

VINCENT TESSON, PMP

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39 years old
French Citizenship, US Green Card holder, UK Permanent Resident
Global mobility
Immediate availability

OBJECTIVE:

Leadership of aerospace and engineering programs and operations - Global mobility

Develop and lead the multidisciplinary team responsible for major aerospace and engineering programs, commercial and operations to achieve and exceed the defined financial and operational objectives and business requirements. Lead and deploy the Lean Enterprise and Continuous Improvement approach concurrent to conventional leadership & management to deliver the customers' requirements.

CURRENTLY:

Program Manager - Assembly and Fabrication Transfer of Work **February 2017 - May 2018**
Airbus A320 Horizontal Tail Plane
Strata Manufacturing PJSC, Al Ain, Emirate of Abu Dhabi, UAE

Recruited for the launch and direction of the Transfer of Work Program of the Airbus A320 Horizontal Tail Plane, from Airbus Getafe, Spain to a new Strata facility in Al Ain, UAE - total contract value in excess of \$ 500 million. Developing and leading the multi-discipline team that industrialize the assembly and fabrication lines into the UAE, engage with the future recruitment of the operational team, set up the European supply chain, and maximize the transfer of knowledge of the extended value stream of the Airbus A320 HTP assembly to Strata Manufacturing, throughout the Transfer of Work lifecycle.

Reporting to the VP - Head of Programs.

- **Program management and leadership of the Airbus A320 HTP Transfer of Work**
- Led the strategic, industrial and executive planning for the Strata and Mubadala Boards of Directors, to successfully deliver the Transfer of Work
- Developing the high-performance and experienced multi-functional transfer team (Integrated Program Team)
- Program team strong of 10+ industry-recognized members for Transfer, Industrialization, and Supply Chain
- Planning for the development and recruitment of the operational team, strong 150 team members within the next 5 years, in line with the Emiratization requirements
- Responsible for delivering the program objectives, within the program established budgets, throughout the transfer program lifecycle, from Contract handover to FAI, First delivery, Ramp-up and Full rate production
- Organize and plan the program, establish and manage customer and stakeholders relationships, manage teams and tasks
- Established the contract / business / technical baselines, to engage in the Full Change Management Process and manage changes against contract and business case requirements for the best P&L result whilst developing customer relationships
- Direct engagement with customer and influence of customer's industrial transfer and manufacturing readiness processes

- **Development of Industrial Transfer Program management at Strata**
- Leading the introduction of a Program cost management system
- Developing and/or improving processes and teams critical to Transfer Programs (Requirements management, Know-how Transfer, Risk Management, Program Performance management)
- Mentor and develop Emirati team members to world class aerospace industry standards

PROFESSIONAL EXPERIENCE:

Program Director - Design, Build & Certification
Dassault Falcon 5X Wing Movable Surfaces
GKN Aerospace, Filton, UK

September 2011 – January 2017

Promoted to the direction of the Design, Build & Certification program of the Dassault Falcon 5X Wing Movable Surfaces - total contract value of \$ 165 million. Leading the multi-discipline teams that manage development, certification, industrialization, supply chain, cost, quality, schedule & performance of the F5X program at GKN Aerospace, throughout the program lifecycle. Reporting to the MD - Aerospace Europe.

• Program management and leadership of the Dassault Falcon 5X Wing Movable Surfaces

- Established the high-performance multi-functional delivery team (Integrated Program Team)
- Program team strong of 70 + members for Design & Development, 15 for Industrialization and Supply Chain, 12 for Operations
- Contract award 2011, First shipset delivered September 2014, First flight took place July 2017
- Responsible for delivering the program objectives and the customer deliverables, within the program and yearly established budgets, throughout the program lifecycle, from PDR through to CDR, First Flight, FAR, and Type Certificate
- Organised and planned the program, established and managed customer and stakeholders relationships, managed teams and tasks
- Established contract / business / technical baselines, chaired the GKN Change Control Board, responsible for managing changes against contract and business case requirements for the best P&L result whilst developing customer relationships
- Direct engagement with customer and influence of customer's program, commercial, industrial and central procurement & quality teams
- Achieved on time delivery of the first testing and certification sets of F5X Wing Movable Surfaces

• Development of Design & Build Program management at GKN Aerospace Filton

- Led the introduction of Design & Build program management practices to traditional Build to Print operations (NPI structure, Program reviews, KPIs, Gate reviews)
- Developed and/or improved processes and teams critical to Design & Build Programs (Change Management, Configuration Management, Concurrent Design and Manufacture, Risk Management)
- Evaluated, approved the selection of, developed and qualified the metallics and composites supply chain (mainly European - UK and France) compliant to new set of aerospace specifications (Dassault Aviation)

Program Manager
Site Continuous Improvement Leader
GKN Aerospace, Tallahassee, AL, USA

August 2007 – August 2011

Developed to the direction of the Airbus and F22 Composite Business Units and Programs, P&L responsibility for annual sales of \$ 37 million. Led the multi-discipline teams which manage cost, quality, schedule & performance objectives of the Airbus and F22 programs, through contract award and program management of operational contracts. In charge of the commercial, operations and finance management. Reporting to the Director of Programs.

