

## Gilles GRENIER

63, married, 2 children (32 & 28)



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+40 years experience in Aeronautical, Defence & Space programmes along the complete cycle of life through various job positions (Advanced design and sales support, Engineering, Programs, Product Support) and responsibilities within THALES Communications and Airbus Group: MBDA, ASTRIUM Space Transportation, CASSIDIAN and AIRBUS Prosky

Experience of large projects in cooperation (Hughes-Raytheon, Eurocopter, Euromissile, Finmeccanica-Leonardo, Israel Aeronautical Industry, SESAR Joint Undertaking...) acquired in several countries (Fr, USA, Ge)

Change Management and Transformation experience acquired over the whole career, including direct management of Transformation plans

### Professional Experience:

- 2015-now CEO and co-founder of Phare-Innov, a consulting company focusing on Performance Coaching, Transformation programs and support in expertise domains (UAV operations, Space & Defence, Massive Data,...) and organization
- 2013-2014: Airbus Defence & Space, Vice-President, Engineering in charge of Innovation, Partnership and Business Development support
- 2012-2013: Airbus-Cassidian Engineering/ System Design for Equipment and additional transversal responsibilities related to Air Traffic Integration and Mission systems, Innovation...
- 2010-2012: Head of SESAR and NextGen Air Traffic Management (ATM) programs, Airbus ProSky, a subsidiary of Airbus dedicated to Air Traffic Management and services
- 2008-2010: Airbus-Cassidian System Design Center, Head of ATM Systems design  
Chief Engineer of SESAR programme and ATM new projects
- 2006-2007: EADS Military Air Systems business unit, Cross-Program integration Strike and Mission aircraft (Ottobrunn)  
Cross-functional Program Management, in charge to establish a common approach in term of technical and industrial content, in relation with other EADS Business Units and partners
- 2005-2001: EADS Defence & Communications Systems, Intelligence Surveillance & Reconnaissance (ISR) unit  
After initial coordination of all internal ISR activities and processes during 2001 integration phase, responsible of Operations (Engineering, Production & Support) covering the whole Cycle of Life of ISR systems (manned and unmanned). Activities are cross-boarder(France + Germany + UK footprint) and splited on 6 sites (Muenchen, Friedrichshafen, Paris, Toulouse, Val de Reuil, Newport), commuting from Muenchen  
Additional responsibility: Head of ISR Quality (France + Germany)

- 2001-2000 EADS Systemes Services & Test (Paris), Large Systems Engineering director, responsible to build-up a "System of Systems" competence center for Air Force Command & Control, Airborne manned and unmanned systems.
- 2000-1999 ASTRIUM Space Transportation (Les Mureaux) Senior Program Manager in charge of System Integration tests of the M51 (submarine-launched ballistic missile).  
Elaboration of Integration, Verification & Validation plans, development of specific test facilities and management of interfaces with governmental test centers.
- 1998-1996 MBDA (Bourges production plant), Head of Missiles Electronics unit (engineering – production & support) and Head of Sub-Systems Business valorization,  
As part of the restructuration of Aerospatiale-Missiles activities, this double function includes change management and processes re-engineering, social plan management and reconversion of aerostructures and pyro-mechanics lines of business.
- 1995-1988 Aerospatiale-MBDA (Paris area, Magny-les-Hx), Head of the engineering department (100p in 94-95) in charge of Optronics, Radar, Communications, Stealth and Electromagnetic Compatibility after leading the Image Processing unit ramp-up (growth from 6p to 50p in the period 88-93) In these technical departments, all missiles segments were addressed. Engineering responsibility included sourcing except for Image Processing (MAKE) and Stealth/EMC.  
Additional responsibility of Aerospatiale Group expert in charge of coordination Space/Defence Image Processing.
- 1983-1988 Aerospatiale-MBDA (Paris area, Verrières le Buisson), Project Manager for Missile control and firing units (Anti-Tank and Ground-to-Air systems), in collaboration with EuroMissile and DASA. Product Manager of light anti-tank ERYX ground control station (84-87).
- 1980-1982 Aerospatiale- MBDA (Chatillon + Los Angeles, USA), Advanced Design and support to Program for various international offers: TIGER Helicopter sight , TRIGAT missile seeker, Multiple Launch Rocket System,...
- 1978-1979 THALES-THOMSON Communications, UHF radio design engineer

**Education and awards:**

Telecom Paris Tech graduate

EADS-Corporate Business Academy + INSEAD training cursus

11 patents for EADS group concerning guidance & control, anti-jamming and Signal processings

Award "Prix Chanson" DGA for anti-jamming missile control in 1992 (first time, this price has been awarded to Industry)

**Miscellaneous:**

Expertises for french Ministries of Research and Industry, Transport.

Independent Expert for European Commission, Horizon 2020 and SESAR programme

Courses for french Army officers and export Customers, french engineer schools (Telecom-ParisTech and Ecole Centrale Paris)

**Hobbies:**

Sailing (member of the french national Team in the 80' for European and World Sailing championship (Laser dinghy)), Ski, Turism

Sport associations and sport events organisation