

Hervé Frova

CEO of Pitsana - Head of Delivery / COO as a Service

15 impasse des Jamalacs
97429 Petite-Ile
(33) 7 68 04 09 55
herve.frova@gmail.com

EXPERIENCE

Peppermint, Paris — Head of Project

JUNE 2021 TO TODAY - FREELANCE

Peppermint mission is to deliver & create solutions generating short term revenues & long term growth.

WeDigitalGarden, Paris — Tribe Master / Project Director

SEPTEMBER 2018 TO JUNE 2021- CDI CONTRACT & THEN FREELANCE

Production studio committed to create measurable business and user impact for their clients.

Immanens, Paris — Project Manager

JANUARY 2017 TO SEPTEMBER 2018 - CDI CONTRACT

Immanens is a company specialized in digital content with a strong focus on innovation (R&D), specialized in Web services & Digital Platforms for Press and Books to accelerate business growth online.

Adplay, La Réunion — Project Manager / Social Media Manager

SEPTEMBER 2014 TO JANUARY 2017 - INTERNSHIP THEN FREELANCE

Adplay was the Digital Agency of MasterGroup Communication, the former regional leader.

Advisa, Strasbourg — Project Manager

SEPTEMBER 2014 TO JULY 2014 - INTERNSHIP THEN FREELANCE

Digital Agency, specialized in e-commerce. Advisa was the East of France regional leader.

FORMATION

EM Strasbourg Business School — Management of Information Systems

SEPTEMBER 2013 TO JANUARY 2027

1 Gap Year to focus on Freelancing then 1 year of exchange in South Korea to study Management of Information Systems.

EGC Réunion — Bachelor in Business and Management

SEPTEMBER 2010 TO JULY 2013

1 year of internship including 3 months abroad in South Africa.

COMPETENCIES

Agile Coach & Growth Mindset.

Design Thinking & Design Sprints.

Agile frameworks: SCRUM, KANBAN, SCRUMBAN, LESS, SAFE basics.

Release Management.

Quality Management Strategy.

IT Recruitment.

Budget & Resources management.

SPECIALIZATION

Gather & lead cross-disciplinaries teams to quickly experiment & validate business objectives.

Plan & Lead, with all stakeholders, through an iterative process of short periods, with constant deliveries & adjustments, the needed steps & teams to reach the business objectives.

Recruitment & management of the needed resources, according to the initial planning & budget.

Change management & management of the handover of the solution and the internalization of resources.

LANGUAGES

French - Mother Tongue

English - Fluent

PROJECTS

1st European Open and Collaborative AI Platform — Confidential Client - Project done with Peppermint

JUNE 2021 TO APRIL 2022

The objective of their AI (Artificial Intelligence) SaaS (Software as a Service) platform is to offer turnkey applications, responding to specific industrial problems.

I had the operational lead of the project from the first backend developments to the delivery of a fully working MVP that allowed the client to raise millions for further developments. We went from 2 teams totalling 10 people in 2 countries, to more than 40 people, in 4 teams from more than 4 countries.

Core activities : recruitment & management of agile team, release management, quality management strategy, budget & planning management, owner of the delivery, in contact everyday with the teams & the leadership.

Build the best Government as a Service of Europe — Confidential Client [European Government] - Project done with WeDigitalGarden

MARCH 2020 TO JUNE 2021

The government was already leading a profound transformation, leading multiple (Cloud Infrastructure, e-services, digital identity, etc.) ground breaking projects. WeDigitalGarden had for mission to help them conceive & build the central piece that will leverage the different ongoing projects & ensure the best experience for the users.

With WeDigitalGarden, I gathered & led a cross-disciplinary team that conducted multiple interviews with all the stakeholders (different users, back-office agents, different project teams, project leaders, etc.). We conducted multiple transversal workshops & in 6 weeks we were able to deliver the first user tested prototypes, a co-created IT architecture and a 3-year roadmap. We then developed the solution, adjusted to new challenges & new opportunities, until it went live.

Core activities : recruitment & management of agile team, design thinking & design sprints, risk management, budget & planning management, owner of the delivery, in contact everyday with the teams & the leadership.

Centralized International Platform for all stakeholders — Sodexo - Project done with WeDigitalGarden

SEPTEMBER 2018 TO MARCH 2020

Development of 1 user-centric, centralized platform, gathering 3 products, client, partners & consumers, that will be used in 30+ countries with heterogeneous environments, from user digital maturity to legal context & IT legacy, managing billions of € of revenue.

- September 2018 (Scrum Master & project lead of 1 team) : I led the first team that went live with a deployed solution in a country.
- February 2019 (Scrum Master & project lead of 2 teams): I designed & took the lead of the central team (of 4 others in-house teams) gathering all the practice leaders & working on the transversal topics such as delivering tooling (APIs), Design System, libraries, architectures
- After January 2020, I seconded the Overall Project Leader & was the Overall Project Leader by interim (5 teams): I took the overall operational lead (delivery side) of the project (50 people in house, 150 people involved).

Core activities : recruitment & management of agile team, release management, quality management strategy, budget & planning management, owner of the delivery, in contact everyday with the teams & the leadership.