

Experienced Project Manager & Change Agent *MSc University of Oxford + Engineer « Grande Ecole » ENSIIE*

Work Experience

2014-present **Airbus Defence and Space** *leader in Europe for Defence & Space Technologies* *Les Mureaux
78, France*

Programme Manager - Research & Development, Launchers

Mission : Lead a R&D Programme to demonstrate technologies for future launchers

- Manage a self-funded programme to raise TRL of cutting-edge space technologies, through an incremental approach with prototypes
- Lead a multi-disciplinary team of 25 FTE from 3 locations, 2 countries (budget of several million € per year) : set objectives, organize the team and the project, manage financial and scheduling aspects, manage all internal and external stakeholders
- Reports to Senior Vice-Presidents (Business Line & CTO) acting as Sponsors and internal customers
- Contributes to the Business Development of the technologies with external partners such as space agencies

2011-present **EADS Astrium Space Transportation** *leader in Europe for Space Technologies* *Les Mureaux
78, France*

Improvement Project Coach

Mission : Provide Lean, Change Management & Project Management skills to Transformation Programmes

- Initiated a dedicated project to improve Programme Management – acting as PMO and Work Package Leader for People Development:
 - Animated a community of 500+ Project Managers through workshops, community days, best practice exchange
 - Led the improvement of Career Paths, Training Paths, Mentoring to increase competences of PM
- Coached 7 « Improvement Project Leaders », providing them Change Management & Lean methods
- Led the deployment of Visual Management to reach over 40 teams : coaching, recruiting and training of coaches, supervising deployment of a new state-of-the-art IT tool iObeya for multi-sites Visual Management
- Supervised a team of 10 high potential recruits to foster best practice exchange and organize a 120-people Lean event
- Coached a team for 9 months to decrease by 80% the lead time of their process, and by 220 Keuros its cost

2005-2010 **EADS Eurocopter** *worldwide leading helicopter manufacturer* *La Courneuve
93, France*

2009-2010 Investments Project Portfolio Manager

Mission : Coordinate the Portfolio of Investments and Plant Layout projects

- Managed functionally 4 projects managers to ensure overall planning coherence
- Recruited and Trained 2 other project managers. Developed a common methodology
- Analyzed critical paths, risks, and presented strategies 6 times a year to Management Committee
- **and in 2010:** Special Assignment – Performed a feasibility study and led a multi-functional team of 15 people to assess the opportunity to build a brand new 80 million euros factory. Project was presented to CEO and got accepted for execution.

2007-2009 Investments Project Manager

Mission : Manage Investments projects (Industrial Means or Systems, Layout redesign, Infrastructure)





- Led 5 investments projects from 40 K€ to 900K€ : opportunity studies, functional analysis, business cases, specifications, sub-contractor management, team management, delivery & qualification
- Managed several multi-functional teams from 4 to 10 people (Production, Quality, Engineering, Maintenance,...)
- Typical Projects managed :
 - Transformed the layout of a workshop with Lean principles to achieve 20% lead time reduction on blades painting
 - Improved by 15% the profitability of a surface treatment unit by replacing its robotic system

2005-2006 Software Engineer

Mission : Lead the design and development of a software dedicated to Test Benches

- Managed Functional Analysis and Specifications, Developed a 80K lines of code JAVA software
- Managed 3 interns and trained 2 employees to new programming language to ensure maintenance of the system
- Obtained buy-in of technical experts and production workers to ensure final qualification of the software

Education / Diplomas

2012	EADS Black Belt Certification – Lean 6 Sigma (<i>4 weeks training + 9 months project</i>) <i>(now AIRBUS Group)</i>		<i>Airbus</i>
2011	PMP® Training and Certification from P.M.I.		<i>PMI</i>
2004-2005	University of Oxford , M.Sc. In Computer Science - awarded with Distinction. MSc Thesis (4 months) in Artificial Intelligence Topic: "Learning Behaviours of External Agents" (<i>available at: http://benoit.helicos.com/ms</i>)		<i>Oxford, United Kingdom</i>
2002-2005	Ecole Nationale Supérieure d'Informatique pour l'Industrie et l'Entreprise Engineering Degree, French « Grande Ecole » in Computer Science & Mathematics.		<i>Evry 91, France</i>

Skills

Main skills :	<p>Project Management (4 to 30 people, budgets from 50K€ to >5 M€)</p> <ul style="list-style-type: none"> • for various types of projects : Lean, Improvement, Software Development, IT, Building, Infrastructures, Space Technologies • trained internally by EADS Eurocopter in 2007 and 2008 • Certified PMP® (Project Manager Professional) from P.M.I. Since 2011 (renewed in 2014) <p>« Soft Skills » & Change Management :</p> <ul style="list-style-type: none"> • Conflict handling, Project Team Dynamics, Coaching • Moderator skills : Workshop design & animation, facilitation, brainstorming,... <p>Lean / Six Sigma / Process Improvement :</p> <ul style="list-style-type: none"> • Lean Manufacturing : SMED, 5S, HOSHIN, Flow & Process Analysis, MIFA-MIFD (EADS Black Belt Certified 2012, EADS Green Belt Certified 2010) • Lean Engineering / Lean Product Development : Value-Stream Mapping, Visual Management, Obeya, Virtual Obeya • Business Process Modelling <p>Sub-Contractor Management :</p> <ul style="list-style-type: none"> • Specifications, Request for Proposals, Selection, Follow-up and Qualifications • Functional Analysis & Value Analysis <p>Information Systems & Knowledge Management :</p> <ul style="list-style-type: none"> • Ergonomics and Design of Automated Systems (UI) • Deployment of collaborative tools and knowledge management tools within the company (Atlassian Confluence – Wiki – and JIRA, Intranet, eRoom, iObeya,...)
Languages :	<p>French, native English (Fluent – one year spent in Oxford, UK) Spanish (Beginner)</p>
IT Tools :	<p>MS Visio, MS Project, PSNext, PRIMAVERA, AutoCAD, LaTeX iObeya & SMART Interactive Boards / SMART Meeting Pro</p>
Software Development :	<p>Requirements Capture, Functional Analysis, Architecture analysis <i>Databases : SQL Programming: Object-Oriented Languages, Java, C, C++, OCaml, Prolog</i></p>
Computer Science :	<p>Automatas & Information Systems, Operational Research, Artificial Intelligence, Robotics</p>

Hobbies

Passion for aeronautics ! (*Helicopter private pilot 2000-2007*)

Other hobbies :

- Co-founder of Generation Airbus Paris, a 400+ members network to promote integration through social events for Airbus colleagues (organization of Site visits, Air shows visits, After-works,...)
- “Street coaching” : co-founder of Paris branch of Advice4quarter, to provide free advice in the streets.
- Entrepreneurship : **Co-founder of “L’Odeur du Croissant”**, a small consulting team, providing Lean Startup & Facilitation methodologies to entrepreneurs
- Travelling & Hiking trips : 25 countries visited since 2007, hiking in a lot of them : Tour du Mont-Blanc (France, Swiss, Italy), Austria, Slovakia, Slovenia, Germany, Italy, Corsica, USA (California), Japan, Norway, Mongolia,...
- Cinema (including shooting short films)