• Program management of the A330 Trailing Edge Composite Structures operations (mass-production rate)

- Developed and implemented the systems to monitor and reduce the operations labor cost: 5% productivity improvement of the ship set in 2008.
- Level loaded the schedule of operations, based on manufacturing lead-times and customer demand: reduction of the Work-in-progress by 20% and the stock by 10% in year 2008
- Led the operational team to optimize the standard 23-day manufacturing lead-time, achieving a 25% reduction: further reduction of the Work-in-progress by 20% in 2009
- Carried out the negotiations and was awarded the 2011-2015 follow-on contract: potential sales of 350 units, totaling \$ 89 million over 5 years, with the option for "life-of-program"

▪ **Customer satisfaction – Airbus UK (Wing Assembly operations)**

- Led the Airbus programs cost reduction initiatives in line with the Route 06 and Power 8 campaigns driven by Airbus: in 18 months, identified cost reduction initiatives adding up to 12% of the ship set production cost
- Planned and implemented the actions to ensure an immediate support for Spares: reduction of the Spares delivery lead-time from 12 weeks down to 3 weeks
- Secured and maintained a 100% delivery performance level and negotiated a \$ 4 million Ship-In-Place agreement as a result of Airbus' assembly schedule delay

▪ **Program management of the ramp-up operations of A380 Trailing Edge Composite Structures**

- Directed the A380 operations capacity review (resources, production capacity and capital equipment) and ramp-up programs: in 2008, manufacturing rate doubled within 4 months
- Engaged the tier-two suppliers into developing their capacity in line with the A380 operations lead-times and rate

Manager of Operations
Site Continuous Improvement Leader
GKN Aerospace, Tallassee, AL, USA

September 2005 – July 2007

In charge of the machining operations and the Airbus & General Electric business units, ran across 3 shifts, totaling annual sales of \$ 35 million. Planned, directed and monitored the manufacturing operations to efficiently meet delivery schedules within assigned cost targets. Part of the team of 3 leading the implementation of "Lean Manufacturing" on-site GKN Aerospace in Alabama, responsible for the deployment of Continuous Improvement.

Reporting to the Director of Operations.

▪ **Operations Management, 12 production supervisors, with the responsibility of 250 associates**

- Implemented and monitored the performance and productivity objectives of each manufacturing cells: 10% overall productivity improvement in 2006
- Organized the resources in line with the customer load and to best support the production rate surges: optimization to 90% of the resource requirements
- To sustain the production rate increase, grew and improved the off-shift manufacturing operations through total employee involvement and continuous improvement activities

▪ **Lean Enterprise / Continuous Improvement: graduated from 8-week course**

- Efficient with the tools for assessment, training and implementation of Lean Enterprise enablers, Value stream mapping, Problem solving, Leadership skills and Business Process improvements
- Implemented FIFO (First In, First Out) at the machining shared work-center: reduction of the local inventory from 3 days down to 1 day of production (applies to 30% of the products on-site)
- Started the Just-in-time production scheduling at the composite material cutting center: 75% reduction of the production shortages within 6 months
- Participated in the Total Employee Involvement initiative by leading Kaizen activities and training 8 Continuous Improvement pilots: achieved 100% site participation to Lean Manufacturing
- Promoted as permanent member of the GKN Aerospace Alabama Site Steering Committee

International Leadership Development Programme

October 2003 – July 2005

GKN Plc. Automotive and Aerospace First-Tier Supplier (www.gknplc.com)

6 month high-potential assignments:

Market Research Engineer, GKN Specialty Vehicle Group, Auburn Hills, MI, U.S.A

In a global project team, conducted market research for specialty applications in North America, benchmarked drive train configurations ATVs and developed market development Product Plan

Corporate Social Responsibility, GKN Plc, Corporate Centre, Redditch, ENGLAND

Conducted the gap analysis of Corporate Social Responsibility across all 120 sites of GKN Plc, reported to the Risk & Governance Executive Subcommittee with recommendations for a CSR policy

Assembly Project Engineer, GKN Driveline, Celaya, MEXICO

In a 12-person team, developed and integrated Best-In-Class semi-automatic assembly cell, led process / safety / ergonomics continuous improvement and implemented Best Practice Poke-Yokes.

Continuous Improvement Engineer, GKN Aerospace Services, Cowes, ENGLAND

In a 3-person team, implemented visual Pull Systems (KANBAN) applied to production of composites, created Just-In-Time Point of Use delivery producing cost savings of \$ 500 k per annum.

Product Launch Manager (Constant Velocity Joints)
GKN Driveline, Carrières-sous-Poissy, FRANCE

February – Sept. 2003

Coordinated the application phases of the new customer projects (Peugeot & Toyota), Sales of \$ 6 Million. Responsible for deployment and lead-time of the production launch phases (5-person project team). Conducted the Product-Process qualification.

EDUCATION

Master of Science, Aerospace Engineering, PENN STATE UNIVERSITY, 2002

Master of Engineering, Mechanical Engineering & Management, ECOLE CENTRALE DE LYON, FRANCE, 2001

Associate degree, Economics and Cost management, Université Lyon II, FRANCE 2000

LANGUAGES

French: native

English and Spanish: professional fluent

German: basic

CERTIFICATIONS

PMP (Project Management Professional) # 2210684. Certification obtained in May 2018 with “Above target” score.

Lean Enterprise / Continuous Improvement: GKN Certified Master Continuous Improvement Leader - 2007

SOFTWARES USED

MS Projects

Microsoft Office suite: Word, Excel, Powerpoint

MS SharePoint

EXTRA

Rugby: Assiduous amateur player, Regional division English championship 2011 - 2016
US Division III 2006 - 2011, South East champions 2008, National championship 2008

Student Pilot: Class 3 Aircraft (Cessna 152/172), 50+ flight-hours in US, UK and UAE airspace