

# Luc Smits

## Technical Program Manager · Product Delivery Lead

Leading regulated product delivery across healthcare tech and gaming. I bring structure to complex environments — coordinating cross-functional teams, navigating regulatory constraints, and shipping products that scale.

@ contact@lucsmits.com

➤ lucsmits.com

in linkedin.com/in/lucsmits1

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TEAM MEMBERS LED

40+

STAKEHOLDERS  
COORDINATED

50+

CLINIC DEPLOYMENTS

3

MAJOR RELEASES

100%

CERT PASS RATE

### 01 / EXPERIENCE

## Career progression

### Head of Software

Feb 2022 – Present

#### CUREOcity GmbH

- Lead 8-person team shipping VR therapy apps across Meta Quest, HTC Vive, and PICO; coordinate 40+ stakeholders
- Introduced agile delivery systems that cut development cycle time by 40% while maintaining medical device compliance
- Scaled product from 2 pilot clinics to 50+ active deployments with 95% therapist satisfaction
- Own sprint planning, roadmap prioritization, and cross-functional execution across clinical, engineering, and business teams

### Technical Designer

Aug 2020 – Feb 2022

#### CUREOcity GmbH

- Translated medical requirements into technical specifications for gamified therapy applications
- Improved production processes and Jira workflows to reduce coordination overhead

### EARLIER

Intern Technical Designer — CUREOcity GmbH Mar – Aug 2020

Intern Technical Designer — Motek Medical Sep 2019 – Feb 2020  
B.V.

### DELIVERY ARTIFACTS

RAID Log

RACI Matrix

Milestone Plan

Launch Checklist

Stakeholder Cadence

Decision Log

Status Reports

Post-Mortems

### 02 / SELECTED WORK

## Case studies

### VR Therapy Platform

CUREOcity · 2022–Present

Scaled VR therapy platform from 2 pilot clinics to 50+ deployments via dual-track roadmap balancing clinical validation with scalability.

50+

CLINICS

95%

SATISFACTION

40%

FASTER CYCLES

### Process & Team Transformation

CUREOcity · 2022–Present

Designed scalable delivery processes supporting 3x portfolio growth and team expansion from 5 to 8 engineers.

60%

FEWER MISSED  
DEADLINES

3x

PORTFOLIO  
GROWTH

100%

PROCESS  
ADOPTION

### Multi-Platform Product Strategy

Various · 2019–2022

Certification-first strategy across Switch, PS4, and PC achieved 100% first-time pass rate on all 4 titles.

4

TITLES SHIPPED

0

MISSED  
LAUNCHES

100%

CERT PASS  
RATE

### 03 / CAPABILITIES

#### PROGRAM DELIVERY

Roadmapping & prioritization  
Risk & dependency management  
Release planning & governance  
Stakeholder alignment  
Agile rituals & reporting

#### TECHNICAL

VR platforms (Quest, Vive, PICO)  
Multi-platform release strategy  
Medical device compliance  
Unity & Unreal Engine pipelines  
CI/CD & documentation standards

#### TOOLS

Jira, Confluence, Linear  
Figma, Miro  
Git, GitHub

#### INDUSTRIES

Healthcare tech (regulated)  
Gaming (console & VR)  
Developer tools