



CONTACT

+33 6 64 24 77 40

L.garnier@hotmail.com

75015 Paris

Driving license

EDUCATION

2005 - 2009

ÉCOLE NATIONALE
SUPÉRIEURE DES MINES

- Master's Degree in General Engineering

EXPERTISE

- Project & Team Leadership**
Cross-functional team management for agile project delivery
- Product Development**
End-to-end design of mechatronic systems
- Industrialization & Production**
From prototyping to mass manufacturing with optimizations
- Lean & Agile Methods**
Six Sigma, Kaizen, Kanban, Scrum
- Standards & Certifications.**
ISO 9001, 9100, 14001, 13485; IATF 16949, 14 CFR Part 29
- CE marking; IEC standards (60335, 62133, 60601) + FCC
- Tools & Software**
MS Project, MS Office, Jira, Notion, Asana, SolidWorks

LAURENT GARNIER

SENIOR INDUSTRIAL PROJECT MANAGER

PROFILE

Generalist engineer (Mines), expert in the industrialization of innovative products, with over 15 years of experience in France and China. Specialized in complex project management, mechatronic development, supply chain optimization, lean management, certifications and compliance. Strong international culture, entrepreneurial mindset and transversal leadership.

WORK EXPERIENCE

Industrialization Project Manager

2024 - 2025

Independent consultant for Expliseat (Paris / Shenzhen area)

- Led the industrialization of a next-gen aircraft seat for HOP / Air France, a key strategic showcase client for Expliseat.
- Coordinated design office and operations (procurement, supply chain) to meet critical milestones.
- Managed suppliers, from early design prototype to the product validation, and certification within cost, quality, and timeline constraints.
- Successfully launched serial production.

Production Director

2021 - 2023

Lunii - Permanent contract (Paris)

- Managed the industrialization and development and production of electronic toys for children during the electronic crisis.
- Led the redesign of the Lunii Storyteller: added wireless capability, improved reliability, cost, and supply chain and environmental footprint.
- Full-scale industrial launch of the new Flam hardware toy from scratch
- Supervised the development and production of **over 1 million units of the toys, with total hardware annual sales revenue of €28M.**
- Earned QualiRépar label : **98% of returns repaired vs. replaced, saving €300K per year.**

Project Manager | Product development manager

Independent consultant for Chanel (Paris)

2020 - 2021

- Provided technical expertise to define specifications materials and suppliers for a successful product redesign key stakeholders

Independent consultant for Hygitech (Paris)

2020 - 2021

- Business plan for medical class II production line setup: audit / aquisition

Independent consultant for Lightinderm (Paris)

2019 - 2020

- Managed prototyping, validation, certifications and production launch of an electronic skincare device.
- Involving mechatronic system redesign and software development for improved functionality and reliability.
- Oversaw EMS selection and production launch transforming failing prototypes into a successful product.

KickMaker - Permanent contract (Paris)

2017 - 2019

- Led development of consumer IoT products and autonomous vehicle industrialization and production
- Managed a multidisciplinary team and full product lifecycle from specs to validation (Mechanical, Electrical, Software, Production)
- Optimized production lines and supplier quality to reduce costs



LAURENT GARNIER

SENIOR INDUSTRIAL PROJECT MANAGER

LANGUAGES

- English (Fluent)
- French (Fluent)
- Chinese (Basics)
- German & Spanish : Beginner

RESEARCH

VALEO LIGHTING SYSTEMS (PARIS), R&D ENGINEER

May - October 2009

Analysis of thermal and optical properties of materials for weight reduction

UNIVERSITY OF DELAWARE (USA) - RESEARCH ASSISTANT

May - September 2008

Development of a method to improve the speed of the infusion process (vacuum).

UNIVERSITY OF FLORIDA (USA), RESEARCH ASSISTANT

May - September 2007

Identification of the action of growth factors and continuous cellular study (cancer occurrences check)

FAURECIA (FRANCE), PROCESS ENGINEER

June - September 2006

Translation and Implementation of production best practices from the group to the site.

HOBBIES

Kitesurfing, snowboarding and traveling

WORK EXPERIENCE

Operation Director

STS Certified, Shanghai (China)

2017

- Managed operations overseeing 3.5 gigawatts of Photovoltaic module production. Ensured proper execution of projects through audits and improvement plans.
- Optimized standard procedures and the Quality Management System.
- Provided staff training and optimized resource allocations, focusing on cost control and competitiveness.

Industrial Project Manager

Aldebaran/Softbank Robotics, Shanghai (China)

2013 - 2017

- Led industrialization of NAO V5, working cross-functionally with R&D, Quality, and Production. Resumed production further interruptions
- Supervised production lines, mechanical assembly, and testing; managed EMS and supplier relations
- Resolved technical issues and optimized the supply chain through continuous improvement initiatives
- Accelerated product launches via tooling development, new assembly processes, and production line validation
- Boosted product quality **from 50% to 99% First Pass Yield (FPY) and increased output from 20 to 140 units/week**

Delta Plus, Suzhou (China)

2012 - 2013

- Set-up of a new automatic production line for safety shoes.
- **Reached the target OEE within 3 months.**
- Improved total safety shoes production by 32%.
- Improved organization, productivity and quality of existing lines (+25%)
- Developed new tools, methods and processes to monitor and improve productivity. Production planning & orders supervision, Reduced stocks & shortened delivery time.

Product Department Manager

2010 - 2012

HomeLights, Shanghai (China)

- Development of a complete range of LED lighting solutions from products definition with the CEO to **deliveries of millions of units winning tenders for major retailers worldwide. (over \$24M)**
- Product Department Leader (6 engineers)
- Set departmental project plan, continuous improvement activities, objectives and managed headcount to ensure resource allocation matches business priorities
- Defined the roadmap, technology choices and prototyping strategy
- Managed team performance, control & steer of the design work
- Select sub-contractor based on quality, prices, deadlines & risks
- Coordinated and communicated with the key players (suppliers, customers, and stakeholders)
- Managed customers relation: deadlines, quality, specifications, problem solving & support