

Plant Director

P/L (300 M RMB) – 500+ persons
26 Years of international experience
including 9 in car industry
In China since 2007

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PROFESSIONAL GOALS:

Stable, skilled in Operations management, **highly adaptive** and communicative **multicultural manager**, looking for a new company/new challenge to express my experience and skills to develop its organization efficiently.

Based on my **natural leadership**, I'd like to **manage cross-functional teams/projects** to guide them to all stable and successful steps in a life of company. Multiples experiences in manufacturing site for consumer products, as well as automotive have provided me great ability on **problem solving** and team driving. **Process oriented**.

Suitable positions depending on company size and organization: General Manager, Plant Director, Operation Director, Global Leader, Senior Project Manager around SUZHOU.

WORK EXPERIENCE:

Actuator Electric Motors (China-2.5 years): Plant Director for an electric motors & electronic controller designer & manufacturer (www.generaltransmissions.com, www.actuatormotors.com).

Oct 21- now *Responsibilities* **Physical and structural Reorganization of the company operations in Yuyao.**
Managing **500+ employees (24/7)**. Reporting to China Managing Director & Group Industrial Director.
Weekly delivery of **50K motors** (Permanent Magnet & Brushless) & 18K controllers for power tools & lawn mower products for international customers (BOSCH/STIHL/MAKITA/SNAP-ON). 400 references in different process (Stamping/Coating/ 25 assembly lines & electronic).

Achievements Relocation (layout, construction, **Team and Assets** moving) of **3 factories to a new unique site (24 000 m2)**.
Strategic **redundancy** plan (Elaboration and implementation) to reduce 30% of Indirect labors.
Improvement of OTD (98%), FPY (99%) & efficiency (8%) and Stock reduction (45%).
Implement Warehouse system & proper components at reception.
Investments for automatic line – Design and industrialization of automatic machine.

Safilo Suzhou (China-6 months): General Manager for an eyewear leader. *Luxury Sunglasses/Optical frames for internal brand (Carrera/Smith/..) & licensed brand (Gucci/Fendi/Boss) (www.safilo.com).*

Feb 21- July 21 *Responsibilities* **Passed probation period** but I decided to resign.
Managing **1300+ employees (24/7) in a 60 000 m2 plant-**. Reporting to COO (based in Italy).
Weekly delivery of 120K glasses + 100K components for Italy factories.
Over 200K references in different process (Injection/CNC/Stamping/Soldering/Varnishing & Galvanic).

Achievements **Crisis Solving** (EHS/HR).
Improve efficiency of 2% (new team organization / basis of production).
Cost Cutting (over **1.5M RMB in 3 months**).

Delta Plus (China-11 years): Head & Fall arrest Factory Manager in a world leader of Personal Protective Equipments (www.deltaplus.eu).

Jun 10- Feb 21 **Plant manager in Wujiang with P/L responsibility** for 3 distinctly different business models:

- Plastic injection : Safety helmets, visors, earmuffs & respiratory devices.
- Antifall System : Fall arrest devices & harnesses.
- Webbing factory : technical webbing, cargo lashing & slings.

Responsibilities Managing 170 employees team (24/7). Reporting to Industrial Director as well as CEO for Investments.
Costs, Purchase, Planning, Production, Quality, Maintenance, Methods, Warehouse and ERP (production).

Key Data Turn over: 98 Million RMB with 2.5M Helmets, 450K Earmuff, 200 K Filters, 5M m of Webbing, 120K Harness and Antifall System -16 international office staff. - 11 500 m2 factory.

