Francisco Mir

Head Of R&D

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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 goal 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.

Work History

2015-02 - Current

Head of R&D Department

GEZE Iberia, Barcelona, Barcelona

Responsible of the product development team located in Barcelona working side-by-side with the headquarters in Germany, focused on automatic doors.

- Managing a team of 15 people
- 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 in 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

| 2007-07 - 2020-10 | **Software Development Engineer** |
| | *GEZE GmbH, Stuttgart, Baden-Württemberg* |

- 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.

| 2011-11 - 2015-01 | **Head of Software Development** |
| | *GEZE GmbH, Stuttgart, Baden-Württemberg* |

- 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.

Education

| 2020-02 - 2020-09 | **Postgraduate Study: Fullstack Development** |
| | *UPC Barcelona - Barcelona* |

| 2017-10 - 2018-09 | **Master: Internet of Things** |
| | *UPC Barcelona - Barcelona* |

2005-03 - 2007-06	**Master of Science: Information Technology**

Hochschule Mannheim - Mannheim

Subject of the master thesis: "Development and implementation of algorithms for the determination of indirect blood pressure according to a new blood pressure measurement method"

Practical experience during the studies, as collaborator in the Biotechnology Lab of the university, where I was part of the development of the firmware for a biofeedback device to capture ECG, EEG, EOG and EMG signals and transfer them via Bluetooth to PC.

1997-09 - 2003-03	**Bachelor of Engineering: Electrical, Electronics And Communications Engineering**

Universidad Simón Bolívar - Caracas - Venezuela

Subject of the thesis: "Development of a Heart signal radio monitoring system based on CDPD for not clinical environments"

Practical experience during the studies: 06.2001 - 09.2001
Internship at "Asesorías y Sistemas, S.A." Valencia - Venezuela. "Hardware and software development for the automation and data reception of industrial equipment".
"INELECTRA 2002" Award from the IEEE-Venezuela for the best thesis in electronic engineering of 2002

Skills

Team Leadership

Business Strategy & Strategic Planning

Software development: C, C#, Python, Java, Visual Basic, NodeRed, Labview, React.js, PostgreSQL, CouchDB, Django, Labview, Matlab, Simulink

Problem Analysis & Resolution

Project & Risk Management

Quality Assurance and Product Validation

Recruiting, Onboarding and Coaching

Process Improvement

Requirements Management

Digitalization Processes and IoT Enabling: IBM Cloud Service, Google Cloud Service

Communication protocols: Modbus, MQTT, TCP/IP, Bluetooth, ZigBee, WiFi

Languages

Spanish ➔ Mother tongue

English   ➔ Daily use

German ➔ Daily use

Catalan ➔ Basic