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Software Department Manager

20 years of experience managing projects and SW departments in a multi-sites and multi-cultural environment (France, India, Singapore, UK)

Skills :

- Budget management, resources management including people, equipment, SW licenses
- Resource allocation according to the projects
- Definition of the projects and follow up of the plan
- Technical negotiation with customer, internal and external project review
- Project follow up based on risk management and KPI
- Definition of the yearly objectives
- Development process improvement
- Promotion of the SW R&D in front of customers

Experience:

Since 2015 : STMicroelectronics

SW manager in charge of the SW development process for all gateway products (“Barcelona” products)

Set up of a new SW development process:

- Set up of the requirements process with DOORS (More than 2000 requests)
- Traceability of the tests with these requirements (Several thousands of tests)
- New structure of the project planning based on the concept of “Work package” and using an agile methodology
- Set up of a documentation plan

Coaching of several teams based in France, India, Singapore, US

2012 -2014 : STMicroelectronics

SW Manager of Paris site for all development related to “Set Top Box”

Development of the new Class 2 and Class 3 products family with the chipsets STiH2xx and STiH3xx.

Resources allocation according to the projects (74 people)

Definition and follow up of the yearly training and investment plan

Defects management

Setup of a transversal team in charge of the process definition, associated tools and the promotion of these new methods

Writing the documentation related to the CIR (research tax credit)

2009 - 2011 : ST-Ericsson

Symbian Software department Manager: (110 people, budget 10M\$)

Development of Symbian SW for the new Application Processor generation.

Preparation of a transition plan of the resources to Windows phone OS.

Symbian system integration Manager: (85 people)
1st Nokia Symbian Smartphone for Chinese market (TD-SCDMA)

Member of Symbian Foundation and ST-Ericsson's representative to the release council

2003 – 2008 :STMicroelectronics

Head of Symbian SW department: (130 people + 30 subcontractors)
Setup of new development process including the customer
1st Nokia Smartphone (N96) using STMicroelectronics platform: more than 3 million shipments
1st LG Symbian Smartphone using STMicroelectronics platform
Management of 4 sites (Grenoble, Paris, New-Delhi, Singapore)
Management of outsourced development

S60 integration department Manager: (60 people + 15 subcontractors)
People management means (resource allocation, training, motivation, setup of key indicators) for all the team after a complete reallocation from telecom to this new activity.
Setup of a methodology in order to integrate Nokia S60 SW
Setup of a new test strategy approach based on customer requirement

Software telecom manager: (50 people)
Setup a multisite department (Paris, Singapore, New-Delhi)
Development and delivery of the complete protocol stack for all Alcatel Mobile phones

1995 – 2002 : Alcatel Business Systems

« Middleware and Application » section manager:
Budget and resources management (20 people) according the projects.
Setup of a new R&D center in China (Shanghai) dedicated to the MMI development (22 people)
Setup of an outsourced design center with an external partner (30 people)

Software Project Manager:
Lead the SW development for a GSM phone from the specification phase to the final delivery.

« Middleware » Group Leader: (12 people)
First development using C++language for an embedded SW running on a RTOS.

GSM protocol stack Group Leader: (13 people)
Core system Group Leader:(7 people)

1990 – 1995 :ARI : SW subcontractor in Alcatel premises

Education :
2005: Advanced Management Program (internal STMicroelectronics)
1990:Engineering School:ESIGETEL (Ecole Supérieure d'Informatique et Génie des Télécommunications)

Language:English: Fluent

Others:Travel, Photography

More information about concrete products done during my career:
www.phmaitre.fr