<i>Achievements</i>	<p>Start with 1 factory (40 person – 23M Rmb) to manage 3 P/L (170 persons – 98M Rmb).</p> <p>Creation of Financial analysis report: Theoretical vs Real margin of Factories.</p> <p>Active Support for China Sales team.</p> <p>Relocate successfully a 5000 m2 factory in a new location</p> <p>Creation of Methods Department in Delta Plus Group to launch automatized machine.</p> <p>Technical support for other plants globally and Projects lead to CE certification of PPE.</p> <p>ERP referent (production) of Delta plus.</p> <p>Implement Employees solution (salary structure, benefit) to reduce Employee Turn over.</p>
<i>Main Technologies</i>	Thermoplastic Injection, Assembly, Automation, Weaving, Dying, Stitching.
<i>Purchase</i>	40 suppliers worldwide, continuously leading project to cost-cutting and limit the number
	New suppliers development and validation to relocate global supplier in China.
<i>Quality</i>	European Directive 89/686 (module D - ex 11B) . ISO 9001:2015. ISO 140001 - 45001

Gestamp Automocion (China-2 years): *Projects coordination for a Spanish **automotive** (www.gestamp.com)*

<i>Feb 08-Mars10</i>	Automotive Project Engineer in Kunshan. Responsible to supply a chassis for 2 new DPCA cars (stamping, welding & painting operations) in a TS16949 environment.
<i>Main tasks</i>	<p>Customer Correspondent for <u>technical and commercial</u> Issues.</p> <p>Transfer, validation & homologation of Welding lines from Spain to China including machinery, Team training</p> <p>Validation of Suppliers/Subcontractors (Prices/planning/Deliveries/Quality).</p> <p>Documentation for projects (PFMEA, APQP,..) & support for Spanish team.</p>

PSA Peugeot Citroën (France & Portugal-7 years): *Project manager for a European **car manufacturer** (www.stellantis.com)*

<i>Mar 07- Nov 07</i>	Production Project Manager in Mangualde (Portugal), Prerequisite analyses prior installation the system managing the whole vehicle flow. Implementation of Headquarter Policies practices in the factory.
<i>Oct 04 –Feb 07</i>	IT project Manager in Sochaux (France) administrating the vehicles stocks in production process for 7 factories .
<i>Apr 01– Oct. 04</i>	Technical transversal leader , in Bessoncourt (France). Based at the Global Operational IT Center, managing a 7 people team performing administration tasks over 40 critical systems in charge of Assembly Lines .

Société Générale (United Arab Emirates-1.5 years): *1st experience in multicultural management.*

<i>Dec 99- Mar 01</i>	IT Assistant Manager. CSNE (Special assignment by French government in overseas international enterprises) in Sharjah for the United Arab Bank/ Société Générale. (www.uab.ae , www.societegenerale.com).
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ThreeShips (Netherlands-6 months): *a technical internship in a small IT company. (<http://www.threeships.nl>).*

<i>Apr-Sept 99</i>	Technical training in Rotterdam .
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Companhia Vale Do Rio Doce (Brasil-6 months): *revelation of a multinational. (www.vale.com).*

<i>Apr-Sept 98</i>	Placement in Belo Horizonte for a world Mining company. Project management & Software conception.
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EDUCATION:

<i>1999</i>	Master Degree at I.S.I.M.A. college of Engineering, Clermont-Ferrand, France. (www.isima.fr).
<i>1996</i>	Two-year university Degree (DEUG), major in Mathematics, Clermont-Ferrand, France.
<i>Languages</i>	<p>French: mother tongue. English: fluent. Chinese: daily operations in Mandarin (spoken).</p> <p>Portuguese: good level. German: studied at school but never practice.</p>

OTHERS INTERESTS:

<i>Countries</i>	Residence in China, United Arab Emirates, Portugal, Brazil, Netherlands. Travels over 55 countries .
<i>Sports</i>	Table tennis, football and rugby former player.
<i>Others</i>	Cinema, reading.

REFERENCES:

<i>Actuator</i>	Mr Laurent SCARATO, Ex Managing Director of GT/AEM China (Laurent.scarato@yahoo.com).
<i>Delta Plus</i>	Mr Christian BIREAU, Industrial Director Delta plus (christian.bureau@deltaplus.fr).
	Mr Julien DUFAURE, (ex Delta Plus), GM Norwex (julien@norwex.com.cn).