**RICHARD LANDREVILLE**

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A senior-level air traffic management (ATM) Professional with 25 years of Canadian and international experience consisting of technical, operational and leadership roles together with the Advanced Certificate in Aerospace and Aviation from HEC Paris. Experienced in leading the company’s initiatives, investments, and partnerships in support of increased safety, capacity, and efficiency of the Functional Airspace Block for Europe Central (FABEC). Played a key role in both tactical and strategic planning, mobilizing multiple teams, streamlining the process, and directing capital investments (with P&L accountability) for the modernizing and delivery of operational Air Traffic Control systems. Led up to 350 employees and eight managers, completed multi-million-dollar projects to avoid capacity shortage while maximizing employee productivity, reducing cost and driving improved efficiencies. Drove changes to the airspace to help keep ahead of existing demand while catering to future needs.

An initiative driven, articulate and resourceful leader with the ability to leverage and coordinate cross-functional teams to implement brand plans. Excellent ability to develop and leverage relationships and resources to generate results. Comfortable in ambiguous environments using strong business acumen, critical thinking, problem solving and organizational skills to influence and persuade without formal authority. Fluently French and English bilingual.

**PROFESSIONAL EXPERIENCE**

BETTERIZON CONSULTANTS, Montréal, Canada

**Principal,** 2018 – Present

Provide air traffic management (ATM) and business development expertise in coordinating the strategic initiatives of senior executives to align resources and generate concrete solutions for customers in Asia, Europe and North America

* Support the strategic planning process, including the regular strategic reviews with executive leaders and the prioritization of specific enterprise initiatives for the organization
* Conduct market research in support of key strategic projects and go-to-market initiatives and synthesize findings into actionable insights for market segment and other functional teams
* Support project management initiatives for key strategic projects aligning with people who are equally driven, intelligent, conscious of self-development, and wanting to make a positive impact
* Innovate in areas of Artificial Intelligence / Machine Learning in partnerships with world leading European Air Navigation Service Providers (ANSP) and industry leading system providers
* Influence team members and drive progress across vast geographic boundaries (video conferencing, on-site visits) by developing working relationships and strategic partnerships with leadership team members across the enterprise; demonstrating confidence, transparency, ethical behaviour, and comfort voicing opinions/recommendations respectfully

**Accomplishments**

* Functioned effectively as a key agent of change and trusted business partner with a can-do attitude that is idea driven with strong work ethic using strong analytical skills, financial prudence, market intelligence and great communication skills to collaborate, inspire and motivate
* Led the strategic Virtual Center programme (in the role of Business Owner until May 2019) of modernizing the use of technology and making pragmatic investments to improve efficiency, meeting changing business demands, reduce cost and improve operations; programme value of 270M CHF over an eight-year period for skyguide
* Ensured successful program wide implementation of strategic initiatives that provided true benefits by providing expertise on industry trends, competitive dynamics, and key customers while proactively sharing insights with team leaders
* Developed an operational and investment strategy based on process excellence principles with a leading European ANSP

SKYGUIDE SWISS AIR NAVIGATION SERVICES, Geneva, Switzerland 2012 – 2018

**Head of Air Traffic Management Switzerland**, Jan 2018 – Jul 2018

Directed and managed ATM operations (Geneva ACC & Zurich ACC) leading up to 350 employees and eight managers, with accountability for budget, short and long term planning, investment planning, operations management, and overall performance in providing safety and efficiency, systems and tools, advanced research, development and evaluation solutions

* Planned all aspects of ATM business execution, growth, staffing, strategy and budget in line with objectives set out by the Chief Operating Officer (COO)
* Managed the group human resources according to the Air Traffic Flow and Capacity management process; effectively transferring plans into executable actions and ensuring the activities of the group remained within the forecast budget while achieving project deliverables
* Managed available resources to meet performance objectives as defined by skyguide, including the financial status of ATM projects, providing early warning of issues, identifying areas for improvement, and quantifying the impact on results
* Used business insights and quantitative data to determine business cases, prioritize projects and align solutions with company needs and determine next steps as well as final outcomes; drove associated organizational change management

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* Monitored the entire ATM operations, including Air Traffic Services (ATS), Airspace Management (ASM), and Air Traffic Flow and Capacity Management (ATFCM) while encouraging the use of best practices across the enterprise through exceptional collaboration and the leveraging of the complementary skill sets across various teams
* Directed and managed HR within the group using HR management processes to facilitate safe and efficient operations; established KPIs; ensured personnel were well trained to perform their duties and managed their performance
* Drove continuous improvement in technology, equipment and process to meet operational needs; approving work on ATM equipment and participating in the meetings and other initiatives
* Supported audits within the group and took the appropriate corrective measures on any findings
* Ensured safety priority and the principles adopted to secure it, were made explicit and followed by all levels of staff within the group and applicable ATS operational procedures were documented and applied in line with relevant regulations

