

## PIERRE-YVES THOULON

### R&D MANAGER

#### MANAGEMENT OF PEOPLE

17 years in management in international environments

- Managed international, multicultural groups of up to 100 engineers
- Strong experience in hiring, coaching, developing, appraising engineers
- Two years spent in the US for Hewlett-Packard
- Managed overall budgets of up to 10M€

#### MANAGEMENT OF TECHNOLOGIES

25 years in hi-tech Research and Development

- Dealt with all major technologies found in the hi-tech environment: hardware, firmware, software, and ASICs, as an architect and a manager.
- Hardware: board-level design, microprocessor systems, networking and smart card interfaces, mechanical engineering
- Software: C, C++, C#, Java, Win32, .NET and Linux environments
- ASICs: Built a team of 13 engineers to develop a 1M-gate memory and I/O controller for the Intel/HP Itanium processor in a PC context.
- Managed product line planning in collaboration with Marketing departments

#### MANAGEMENT OF ORGANIZATIONS

Multicultural experience in large corporations and small businesses

- Member of the executive committee at Arkoon
- Managed R&D teams split across continents (6 simultaneous locations at Gemplus: Canada, California, France, Germany, Sweden, Texas)
- Experienced in keeping expertise and team morale in heavy downsizing contexts (Gemplus)

#### CAREER SUMMARY

##### Aardvark Management

*R&D Management consulting*

2009- Founder

##### Arkoon Network Security

*Unified threat management appliances, data security software*

2006-2009 VP, R&D – Member of the executive committee

##### Gemplus/Gemalto

*Smartcards and related software and services*

2005-2006 Program director, Finance department

2002-2004 Director of software R&D and support center, Financial Services and Security Business Unit

2000-2001 Director of Smartcard Reader R&D

##### Hewlett-Packard

*Computer manufacturing*

1995-2000 R&D Section manager, PC Division

1992-1995 R&D project manager, Network Division

1990-1992 Hardware architect, Network Division

1988-1990 Hardware engineer, Network Division (California)

1984-1988 Hardware engineer, Network Division

- Managed team integrations in merger & acquisition contexts
- Experienced in mixed in-house/outsourced development projects
- Understanding of global enterprise mechanisms (two years spent in Finance Department at Gemplus)

## MANAGEMENT OF PARTNERSHIPS

### Technology acquisition, constructive customer/supplier relationships

- Primary contact with Microsoft for HP's Business Desktop Division (\$5B revenue)
- Managed several technology acquisition projects (software OEM, hardware IP,...)
- Involved in pre- and post-sales activities as support to the sales force
- Managed customer support center at Gemplus
- Direct involvement with customers in touchy support issues
- Participation in European projects

## MANAGEMENT OF PROCESSES

### Product life cycle management, implementation of development process standards

- Experienced in diagnosing development processes and fostering constructive team self-criticism
- Drove multiple product generation processes revamping projects and development process certification efforts (CMMI, ISO-9001)
- Experienced Lean 6 Sigma "black belt"
- Introduced the "Scrum" software development methodology at Arkoon, resulting in improved quality, better legibility of the development process, better understanding of the team contribution, shortened projects, and increased team motivation.

## EDUCATION

1983	Ecole Centrale de Paris <i>French engineering school</i>
1998	INSEAD, Young Managers Program (short-form MBA)
2005	Lean 6 Sigma black belt training

## LANGUAGES

French	Mother tongue
English	Bilingual
German	Notions
Spanish	Notions

## PATENTS

1987	Method and device for multiplexing binary signals
1988	Method and apparatus for encoding and decoding binary information.
1994	DMA controller with memory testing capability.
1996	Method and a circuit for identifying the nominal frequency of a logic signal through use of trains of clock pulses having respective predetermined time durations
1996	Method and apparatus for transition encoding a logic signal
1997	Circuit for testing microprocessor memories
1998	Long distance PCI bridge pier
1998	Memory controller
2000	System for delaying propagation of wake-up signal to processor through the sleep control means until the memory is awakened

## KEYWORDS

Network security, high-speed networking, smart cards, ASIC, integrated circuit, VHDL, microprocessor system architecture, product generation process, product life cycle management, agile software development, scrum, ISO-9001, CMMI, Lean 6 Sigma, change management, product line planning, embedded software, configuration management, innovation , project management, software engineering