Francisco Mir

HEAD OF RESEARCH & DEVELOPMENT

0034 722 483 531 | contact@franciscomir.io | linkedin.com/in/franciscomir | www.franciscomir.io | Barcelona, Spain

MSc Electronic Engineer, focused on software development, digitalization projects and R&D challenges. With 15+ years of experience leading teams, I've learned the importance of organizational culture to achieve goals and deliver outcomes; as a result, I'm passionate about guiding, motivating and coaching tech teams to help them fulfill business goals as well as to support them with their professional growth.

Besides management, recruiting, and leadership skills, I bring vast knowledge and expertise in multiple areas, such as software and mechatronic systems, product development, product validation and certification, process and strategy definition, digital transformation and IoT.

With a dynamic, organized, structured, flexible, and analytical attitude, I focus on people motivation and effectiveness; with professional vocation for development of products where software, hardware and mechanic are involved, and aiming to make a better world.

SKILLS

- ✓ Communication & team leadership
- ✓ Process Improvement
- ✓ Quality Assurance
- ✓ Project & Risk Management
- ✓ Problem Analysis & Resolution
- ✓ Business Strategy & Strategic Planning
- ✓ Requirement Management
- ✓ Mentoring

- ❖ **Software Development**: C, Pyton, Java, Visual Basic, JavaScript, C#, R, Labview, Matlab, Simulink
- ❖ **Digitalization Processes & IoT Enabling**: IBM Cloud Service, Google Cloud Service, NodeRed, React.js, Django, PostgreSQL, MongoDB, Flutter. **Communication protocols**: MQTT, TCP/IP, ZigBee.
- ❖ **Continuos Integration (CI) & Continuos Delivery (CD)**: Git, Jenkins, IBM DevOps.
- ❖ **L**anguages: Native Spanish, Advanced English & Advanced German.

WORK EXPERIENCE

GEZE IBERIA

Head of R&D Department   2015 – 2020

Responsible of 15 people in the Product Development team located in Barcelona, working side-by-side with the headquarters in Germany, focused on automatic doors.

- Optimize and improve our development processes, tailoring them according to needs of department and products.
- Maintain fluent collaboration bridge between all our R&D sites (Germany, China and Spain) in order to efficiently execute shared activities.
- Coordinate and keep track of progress/ status of all projects and tasks carried on Iberia.
- Development of a tailored-home-made Operating System as part of an innovative project to set base for future products.
- Coordination and development of Apps for Smart Devices as part of the Digital Transformation process aiming to interconnect our product to the cloud.
- Achieve fiscal policies of our local government.
  Accomplishments:
  - ✓ Leading & mentoring multicultural teams in Germany, China & Barcelona.
  - ✓ ALM Software implementation & V-Model tailoring.
  - ✓ Working side by side with HR for the selection, recruiting and onboarding of R&D Department.
  - ✓ Trainings selection for my teammates.
  - ✓ Working along with Germany & Barcelona to define project strategies and deadlines.

GEZE GmbH

Head of Software Development 2011 – 2015
- Work together with Mechanic, Hardware and Testing departments during the product development to coordinate activities and synchronize deliveries.
- Coordinate and keep track of progress/status of software projects; communicate results and KPIs to the stakeholders.
- Release software packages for all our product portfolio: Sliding Doors, Swing Doors, Revolving Doors, Window Drives, Fire Systems.
- Implement software tools as support during the product development.
- Manage a team of 13 persons, 2 of them located in our R&D Department in China and 3 of them located in our R&D Department in Spain.
- Create the environment for innovative pre-development's projects.
- Introduction of a ALM solution for the Development Department.
  Accomplishments:
    - ✓ Successful coordination of projects focusing on: Planning and time estimation, Budget and costs, Resources management, Product design and vision, Business strategy, Backlog management, Communication with stakeholders, Risk and crisis management.
    - ✓ Achieved the introduction and customization of the V-Model for our development processes.

Software Development Engineer 2007 – 2011
- Conducted specialized application development and assessed risks involved in Embedded-C software projects.
- Development of a Bluetooth-Solution to communicate our products with a Java based Windows App.
- Development of support tools for internal use.
- Involved in the specification of product's requirements and the definition of testing strategies.
- Team work with clients to solve problems on the field.
  Accomplishments:
    - ✓ Developed the first window systems of the company portfolio.
    - ✓ Developed a Bluetooth gateway to enable a wireless communication between automatic products of the portfolio and the PC application for that matter.
    - ✓ Working with Java, I implemented an application for the setup and diagnostic of the automatic products of the company's portfolio over Bluetooth.
    - ✓ I worked with Python for test and automated scripts.
    - ✓ With Django system, I developed solutions for internal use in order to optimize processes, as well as display, manage and monitor data of our systems in the department.
    - ✓ Visual Basic & LabView for tools installed in the production line.
    - ✓ NodeRed for the integration of IoT solutions and cloud services (MQTT, Modbus) as well to easily implement a GUI.

EDUCATION

Postgraduate Study, Fullstack Development – Universitat Politecnica de Catalunya, Barcelona.
Master, Internet of Things – Universitat Politecnica de Catalunya, Barcelona.
Master of Science, Information Technology – Mannheim University of Applied Sciences, Mannheim.
Bachelor of Engineering, Electrical, Electronics & Communications Engineering – University Simon Bolivar, Caracas.