**Accomplishments**

* Led the area control centres in Switzerland to manage unprecedented levels of air traffic with an outstanding safety record and was rated amongst the best performing centres in Europe during the past few years; the KPI was measured in total minutes of delay per flight
* Averted eminent strike by Geneva air traffic controllers by negotiating and building management-employee consensus, getting involved during an 11th hour effort after an official notice to strike was given
* Created valuable industry associations while representing skyguide at both the national and international levels in a knowledgeable, competent and professional manner in accordance with corporate communication processes

**Head of Operations Geneva Air Traffic Control Centre**, Dec 2016 – Dec 2017

Managed a 32M CHF budget and 130 employees using comprehensive experience and technical knowledge of air traffic control operations together with strong leadership and financial management skills

* Planned and established the budget in accordance with guidelines set by the Head of the Virtual Center and followed through to ensure the activities of the group remained within the forecast budget and any other related financial directives
* Scheduled and directed air traffic controllers in delivering air traffic services in the upper Swiss airspace specifically Geneva ACC defined area of responsibility
* Ensured all ATS operational procedures applicable within the group were documented and applied in accordance with the relevant legislation and regulatory requirements with a focus on safety, efficiency and compliance
* Managed all available resources to meet the performance related objectives, including finance, capacity, HR, training and performance management

**Accomplishments**

* Optimized productivity by anticipating the training needs for the air traffic operational and traffic management workforce and providing tactical and strategic support for facility programs such as training, quality assurance, and planning activities
* Delivered a safe, fluid and cost-effective management of air traffic in within the airspace by leading critical operations to ensure national airspace safety and the safety of the flying public as an authority in air traffic operations and procedures
* Met milestones and achieved deliverables through team synergy and the leadership to align air traffic operations with the objectives of the Aviation Administration, and collaborating across all operational service units that directly affected the safety and efficiency of the National Airspace System (NAS)

**Head of Operational Scope for the Virtual Centre (VC)**, Sep 2016 – Mar 2017

Spearheaded a team of 50 operational and technical experts to define the operational scope of the VC program and establish the technical foundation for seamless, location-independent air traffic management

* Diverted from two distinct air traffic management philosophies in Geneva and Zurich to a shared flight data management (FDM) value that met the needs of both these control centres by breaking down functionalities into discrete services contained within a more modern FDM concept
* Focused on priorities by limiting the scope of need to have vs. nice to have while leading a large, complex and far-reaching process within ATM with the services and features that will best serve customers
* Planned operational deployment steps that were compatible with integration capacity in the ops room

**Accomplishments**

* Key member of the team that designed the blueprint for Switzerland’s ATM system, and creating the Common Operational Concept (COC) for Switzerland’s pioneering Virtual Center; this COC will help skyguide deliver on key goals that are required within the framework of a more efficient European air traffic management system (ATMS)
* Led the team in defining new ATM features to manage the new demands in air traffic management capacity, enhance coordination with neighbouring ACCs, improve conflict detection, automate conflict resolution and achieve enhanced dynamic/multi-sector planner or extended-sector planner
* Identified synergies facilitated informed architecture decisions by liaising with other European members leading to the Dynamic Road Map, which is the development charter for the entire Virtual Centre Program

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**Harmonization & Integration Manager**, Apr 2015 – Nov 2016

Led the innovative delivery of business driven, technology-enabled change across the organization based on sustainable standardization and virtualization ensuring that all integration activities were conducted in compliance with applicable regulations while driving change towards future air traffic management

* Identified and capitalized on opportunities for integration ensuring proper harmonization of both tools and procedures between the ACC's in Geneva and Zurich in all relevant projects/sub-projects of the Virtual Centre Program, and other daily business activities
* Developed an automated sequencing tool minimize holding delays for aircraft arriving at Zurich airport between 0600 and 0640 local time
* Participated in workgroup “Performance 2024” with the mission to identify cost saving opportunities within the business

**Accomplishments**

* Secured buy-in from two different ACCs using different sets of tools for the vision of modernizing and simplifying the current system thus contributing to SESAR, VCT2 with 4D Trajectories and Free Route Airspace (FRA) and the corresponding Flight Data Management (FDM)
* Created the first version of the “Common Operational Concept”, established a joint Geneva-Zurich procedure group and elaborated on a future “Free Route Airspace” strategy
* Generated significant cost savings while improving operational efficiency by reorganizing the air traffic operational support team and reducing the headcount by 15%

**Air Traffic Controller, On the Job Trainer and Assessor**, Sep 2012 – Sep 2015

Played a leadership role in providing a safe, orderly and expeditious service controlling air traffic by directing and controlling aircraft to make sure every movement in high-density locations occurs safely and efficiently

**Accomplishments**

* Successfully delivered a collective agreement that was ratified by 88.4% of the 500 air traffic controllers as the Chief negotiator for the Swiss Air Traffic Controllers union during contract negotiations 2013
* Contributed to an enhanced level of employee productivity by providing performance management (using KPIs), and training & development

