department by carefully evaluating the existing team, redefining team roles and responsibilities and ensuring a stronger alignment with business goals and operational efficiency. This led to a ~30% increase YOY in productivity. I also planned and kicked off an iterative technical restructuring program of the main codebase.

+ Liquiditeam GmbH 2020-2022

CHIEF TECHNOLOGY OFFICER

I led a small, talented team of engineers to build the entire platform for this blockchain startup, backed by a major German bank and serving clients like FC Bayern München and Borussia Dortmund. We developed a cutting-edge publishing and eCommerce system on the Ethereum blockchain, seamlessly integrating Machine Learning and AI for advanced capabilities. I introduced Kubernetes and bare-metal servers to reduce costs per client, leading to an 80% reduction compared to traditional cloud providers.

+ Zoom7 Services GmbH 2012-2020

CHIEF TECHNOLOGY OFFICER

I served as CTO, building the company from the ground up into a successful provider of custom software solutions with 24 developers. Our clients included major names like Audi, BMW, Daimler, ProSieben, and R+V Versicherung. My role consisted of business development, technical concept design, guiding development processes, and advising clients.

EDUCATION

+ Ravensburg-Weingarten University

BACHELOR OF SCIENCE (B. INFORMATICS)

Conception and Development of UI for process-oriented deployment of process information

Total score: 1.9

+ The Mentoring Club

MENTOR (2020–2024)

I mentor founders, C-levels and senior engineers on their career, happiness and life.

Total score: 4.9/5.0 (11)

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≡ SOFT SKILLS

+ LEADING BY EXAMPLE

My background as a developer allows me to quickly understand the motivations, characteristics, and unique traits of others in the field. Having walked in their shoes, I can empathize with their challenges and recognize what drives their passion, creativity, and problem-solving approach. I can use these insights to build strong, motivated teams and create an environment where individuals feel understood and empowered to perform at their best.

+ OUTCOME ORIENTED AND ACCOUNTABLE

My priority is delivering results, not excuses. I'm committed to ensuring that objectives are met with precision and efficiency, always keeping the focus on what truly matters: outcomes. I excel at rallying others around these goals, uniting teams with a shared purpose and driving collective commitment to success.

+ COMMITTED TO INNOVATION

I am totally committed to innovation. I'm not the person to maintain your 20 years old Java EE app for the next decades—I'm here to help transform your company into a 100% future-ready organization. My focus is on driving change, embracing cutting-edge solutions, and ensuring your business thrives in tomorrow's world.

+ RADICALLY ADAPTABLE

My career has taken me through diverse challenges, from founding of a development agency, building of a handful of startups to running and evolve the tech at successful SaaS scale-ups. Whether it's tackling issues, excelling with new technologies, or diving into topics like personal development and mentoring of my team, I'm always ready to learn and adapt.

+ STRATEGIC COMMUNICATOR

I excel at strategic communication, ensuring the entire company understands what my department is working on, how we plan to achieve our goals, and why our efforts matter. I focus on clearly articulating the benefits and value of our initiatives, which helps build alignment, trust, and acceptance across all levels of the organization.

≡ HARD SKILLS

+ STRONG PROGRAMMING BACKGROUND

To this date, I still code regularly in Go, TypeScript and Python. This hands-on approach keeps me deeply connected to the technology and the people. It ensures I stay up-to-date with the latest tools and trends. As a CTO, this not only sharpens my technical decision-making but also helps me understand the challenges my teams face, allowing me to lead with both empathy and expertise.

+ TECHNICAL AI EXPERT

My AI skills are rooted in curiosity and hands-on experimentation. I constantly explore the latest advancements in LLMs (Large Language Models), LAMs (Large Action Models), and agentic systems, diving far deeper than just the headlines to understand their underlying mechanics and potential. I enjoy experimenting with new capabilities, pushing boundaries, and seeking those moments of surprise that highlight what cutting-edge technology can achieve. I recently implemented GPT-2 myself.

+ CLOUD AND INFRASTRUCTURE

I bring a strong technical foundation with in-depth knowledge of AWS, Azure, Terraform, Docker, Kubernetes, and Ceph. This expertise enables me to design and execute robust cloud strategies and implement effective MLOps solutions. I can architect scalable, secure, and efficient infrastructures while ensuring seamless integration of machine learning workflows, empowering the organization to stay ahead in a cloud-first, AI-driven world.

+ USER EXPERIENCE DESIGN (UX)

I have a solid understanding of user experience (UX) design. This enables me to engage in honest, insightful, and productive discussions with design and UX leaders. It makes sure that technical decisions align with user-centered design principles and that we deliver exceptional user experiences.

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PROJECT INVOLVEMENTS

www.zoom7.io
more information & screenshots

+ Audi AG

AUDI MEDIA.TV

I was the technical project lead and lead programmer for this platform by Audi. I developed a robust web app that seamlessly integrates both Video on Demand (VoD) and live streaming capabilities. Leveraging Akamai's powerful streaming technology, I ensured a smooth, high-quality viewing experience for Audi's global audience, enabling fans and industry experts to access the latest content with ease and reliability.

+ Deutsche Zeppelin Reederei

COMPUTER RESERVATION SYSTEM

I developed a custom Computer Reservation System (CRS) for the Zeppelin Reederei, a company that operates airships in Friedrichshafen. The system was designed to manage ticket sales, reservations, and passenger data, providing a streamlined booking process for the company's customers. The data model consists of over 400 entities.

+ BMW - Bayerische Motorenwerke

CONNECTED DRIVE WEB APPLICATION

In 2017, I took over responsibility for the development of parts of the backend and the web frontend for the Connected Drive Store. It allowed drivers to control their BMW car, check location and status. The application was written in Java Spring and had a JavaScript-based frontend.

+ Audi AG

AUDI NEWSROOM

This newsroom application was developed by me and my team from scratch using Ruby on Rails and frontend JavaScript. The platform was designed to provide the latest news, press releases, and multimedia content from Audi AG, offering a seamless and engaging experience for journalists and Audi enthusiasts. It leveraged API integrations with many different content sources from internal systems and also public platforms.

+ Daimler AG

E-LEARNING PLATFORM

I developed a custom E-Learning Web Application for Daimler AG. The platform was designed to help employees find relevant learning material in the Daimler intranet and on external sources, providing a seamless and engaging experience for both learners and trainers. It leveraged a search engine and advanced Machine Learning to function.

+ Liquiditeam GmbH

BLOCKCHAIN GAMIFICATION & CONTENT PLATFORM

As a CTO, I built the team and developed a platform designed to help organizations and creators build and manage their own digital communities. It offers tools for fan engagement, loyalty programs, gamification, and monetization. Users can create customized web and mobile platforms for interaction with fans.

+ ProSiebenSat.1

TECH RECRUITING PORTAL

+ R+V Versicherung

R+V24 MAGAZIN

+ Comdirect

COMPASS MAGAZIN

+ Sport Scheck

SPORT SCHECK BLOG

+ R+V Versicherung

R+V BLOG

+ Audi AG

OFFZ. AUDI BLOG

+ Lago Konstanz

MEINLAGO APP

+ Moovel Group

MOVE FORWARD

+ Basler AG

BASLER COMMUNITY

+ GFT

CODE_N CONNECT

+ Moovel

MOOVEL GO APP

+ Dethleffs

VERKÄUFERHANDBUCH