AI & Automation Engineer (m/f/d)

Location	Ortisei, South Tyrol
Employment	Full time, partly from home
Start	Immediately

About Demitas

Demitas is a software engineering company from Ortisei. We integrate AI into workflows, automate data and build custom software, mainly for mid-sized and large companies. From requirements analysis to go-live, we build systems that are easy to follow, maintain and develop further.

Our projects are as varied as our customers: assistants that answer questions in many languages, automations that take routine work off teams, AI that helps create milling programs, firmware for embedded systems and a test bench that checks cable harnesses in production. With us you see how an idea becomes a system that people work with every day.

Why we are hiring

Our projects keep growing. That is why we are looking for someone who makes sure each of them is delivered on time, cleanly and to the customer's satisfaction.

What you will do

You deliver our projects, from requirements to acceptance. You work closely with the founders and take on more and more responsibility over time.

1. Work out requirements

You turn what our customers want into clear requirements and concrete tasks.

2. Build and automate

You build prototypes and complete systems and automate recurring work, with AI where it helps.

3. Test and run

You test against the requirements, put solutions into operation and keep them running reliably.

4. Keep projects on track

You watch schedule and effort, keep planning and documentation in order and speak up early when something goes off course.

What you bring

The projects you have brought to a successful finish matter more to us than titles or certificates.

- You have already delivered software, IT or digitalization projects.
- You work confidently with APIs, databases and Git and implement solutions on your own.
- You have automated workflows or built AI services into software before.
- You keep track of several projects at once and let nothing slip.
- You handle data, access rights and security with care and know the basics of the GDPR.
- You speak at least two of German, Italian and English fluently. All three are a big plus.

Nice to have

- A technical degree
- Experience with agile methods (Scrum, Kanban) and common project management tools
- Experience with Kubernetes
- Experience with FastAPI, PostgreSQL, Docker or React

- Experience with Microsoft Azure
- A network in South Tyrol

How we work

We are a small team in which every person moves a lot and carries a lot of responsibility.

1. Results, not hours

We do not count attendance. What matters is that our projects land well with the customer.

2. Direct feedback, both ways

We say openly what is going well and what is not, and we expect you to tell us when we are wrong.

3. Little process, lots of trust

Short paths and quick decisions. You get access and responsibility for delivery from day one.

4. High standards, no burnout

We live in the Dolomites for a reason. Focus is the goal, not late nights.

What we offer

A key role in a small team

With real influence on how Demitas delivers projects.

Salary

Graded under the Italian collective agreement for commerce (CCNL Commercio), plus a performance bonus.

Variety

Projects from many industries, from software to firmware.

Budget

For tools, hardware, courses and conferences.

Hybrid and flexible hours

With an office in Ortisei and the Dolomites outside the window.

Growth

As Demitas grows, so does your responsibility.

How to apply

Send us two things at **info@demitas.io**:

1. Your CV or your LinkedIn profile.
2. Three sentences about a project you have delivered: what it was about, what was hardest and what you would do differently today.

What happens after you apply

1. **First meeting:** a conversation with us, the two founders. We talk about your experience, our projects and how we would work together.
2. **Second interview:** we go into more detail and talk about the technical topics.

We look forward to meeting you.

This role is not for everyone. If you are looking for a narrowly defined job, a large team or a slow pace, it is not a fit. If you want to own projects from start to finish and see your impact every week, it is.

Daniel Mahlknecht & Daniel Demetz, founders of Demitas

Send your application to info@demitas.io. This posting is addressed to candidates of all genders (D.Lgs. 198/2006) and to people of every age, origin and background. Before you send us anything, please read how we handle applicant data in our privacy policy.