

PERSONAL INFORMATION



Xavier NORMAND

28 avenue Jeanne d'Arc – 38100 Grenoble – France

+33 6 12 97 51 17

xnormand@free.fr

Sex Male | Date of birth 05/10/1964 | Nationality French

PERSONAL STATEMENT

Freelance consultant and expert in the field of sustainable urban development projects, starting in September 2015

WORK EXPERIENCE

September 2009 – August 2015

Program manager – Sustainable Urban Development

City of Grenoble, France

- Setting up of a scientific and environmental education project in a disadvantaged district
- Management of a team of 8 project directors (construction of sports and educational equipment, public spaces, design of new ecodistricts, urban renewal projects)
- Participation to the last phase of **Concerto** project "**SESAC**" (Sustainable Energy Systems in Advanced Cities): assessment process and dissemination strategy
- Management of the "Grenoble's **EcoCité**" project (development of a 250-hectare advanced ecodistrict, supported by the French Government's agenda for sustainable cities): working seminars with public and private partners, drafting and defending proposals to obtain subsidies, project follow-up and communication
- Setting up and management of two FP7 projects belonging to the "Smart Cities and Communities" initiative: **ZenN** (<http://zenn-fp7.eu/>) et **City-zen** (<http://www.cityzen-smartcity.eu/>)
- Follow-up of the strategic plan "**Grenoble Factor 4**", which designs the pathway to a reduction of 75% of greenhouse gas emissions by 2050 on the city's territory
- International cooperation with Japan: conference on sustainable cities, joint innovation program with the City of Tsukuba sponsored by French and Japanese Governments
- Animation of the "Grenoble's sustainable city strategy": relationships with the local innovation ecosystem (big companies, research centers, clusters) and national organizations

January 2008 – August 2009

Freelance consultant – Sustainable development strategies

Toulouse, France

- Advising and supporting companies and local authorities: understanding and appropriation of the sustainable development issues applied to the local context, design of strategic processes and organizations.

January 2006 – December 2007

VP, Research and Development, Organization and Quality management CEO, French branch

ECOCERT Group (headquarters in L'Isle Jourdain, France) – Certification body for organic agriculture and sustainable development

- Development of new standards and services: certification of natural and organic cosmetics, textiles, detergents, ecological green spaces, fair trade, GHG emission reduction
- Organization of the transnational certification process, working with the subsidiaries and offices in United States, Canada, Brazil, Costa Rica, Colombia, Japan, China, India, Burkina Faso, Madagascar, Morocco, South Africa, Tunisia, Germany, Portugal, Romania, Serbia, Spain and Turkey
- Management of the 120-person French branch: collaborative design of the new "corporate development plan" facing a changing environment (new European standard for organic agriculture in 2009, business diversification, new working methods for investigations and analyses)

May 2001 – December 2005

VP, Organization and Quality management – Business unit manager “Aeronautical engineering”

AEROCONSEIL (Toulouse, France) – Aeronautical engineering and services to air transport

- Quality (ISO 9001 and EN-9100 certification) and Information System management (master plan, new business management software)
- Team and business management, subcontracting for major aircraft and equipment manufacturers
- International development in Germany, Spain and Great Britain; creation and management (*geschäftsführer*) of the subsidiary " Aeroconseil Germany GmbH " in Hamburg

April 1998 – April 2001

Head of the product development department

TECHNAL (Toulouse, France) – Aluminum façade, window and door systems

- Team management: 40 engineers and technicians, laboratories and test facilities
- Organization of the innovation process in a quickly evolving environment (new thermal regulation, environmental quality, etc.). Exchange and learning seminars within TECHNAL's European network (Great Britain, Spain, Portugal)
- Launch of the first bio-climatic façade system in Batimat fair (Paris) with the architect Françoise-Hélène Jourda

November 1990 – March 1998

VP, Technology

CORYS (Grenoble, France) – Design of training simulators for energy and ground transportation systems

- Piloting and implementing the technical strategy of the company: technological development, R&D programs, partnerships, recruitment, training and supervision of project teams (70 people).
- Launch and supervision of a software development project for the realization of simulators (modelling, graphical interfaces, 3D computer generated images). Management of the EUREKA innovation project “Alices”

EDUCATION AND TRAINING

June 2004 – February 2006

Certified “Coach”

“Transformance Pro” Coaching and Team Building School (Paris, France), accredited by EMCC (European Mentoring and Coaching Council)

- Coaching: ethics and professional rules, interpersonal skills, work on oneself, supervision process, methods and tools
- Team building: systemic team coaching (operation, regulation, training), team life cycle and modes of communication, levels of meaning, development of autonomy
- Organizations' development: global and cultural stakes for leaders, enactivism and constructivism, developing a shared vision, methods and tools

September 1987 – September 1990

PhD degree in Mechanics (Computational Fluid Dynamics)

Grenoble National Polytechnic Institute (Grenoble, France)

- Numerical simulation of hypersonic turbulent wall flows, participation to the European Space Agency shuttle program “Hermès”
- More than 10 international publications, participation to a one-month international research workshop in the NASA Langley Research Center

September 1984 – September 1987

Engineering degree

École Polytechnique (Paris, France)

- Training in mathematics, physics, chemistry, computer sciences, economics, humanities
- Electives in architecture, demography, fluid mechanics

PERSONAL SKILLS

Mother tongue(s)

French

Other language(s)

