

Loic MOGENE

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Profile:

Dedicated Engineering Director/Manager with a 14-year proven track record of delivering high-value projects within the allocated timeframes and within budget, leading the engineering division. Proven ability to motivate teams and keep them on-task to meet demanding deadlines. Adept at accommodating changes in company, customers, and projects.

Has excellent leadership skills and a highly analytical focus. Sound communication skills and good ability to multitask allow for skilled delivery of IT solutions. I have more than 13 years of experience in the industry. I am trilingual (English - business proficiency, French, Arabic) and I can speak German as well.

Strong decision making and problem-solving skills. Able to motivate and lead others in a positive environment. Excellent communication skills, both written and verbal. An ability to build trust quickly with work colleagues. I can thrive in a fast-paced environment and successfully contribute to the team.

Delivering projects with multimillion euros budgets spanning global locations.

Skills Summary

- Effective hiring practices to build the right team to work for the company's aims.
- An ability to constantly educate myself to stay up-to-date with the latest technological advances.
- Diplomacy skills, I negotiate what I feel is best for the company's IT systems.
- An ability to liaise well with others and source information efficiently.
- Communication skills with people of all levels throughout the organisation i work for.
- An ability to research and predict the ways that different technologies can impact an organisation's development.
- Superb Budgeting skills.
- The ability to mentor others who are further down in their team.
- An ability to respond well to constructive feedback.
- Superb coaching and mentoring skills
- Open minded and ready to adapt quickly
- Strong empathy with the team
- Helping engineers in a team to write maintainable, scalable, and well-tested code.
- A knack for effective and clear communication in all circumstances
- Ensure the team has the right resources, tools, and skills to succeed in their role
- Motivate and empower the teams to enhance engagement and performance
- Ability to manage a team and achieve goals
- Empower a team and give each team member the resources they need to architect and implement new features and solve issues
- Anticipate, organise, and monitor the activities of the team, allocate the right resources for the right objectives
- Hire talented Engineers with the support of the People team
- Ability to work well with all levels of the organization

- Ensure a strong onboarding for new joiners and ongoing training and shadowing
- Excellent knowledge of technical management, information analysis and of computer hardware/software systems
- Provide continuous and constructive feedback
- Partner closely with the Product counterparts to shape the vision for the team and create both long- and short-term technology roadmap for the team, align this with the overall company strategy as well as with the priorities from business
- Implement solutions that are scalable and reliable using cutting edge technologies
- Act as a role model, share best practices and encourage peers and team members to strive
- A passion for bringing great products into our world through collaboration and ingenuity
- Thrives in a collaborative work culture with teammates located in-office or remote across multiple locations
- Comfortable managing multiple work streams and coordinating resources across teams and products.
- Prioritising important tasks and ensuring they get done first
- Researching new technologies and solutions for the team, setting/maintaining the technical direction of the COP, building prototypes and proof-of-concepts
- Proficient with Agile/Scrum
- Ability to multi-task, react quickly to shifting priorities and meet deadlines
- Good Design and architecture knowledge
- Takes a collaborative approach to problem solving
- Involves IT team members in planning
- Adaptable with frequently changing requirements
- Excellent communication skills
- Excellent oral and written skills
- Great leadership abilities
- Provides good monitoring of IT team staff work
- Proactive, confident and with a positive "can-do" attitude.
- Extensive professional experience in software development, working on robust, complex systems that serve a high volume of users
- An appreciation for engineering best practices and quality over quantity of work

Technical Skills Summary:

- Proficient with JAVA/J2EE and a Solid Experience with it
- Proficient with Java 6,7 and Java 8 and a Solid Experience with them
- Strong working knowledge of OO concepts, Design Patterns, UML
- Strong understanding and experience with Hibernate, Struts2
- Strong working knowledge and Experience with Spring core, Spring MVC, Spring boot, Spring data, JPA, EJB
- Proficient with Spring Batch
- Good experience with Node
- Good experience with react
- Strong working knowledge and Experience with REST and SOAP Web Services
- Experience with Microservices architecture

- Experience with cloud computing services: Infrastructure-as-a-Service (IaaS), Platforms-as-a-Service (PaaS), and Software-as-a-Service (SaaS).
- Experience with programming and systems analysis and design.
- Strong working knowledge and Experience with Maven and Gradle
- Strong working knowledge and Experience with Git, SVN, Junit, Jenkins and Jira
- Strong working knowledge and Experience with Sonarcloud and sonarqube
- Strong working knowledge of TDD, CI, CD, DDD and experience with them
- Experience with Docker
- Hands on Experience in working with HTML5, JavaScript, Bootstrap, CSS and jQuery
- Experience with Angular
- Strong working knowledge and Experience with XML Technologies (XSD,XPath,XQuery,XSL)
- Excellent understanding of web design and usability principles
- Strong analytical and problem-solving skills
- Experience with Redis, Apache Ignite, Webhooks and REST APIs
- Experience with MVC and MVC2 architectural pattern
- Strong understanding JMS, Apache Camel
- Excellent Oral and Written communication skills, Customer Interfacing Skills

