

Experienced VR/XR Engineer

Unity

Geneva, Switzerland | Full-time | Start: February 2026



Spin-off | **ETH** zürich

At MindMetrix, we are building the next generation of digital therapeutics for mental health care. By combining neuroscience with advanced digital tools, we aim to transform how mental disorders are detected, treated, and prevented. Having evolved from a consumer sports-based product, we are now entering the clinical space and building a team who wants to bring this vision into practice with us.

Job Description:

We are looking for a skilled and motivated VR/XR Engineer with a product-driven and innovative mindset, who will take ownership of features from concept to implementation, integration, and delivery. In this role, you will enhance and adapt our VR application for clinical use, ensuring it meets the needs of both patients and clinicians. Our current solution runs on Pico headsets, with upcoming developments focused on usability, engagement, and reliability in clinical environments. As the platform evolves, you will contribute to its expansion towards mixed reality and smart-glasses solutions.

Responsibilities:

- Develop and improve the Unity-based VR therapeutic application, while maintaining the integration of our core algorithms.
- Take ownership of features end-to-end: from prototyping and implementation to backend integration, testing, and deployment.
- Implement new event-sourcing based training and assessment modules while ensuring seamless communication between the VR client and backend.
- Collaborate with other engineers and clinicians to ensure accurate data capture, synchronization, and compliance with QMS standards.
- Work with designers or contribute creatively to develop and integrate assets and gamification elements that enrich the VR experience and improve patient engagement.
- Support the transition from VR to XR/MR platforms by building extensible and scalable architectures for future devices.
- Optimize performance and stability for standalone headsets (e.g., Pico) to ensure reliability in clinical and research settings.
- Ensure adherence to documentation, testing, and software quality requirements for regulated medical software.
- Stay up to date with modern software engineering practices and tools, bringing improvements into our workflows where relevant.

Requirements:

- Bachelor's or Master's degree in computer science, software engineering, game development, or related field (or equivalent experience).
- 5+ years of experience developing Unity-based VR/AR/XR applications, with strong understanding of event-driven architectures and backend integration.
- Proven ability to optimize and deploy Unity applications for standalone VR headsets (e.g., Pico).
- Experience with version control (Git), collaborative coding, and automated build or CI/CD pipelines for Unity projects.
- Familiarity with gamification, immersive environments, or human-computer interaction.
- Knowledge of XR/MR frameworks, device platforms, and experience working in regulated environments (SaMD, ISO 13485, IEC 62304) is a strong plus.
- Curiosity and adaptability to experiment with emerging XR/MR platforms and hardware.
- Strong problem-solving, communication, and collaboration skills, with the ability to adapt in a fast-paced, interdisciplinary startup environment.
- Foster learning, feedback, and ownership within the team.
- A valid work permit for Switzerland is required (we are not able to offer permit sponsorship at this time).

What we offer:

- Full-time position, starting in February 2026, or as agreed.
- Flexible working hours and hybrid set-up, with on-site workdays in Geneva.
- Competitive salary CHF 100'000 – 120'000, 5 weeks of vacation, opportunity for long-term career advancement and equity participation.
- A collaborative, interdisciplinary team with backgrounds in neuroscience, tech, and business.
- The chance to shape an early-stage clinical product with direct patient impact.
- An open, supportive culture that values initiative, curiosity, and passion.

About MindMetrix

MindMetrix is a spin-off from ETH Zurich, where we developed a novel pupil-based neurofeedback method that enables users to actively regulate their brain's arousal level. Our first product, myflow, has been applied in elite sports, giving athletes immediate feedback on their mental state and helping them perform at their best. Building on this foundation, we are now expanding into the clinical field. From our new base in Geneva, we are working with leading experts in neuroscience to develop applications that support patients with anxiety and other mental health disorders. Our goal is to create accessible, science-based tools that make a difference in people's lives.

Application:

You are interested? Send us your CV and shortly explain what you'd expect from this opportunity at job@mindmetrix.ch. And keep it real. We want your story, not a flawless AI draft.

We look forward to hearing from you!