	UNDERSTANDING		SPEAKING		WRITING
	Listening	Reading	Spoken interaction	Spoken production	
English	B2	C1	B2	B2	B2
Spanish	A2	A2	A2	A2	A2
Italian	A2	A2	A2	A2	A2
German	A2	A2	A1	A1	A1

Levels: A1/2: Basic user - B1/2: Independent user - C1/2 Proficient user
Common European Framework of Reference for Languages

Communication skills

- Main communication skills gained through my experience as manager and lecturer
- My training in coaching allows me to master a wide range of communication skills (such as targeted restatements, active listening, questioning, clarifying etc.) more focused on learning and team-building processes

Organisational / managerial skills

- Management and leadership skills gained through different experiences in various contexts (R&D projects in transnational partnerships, business development, public body, etc.) with teams up to more than 50 persons
- Expert in design and assessment of organizations in relation with assigned targets

Job-related skills

- Expert in energy systems (heating and cooling networks, smart grids, renewable energy production), sustainable mobility systems, sustainable buildings and urban design
- Experienced in local governance processes (social innovation, city management, participation, consultation, partnerships, legal and financial engineering, data management, public ownership)

ADDITIONAL INFORMATION

Projects

- "Alices", interactive software workshop for configuration / engineering of simulators of environment-hazardous industrial processes, EUREKA project, 1992-1995, www.eurekanetwork.org/project/-/id/861
- "EcoCité" is a program funded by the French government helping 19 large cities to tackle the urban ecological transition issue – Grenoble's EcoCité project deals with the development of a new 250-hectare eco-district in the perspective of integrated urban planning and innovation towards a zero-carbon inclusive city. 2010-2020.
- "Canopea", Team Rhône-Alpes' project, winner of the Solar Decathlon Europe 2012, www.youtube.com/watch?v=p28tFxd9MZY; I was the representative of the City of Grenoble, working on the integration of the concept in the EcoCité site.
- "Ambassador", 2012-2016, 15 partners, 10 countries (<http://ambassador-fp7.eu/>) is an EC-funded FP7-project, which objective is to study, develop and experiment systems and tools that will aim at optimising the energy usage in the perimeter of a district by managing the energy flows, predicting and mastering energy consumption and energy production; I am a member of the External Advisory Board.
- "ZenN", 2013-2017, 12 partners, 5 countries (<http://zenn-fp7.eu/>) is an EC-funded project belonging to the "Smart cities and communities" FP7 initiative, focusing on the zero energy building renovation process through the implementation of five demonstrators..
- "City-zen", 2014-2019, 23 partners, 5 countries (<http://www.cityzen-smartcity.eu/>) is an EC-funded project belonging to the "Smart cities and communities" FP7 initiative, aiming to develop and demonstrate zero-energy cities with a central role for citizens; two demonstration sites: Grenoble and Amsterdam.
- "Energy and Territories", 2014-2016, is a project funded by the Conseil Français de l'Energie (French member of the World Energy Council) which aims at understanding and modelling the local development of decentralized energies and their impacts on the global energy system; I am a member of the Scientific Committee

Presentations

- AEPI Magazine n°6 : "Smart cities need smart citizens", Nov. 2013 ; www.grenoble-isere.com/fr/videos

Conferences

- Energy Cities rendez-vous, Växjö, Sweden, Apr. 2013 – “Grenoble : from the eco-neighbourhoods to the smart city”
- Smart grid Paris, June 2013 – Round table: “Local mesh: sharing and steering”
- Innovative City, Nice, June 2013 – “A dual approach of Smart Grids in Grenoble”
- International Cleantech Network, Net Zero Cities conference, Fort-Collins, Colorado, Oct. 2013 – “Sustainable urban development, from the first Eco-Districts to the EcoCity”
- Pollutec Paris, Dec. 4th 2013, Conference: “The sustainable city in Europe, complementary or diverging approaches – Examples from Denmark, Germany, Spain, Sweden and France”
www.youtube.com/watch?v=cTelJ5meGJY
- 3rd France-Japan Conference on Sustainable cities, Tokyo, Dec. 2013 – “Sustainable Mobility Strategy”
- International Cleantech Network Summit, Copenhagen, May 2014 – “Sustainable city challenges regarding intelligent use and management of energy”
- Smart grid Paris, June 2014 – “Grenoble’s EcoCité: innovations in the energy field”
- Innovative City, Nice, June 2014 – “Renewable energies, smart grid, smart cities”
- International Forum on the Renewable city – Innovations in Architecture, Planning and Landscape, Versailles, France, July 2014 – Round table: “Invent analytical methods for sustainable regions”
- 3rd Swiss conference on Smart Cities: “Projects, tools and strategies for the future”, Basel, Switzerland, Dec. 2014 – “Public-Private Partnerships for sustainable urban development”

Seminars

- 3rd Japanese-French working group on Smart Grids / Smart Communities, Tokyo, April 2014
- “Energy efficiency: a lever to reduce the expenses of local authorities and foster the energy transition”, Eco-Miasto program, Katowice, Poland, June 2015

University level teaching

- Course “Integrated sustainable urban development”, National School of Public Works (ENTPE), Lyon, 2012-2014
- Course “Local authorities and sustainable city”, EnvIM (International Environmental Management) is advanced master, ISIGE-Mines ParisTech, 2014
- Project follow-up and participation to the jury: Architecture master degree, Grenoble’s School of Architecture (ENSAG), 2015

Memberships

- Member of the City advisory board, EERA Joint Program Smart Cities
- Member of the “X-environment” group
- Member of the European Association “Modelling Complexity”

Others

- City councillor of Castanet-Tolosan, France, from 2008 to 2009