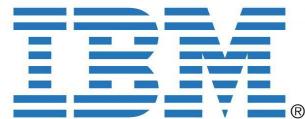
- **Programming languages:** Java, C, C#, C ++, PLSQL, Python.
- **Web Technology:** J2EE, JavaScript, HTML5, CSS3, Bootstrap, jQuery, PHP, Angular.
- **Working knowledge of J2EE container:** Tomcat, JBoss, WebSphere.
- **Modelling of information systems:** UML.
- **Operating Systems:** Linux, Windows.
- **Development Environments:** Eclipse, STS, RAD, IntelliJ, Android Studio, SublimeText, Microsoft Visual Studio.
- **Database:** MySQL, PostgreSQL, SQLServer. Oracle, DB2, MongoDB, SQLite
- **Web Service SOAP:** JAX-WS and **Web Service REST:** JAX-RS
- **API** JavaMail, iText, Poi(Excel)

Marketing Skills:

- Experience and strong understanding of various social media platforms, such as YouTube, Facebook, Twiter, Instagram.
- Strong working knowledge and Experience with google ads, Facebook ads, tiktok ads.
- Proficient SEO & SEM
- Excellent understanding of CRM
- Great Communication Skills
- Experienced and Proficient with digital marketing
- Strong Experience with social media marketing
- Strong Experience of Digital strategies and business models of online marketing
- Experienced and Proficient with advertising strategies in different platforms

Education:

- **2014 – 2016 Hassan II University Morocco**
Degree: Master in Engineering and Optimization Systems of Transport and Logistics (IT specialty)
- **2016 Big Data Specialist with IBM BigInsights V2.1**
Successfully passed the IBM Academic Certificate exam.
- **2011 – 2014 Hassan II University Morocco**
Degree: BSc mathematics and computer science.
- **2007 – 2010 High School.**



Professional Experience:

Project Director at Culligan (Paris-France)

August 2023 – Today

Duties:

- Responsible for the cutover project from the current entity to the new one.
- Coordinating between the Italian team (PwC), who are piloting the project, the UK infrastructure team, and the French teams (IT, Infrastructures, Accounting, HR).
- Responsible for the cutover plan and coordination, deadlines, and execution.
- Ensuring business readiness and follow-up plan.
- Managing the UAT (User Acceptance Testing) planning and execution.
- Providing leadership and strategic direction for all aspects of the project.
- Monitoring project performance against milestones and KPIs, making adjustments as necessary.
- Facilitating communication and collaboration among diverse, cross-functional teams.
- Implementing risk management strategies to identify and mitigate potential issues.
- Ensuring the project adheres to industry standards and regulatory requirements.



Product Leader at Renault (Paris-France)

April 2023 – Today

Duties:

- Responsible for the biggest product of the sales department.
- Managing IT teams in India and France.
- Coordinating between business teams, buyers, and suppliers in multiple countries (including France, Spain, Germany, Italy, Morocco).
- Leading the product development life cycle, from ideation to launch, ensuring alignment with strategic business goals.
- Engaging in stakeholder management to gather product requirements and deliver solutions that meet business needs.
- Implementing agile methodologies to enhance team performance and product delivery.
- Overseeing quality assurance and maintaining high standards for all product releases.
- Analyzing market trends and customer feedback to inform product strategy and improvements.





Duties:

- Overseeing engineer teams of 45 engineers managed by 4 engineering managers who reports to me directly
- Prepare and manage the engineering department's budget
- Managing engineering projects end-to-end
- Design strategies for future development projects based on the company's overall objectives and resources
- Coordinating internal teams, including security, IT and developers
- Manage software development projects by setting requirements, goals and timelines
- Designing engineering strategies
- Verifying project compliance with engineering best practices
- Hire engineers and coordinate their training
- Monitor reliability and performance of all internal systems to suggest improvements
- Implement innovative technologies
- Collaborating with company stakeholders
- Review and update policies relevant to internal systems and equipment

Duties:

