

Ludovic Barbès - CFO

Business administration and Manufacturing Officer

40 years old - French nationality

SKILLS

<i>Management</i>	<ul style="list-style-type: none">• Collaborative and progressive team management up to 50 persons• Change management, organization and tasks optimization, meetings leading, recruitment, training, annual interviews
<i>Business administration</i>	<ul style="list-style-type: none">• Management control, cash management, profitability optimization• Business plan drafting, including market analysis, business model and financial forecast• Social policy, legal procedures, insurance, QHSE
<i>Technical</i>	<ul style="list-style-type: none">• Embedded Systems Design Hardware & Software• Information system: assessment and full deployment of ERPs (Engineering Resource Planning)• Software development, configuration management, optimization
<i>Project Management</i>	<ul style="list-style-type: none">• Full R&D cycle: needs analysis, specifications, integration, test & validation, deployment• Planning setup and coordination of internal and external human and material resources
<i>Customer and Suppliers</i>	<ul style="list-style-type: none">• Purchasing, bargaining, claims management, litigation, legal procedures• Sales follow-up: quotation, customer satisfaction, in-service support
<i>Manufacturing</i>	<ul style="list-style-type: none">• Industrialization, commissioning and production, improvement of flows and organization, logistics• Quality Control Cost Delay Performance QCDDP, lean manufacturing, service and maintenance• Supply Chain: international procurement and supply of raw materials, stock management and optimization
<i>Quality / Audit</i>	<ul style="list-style-type: none">• Aeronautical norms and regulations standardized environment, quality assurance, certification• Manufacturing quality management, leading audit as both supplier/customer
<i>Languages</i>	French <i>Mother Tongue</i> English <i>Fluent</i> German and Spanish <i>Basic</i>

PROFESSIONAL EXPERIENCE (details in the next page)

<i>2 years</i>	Jan 2019 – now	HYCCO	Toulouse	31	France
<i>2 years</i>	Oct 2016 – Dec 2018	CORINT SUD	Orthez	64	France
<i>2.5 years</i>	Sept 2013 – Mar 2016	INTERSAC	Saint Junien	87	France
<i>9 years</i>	Aug 2004 – Aug 2013	ALTEN SO	Toulouse	31	France

EDUCATIONAL BACKGROUND

2013-2014	Master of Business Administration (MBA) Institut d'Administration des Entreprises (IAE) - Limoges, France <i>Business Administration School</i>
2000-2003	MSc Microelectronics Engineering Polytech'Montpellier (ex-ISIM) - France Microelectronics, Electronics and Automatics (MEA)
1998-2000	BSc Physics, Mathematics, Computer Science University Bordeaux I - France.

DETAILED PROFESSIONAL EXPERIENCES

2019 -2020 **HYCCO** – Toulouse (31 - FRANCE)

2 years **CFO**

Context: bipolar plates for hydrogen systems

Duties: Business, finance and manufacturing

Achievements:

- Building up business strategy: business plan, financial forecast, marketing, organization
- Fundraising for pre-seed tour
- Partnership search

2016 -2018 **CORINT SUD** – Orthez (64 - FRANCE)

+ 2 years **Plant Manager – COO/CTO**

Context: honeycomb manufacturer - 4M€ CA – 15 employees – 4 automated manufacturing line

Duties: Plant and administration manager, RH, organization performance and QHSE systems

Achievements:

- Reorganization, optimization of manufacturing cycles, strategic reorientation => **profit doubled in 2 years**
- Successful HR management (productivity gain, cope with retirements loss of know-how)
- Investments, Maintenance, Continuous improvement of equipment and working conditions 200k€ budget
- Quality Audits FSC / FCBA, BBA, IWAY IKEA passed successfully

2013 -2016 **INTER SAC** – Saint-Junien (87 - FRANCE)

3 years **Operational Manager – Manufacturing, Business administration, QHSE**

Context: paper and plastic bags printer and manufacturer - 5M€ CA – 35 employees – 20 manufacturing lines

Duties: Plant and administration manager, RH, organization performance and QHSE systems

Achievements:

- Modernization of the company
- Initiating and commissioning successfully 1M€ investments
- Assessment, choice and deployment of an Engineering Resource Planning deployment

2012 -2013

1 year

AIRBUS France on behalf of **Alten SO** – Toulouse (FRANCE)

Certification Manager - Airworthiness Technical Directorate

Context: systems certification at aircraft level i.e. embedded systems certification coordination committee

Duties: Cluster leader (5 engineers), aircraft **certification dossiers** build-up and presentation

Achievements: successful systems aircraft certifications, lean manufacturing deployment, increased turnover

2008-2012

+ 4 years

AIRBUS SAS on behalf of **Alten SO** – Toulouse (FRANCE)

System Designer - Ice and Rain Protection System (IRPS) Design Office

Context: control unit, ice detection, wing anti-ice, wipers. Command and control system including mechanical moving parts, valves, air system, thermodynamics, computer, sensors, wiring, power electronics.

Duties:

- Full system design project management from specification to certification, **lab test and flight test**
- Suppliers follow-up (Goodrich/UTAS, Intertechnique/ZODIAC, SONACA)
- Hardware and Software equipment reviews and certification audits, Environmental Qualification

Achievements: A400M IRPS Certification

2004 – 2008 **MOTOROLA** on behalf of **Alten SO** – Toulouse (FRANCE)

4 years

Integration Engineer - Product Integration Team

Context: software integration for cell phones. Continuous 24/7 activity USA/China/France

Duties: Configuration management, official releases delivery, process holder and tools developer

Achievements: web based interface tool (HTML/PHP/Javascript/MySQL DB)

2003 **Motorola SPS (Freescale)** – Toulouse (FRANCE)

7 months

Duties: development and validation of a specific test flow on Argon dualcore SoC

2002 **ISIM (Polytech'Montpellier) Laboratory MEA**

6 months

Duties: SW Development based of a Hitachi H8 microcontroller board - HW debug and validation

2001 **CNPE du Blayais / Nuclear Power Station / Technical Support**

2 months

Duties: Lessons learnt feedback in relationship with station driver engineers

Professional references available upon request