NAV CANADA, Montréal, Canada Aug 2004 – Aug 2012

**Air Traffic Controller, Supervisor, Project Leader, Trainer and Assessor**

Planned and led the operations in training, quality assurance, traffic management, airspace and procedures, plans and programs, and other program areas to provide a safe, cost-effective, orderly and expeditious service controlling air traffic

* Adapted operational equipment to specialty specific needs, and created new procedures consistent with national standards
* Monitored and conducted proficiency checks on controllers within the specialty and provided performance feedback, identified training requirements, and performed other related duties
* Ensured air traffic control service was provided in a safe and efficient manner and in accordance with approved policies, standards and procedures

**Accomplishments**

* Fostered a work environment where all employees were treated in a fair and equitable manner by participating in the labor-management partnership process as a member of the NAV Canada bargaining team
* Led the Windsor – Toronto – Montreal (WTM) airspace review project in 2009
* Optimized preferential routes and airway structure, traffic management techniques and airspace infrastructure within the corridor
* Drove operational efficiency by facilitating team building while providing training, coaching, and guidance to colleagues

SERCO IAL LIMITED, Manama, Bahrain Mar 2003 – Jul 2004

**Air Traffic Controller**

Provided training and implementation support for reduced vertical separation minimum (RVSM) and ensured a safe, orderly and expeditious service controlling air traffic

SKYGUIDE, Geneva, Switzerland Feb 2001 – Feb 2003

**Air Traffic Controller**

Developed and instructed courses designed for colleagues who needed to cross train in the enroute sectors; provided training & implementation support for RVSM; trained Abinitio students both in the simulator and on the job, and provided a safe, orderly and expeditious service controlling air traffic

NAV CANADA, Toronto, Canada Oct 1996 – Jan 2001

**Air Traffic Controller**

Provided on-the-job training to allow new controllers to become qualified; instructed and assisted in emergency simulation training; and ensured a safe, orderly and expeditious service controlling air traffic

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**EDUCATION & PROFESSIONAL DEVELOPMENT**

Maintained current knowledge of global technological advancements, competitive activities, industry trends, changes in regulations and management strategies through seminars, workshops, conferences and networking with industry professionals as well as through self-directed research and knowledge enhancement; attended the yearly world ATM conference in Madrid since 2015

HEC PARIS, Paris, FranceOct 2018

**Advanced Certificate in Aerospace & Aviation - Executive Education Program**

* Developed the global vision needed to be a driving force in the world of aviation & aerospace (A&A)
* Acquired valuable insights into the evolution of the industry’s business models and a sound understanding of the dynamics and complexity of the highly deregulated A&A markets
* Participated in knowledge sharing with other experienced managers while building a network of peers and leading professionals from the major companies in the Aerospace and Aviation industry
* Strengthened strategic thinking, decision-making and business skills with a focus on concepts and tools in finance, marketing and information technology from the perspective of the industry such as: airline & aircraft financing, airline revenue management, competitive advantages via supply chain management, IT expertise, and e-business development
* Gained deep insights into and how to best prepare for the future of the industry

**EXECUTIVE-LEVEL & OTHER LEADERSHIP EXPERIENCE, NEGOTIATIONS & AWARDS**

* Chief Negotiator, SwissATCA, May 2013 – Jan 2014
* Executive Board Member SwissATCA, Apr 2013 – Mar 2015
* Executive Board Member Skycontrol, Mar 2013 – Mar 2015
* The President’s Award for Outstanding Achievement “Point of Pride 2012 ” in the frame of the WTM project that was fully implemented March 2012 generating financial benefits for customers through fuel savings that were in excess of 10 million dollars per year
* National Contract Committee Member CATCA, Sep 2010 – Apr 2011
* Acting Regional Director CATCA, Jun 2000 – Jul 2000
* Co-Chairman CATCA / NAV Canada Health and Safety Committee, Jun 2000 – Jan 2001
* Branch Steward, Vice Chairman, Toronto Branch CATCA, Jan 1999 – Jan 2001

**PERSONAL ATTRIBUTES**

* Leadership & Team Building – Constantly provide support and remove any barriers which may be preventing the team from doing their best work with a strong commitment to the success of the team and the organization as a whole
* Creativity & Innovation – Generate new ideas, challenge the status quo, take risks, and support progressive change while encouraging innovation, and creative problem solving
* Results Focus – Target and achieve results by setting challenging goals, prioritizing tasks, overcoming obstacles, and accepting an increasing amount of accountability
* Communication – Communicate well both verbally and in writing, delivering executive level presentations, sharing information and ideas with others, listening carefully and considering differing viewpoints
* Negotiation Skills – Lead and conduct positive negotiations with the ability to compromise, handle conflict, seek common ground, articulate the intended goals and that of others while staying focused on generating beneficial outcomes

**LANGUAGES**

* English: Native, French: Native