- Managing on-site and off-site professional teams of up to 65 with various project managers in completing diverse IT projects (backend, frontend, iOS, Android, Web).
- Report directly to the CTO and participate in broad engineering decisions
- Build and Maintain Hardware and Software Budgets
- Recommend Technologies, Strategies, Policies, and Procedures
- Responsible of planning conferences of up to 70 people
- Organizing team building for all IT teams in different locations
- Manage IT staff by recruiting, training, and coaching employees, communicating job expectations, and appraising their performance
- Design, develop, implement, and coordinate systems, policies, and procedures
- Identify problematic areas and implement strategic solutions in time
- Interact closely with the PM of your squad to help steering feature implementations
- Preserve assets, information security and control structures
- Act in alignment with user needs and system functionality to contribute to organizational policy
- Ensure security of data, network access and backup systems



Location: **Luxembourg City, Luxembourg.**



Duties: (Projects)

- Supervised on-site and off-site professional teams of up to 15 with various project managers in completing diverse IT projects.
- Planned designs and developed programs; tests, and documented cloud-hosted web-based systems management facilities while maintaining the company website.
- Engaged in focused planning and goal development.
- Addressed identified problem areas and devised approach methodologies.
- Supervised professional teams of up to 25 with various.
- Led IT team across a broad range of technology projects.
- Monitored staff member work and prioritized IT tasks according to company objectives.
- Responsible for delivery in production of multiple Systems and Applications
- Responsible for deploying and running different applications on different Platforms (Jenkins...) along with Go Live delivery

IT Manager at MAYATO GmbH, Frankfurt - Germany *November 2017 – December 2019*

Client: **Cardif Lux Vie - BNP Paribas Group in Luxembourg**

Location: **Luxembourg City, Luxembourg.**

Period: **February 2018 – December 2019**



Duties: (Projects)

- Led IT Team across a variety of projects.
- Collaborated with IT Project Managers to develop focused plans and solutions.
- Monitored team progress toward timely delivery of goals.
- Managed systems installations and implementations.
- Involved individual IT team members in the decision-making process through meetings.
- Drafted reports and worked with the management team.
- Ensured deadlines were successfully met.
- Supervising Teams of developers developing Multiples Java Batch (Spring, Hibernate...)
- Implementing big part of rules for an existing software (Spring, Hibernate, Angular, Flex...)
- Responsible for deploying and running different applications on different Platforms (Jenkins...) along with Go Live delivery
- Part of a team (Back end and Front-end development) for an existing project

Client: **Adneom Frankfurt**
Location: **Frankfurt, Germany**
Period: **December 2017 – January 2018**



Project: Engineering Manager Leader and participating in Developing a System for an online Technical Validation for the new candidates under the J2EE platform

- Led IT Team across the project
- Collaborated with IT Project Managers to develop focused plans and solutions.
- Monitored team progress toward timely delivery of goals.
- Managed systems installations and implementations.
- Involved individual IT team members in decision-making process through meetings.
- Drafted reports and worked with the management team.
- Responsible for putting the concept of the system
- In charge of Modelling the whole life cycle of development
- Developing and implementing the backend part (Hibernate, Spring, Struts2..)
- Developing and implementing the frontend part
- Responsible for general maintenance and tests

Client: **Adneom Brussels**
Location: **Brussels, Belgium**
Period: **November 2017 – December 2017**



Project: Developing a Gallery “in time” website

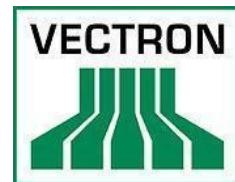
- Analysing the requirements and making the modulizations
- Responsible for front-end development (Angular 2)
- Implementation of a part of the backend (NodeJS)

Engineering Manager at Vectron Systems AG, Munster-Germany April 2017 – October 2017

Duties

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- Led IT Team across the project
- Collaborated with IT Project Managers to develop focused plans and solutions.
- Monitored team progress toward timely delivery of goals.
- Responsible for Developing REST APIs (Connecting to the POSSystems) for the GetHappy application for COCACOLA
- Web development (Back end and Front-end development)
- Responsible for tests with Redis and Apache Ignite
- Docker configurations



Project for Hazel Partner Company

- - Developing a Geolocation application
- - Working knowledge of Google Play Services
- - Applications published to Google Play



Working with different clients from Morocco – Canada – Australia

- Leading a team and Developing a web Application for a fleet management under the J2EE platform (Tracking vehicles in real time)
- Developing different systems for different clients (JAVA/J2EE) (Tracking vehicles in real time)
- Fixing existing bugs and errors
- Putting the modularization and the concept for three web applications (three different clients)
- Using the latest Frameworks (Hibernate, Spring and Struts2).
- Responsible for the whole backend development.
- Responsible for the whole front-end development.
- Responsible for the full life cycle development of the application

