

MAURICE SOBIERA



CIO · CTO · Senior Innovation & Technology Leader

MBA & Master in AI for Business · Certified IT Specialist for Systems Integration

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PROFILE

Senior innovation and technology leader with more than ten years of experience building and leading teams and portfolios in complex, cross-functional environments. Owns strategy, prioritisation, process design and delivery end to end — from concept through to implementation at scale. Technical foundation as a certified IT specialist for systems integration with several years in hands-on systems administration; a dual master's degree, MBA together with a Master in AI for Business, connects business strategy with applied artificial intelligence. Entrepreneur, founder and CEO of several technology companies with full P&L responsibility.

CORE COMPETENCIES

LEADERSHIP & GOVERNANCE

- IT strategy, enterprise architecture, cloud modernisation
- IT governance: ISO 27001, GDPR, NIS2 readiness
- Project and portfolio management across complex initiatives
- Team leadership, cross-functional coordination, performance leadership
- Talent acquisition and team development
- Governance frameworks: Agile, Scrum, Waterfall, ITIL 4

DATA, AUTOMATION & AI

- Applied AI for optimisation, automation and decision support
- Workflow automation and integration with n8n
- Databases: MySQL, Microsoft SQL Server

TECHNOLOGY & OPERATIONS

- Windows infrastructure: clients, servers, Active Directory
- Virtualisation: VMware, Proxmox, Citrix XenApp, Hyper-V; Docker
- Microsoft 365, Azure (fundamentals), identity and access management
- Backup, business continuity, vulnerability management (Rapid7)
- Network monitoring (PRTG), Ubuntu/Linux, SharePoint, macOS
- Telephony and VoIP: 3CX (Certified Engineer)

INDUSTRY, QUALITY & FURTHER

- Quality management to ISO 9001, injection moulding, special-purpose robotics
- Photogrammetry, 3D data capture, drone operations (LBA certified)
- SEO, SEM and SEA strategy; Ahrefs (advanced)

PROFESSIONAL EXPERIENCE

Chief Information Officer / Chief Technology Officer

since 09/2022

Apalio AG · Pfäffikon SZ, Switzerland

- End-to-end responsibility for IT strategy, enterprise architecture and cloud modernisation.
- Built security governance following ISO 27001 principles, including identity and access management, GDPR and NIS2 readiness.
- Introduced applied AI and GenAI use cases across business functions.

Chief Executive Officer

current

BitBlade Solutions GmbH & BitBlade Holding · Lauchringen, Germany

- Founded and ran a digital services agency focused on end-to-end transformation for mid-sized and industrial clients: IT modernisation, AI integration, process automation.
- Strategic portfolio management across several parallel mandates with consolidated P&L responsibility.

IT systems administrator

SERTO AG · Frauenfeld, Switzerland

- Operated and developed the IT infrastructure of a Swiss industrial company: Windows and Active Directory, VMware, Citrix XenApp, SharePoint, backup, networking and SIP telephony.
- IT support and lifecycle management in a production environment.

Systems administrator · Information Services department

09/2016 – 11/2022

Bucher Hydraulics GmbH · Klettgau, Germany

- Dual apprenticeship as a certified IT specialist for systems integration (09/2016 – 07/2019, IHK Hochrhein-Bodensee), followed by a permanent position until 30 November 2022.
- Highlight project: rolled out a 3CX telephone system across five international sites (Germany, 3× USA, Canada).

FURTHER MANDATES & EARLY CAREER**Chairman**

current

BitBlade Group · Lauchringen, Germany

Built the holding structure and the predecessor organisation of today's BitBlade Solutions; board-level steering of several venture initiatives in technology and industrial services.

Chairman

current

Chaingateway · Lauchringen, Germany

Strategic leadership of a multi-chain blockchain API platform: board-level steering, product direction, partnerships.

Chief Executive Officer*Robustbook GmbH · Lauchringen, Germany*

Built and brought to market a rugged device brand for enterprise and industrial customers across the DACH region; responsible for product strategy, sales, supply chain and partner management.

Owner / Chief Executive Officer*Sobiera EDV Dienstleistungen · Lauchringen, Germany*

Built and ran an IT services business: infrastructure, user support and telephony and VoIP projects backed by 3CX certification; direct client responsibility across industry and the mid-market.

Business consultant*Independend GmbH · Lauchringen, Germany*

Advised mid-sized industrial and technology clients on IT modernisation, process automation and cloud transition.

Process mechanic, plastics and rubber technology

09/2013 – 07/2016

Kaiser Werkzeugbau · Lauchringen, Germany

Apprenticeship at an ISO 9001:2008 certified injection moulding company — the foundation of my understanding of shop floor and OT environments. This operational period produced process optimisation and quality assurance projects for clients in pharmaceuticals and automotive.

EDUCATION**MBA & Master in AI for Business (dual master's) — average 8.34/10**

12/2024 – 12/2025

*Business School Barcelona / Universidad Internacional Isabel I de Castilla***Specialization in Innovation and Project Management (250 hours)**

2025

*ENEB · Barcelona, Spain***Certified IT Specialist for Systems Integration (IHK Hochrhein-Bodensee)**

09/2016 – 07/2019

*Bucher Hydraulics GmbH · Klettgau, Germany***Certified Process Mechanic, Plastics and Rubber Technology (IHK) — grade 2.0, with distinction**

09/2013 –

07/2016

*Kaiser Werkzeugbau · Lauchringen, Germany***CERTIFICATIONS**

- 3CX Certified Engineer — telephony and VoIP (2018–2020)
- IBM Notes Administration — server and client (2017)
- Microsoft Exchange — on-premises and cloud (2020)
- LBA-certified drone pilot, all classes and zones (2021)

LANGUAGES & KEY FACTS**Languages**

German (native) · English (C2)

Availability

Immediately or by arrangement · 80–100 %

Work authorisation

EU/EFTA residence permit B — unrestricted right to work in Switzerland

Mobility

Resident in Rafz, Canton of Zurich · available for international travel