Xavier Bouchery



R&D & Operations Leadership | Software · Hardware · Systems

Technology products · Electronics · Telecoms · IoT · Transformation & Business

An engineer in Computer Science & Electronics with an MBA and over 25 years of experience in complex technology products and systems. After nearly 13 years leading Hardware/Software R&D, I broadened my responsibilities to operations, products, customers, partners and business management.

+33 6 72 99 59 31 contact@xavier-bouchery.com
xavier-bouchery.com linkedin.com/in/xavierbouchery

22 years
of management experience

15
people · multidisciplinary teams led

2 M€
P&L responsibility

Engineering + MBA
EERIE · Computer Science & Electronics / IAE Paris

Experience

Since May 2017
9 years

Operations Director

dbeeSet Technology · France

Multidisciplinary team of up to 13 people

Reporting directly to the shareholder, operational leadership and responsibility for a €2m P&L: products, R&D, industrial operations, international sales, customer support, HR, finance and quality. Prioritisation and resource decisions balancing quality, cost and delivery.

Defined roadmaps and concurrently oversaw several major Software/Hardware/Systems developments: OTDR, automated optical switching matrices and distribution frames, instrumentation, LoRa/4G IoT, and a new SaaS server and Android and iOS applications under development. Coordinated teams, suppliers and partners across prototyping, industrialisation, integration and deployment. Organised Group hosting for SaaS and mobile applications in coordination with other subsidiaries and legal advisers.

Championed new technologies and early prototyping to inform product decisions. Used AI-assisted development to initiate the new SaaS server architecture and mobile applications.

Led development using a Scrum-inspired agile approach; initiated the implementation of operational continuous integration on self-hosted GitLab, with deployments to validation and demonstration servers.

International customer and partner relationships, pre-sales and product marketing: presentations, datasheets, ITW and Capacity Middle East trade events.

Developed international contracts · Sustainably improved operating results · Achieved ISO 9001:2015 certification.

May 2004 — Apr. 2017
13 years

R&D Director — Hardware · Software · Systems

VIERLING Communication · France

Nearly 13 years · Hardware/Software team of up to 15 people

Led R&D for electronic measurement and monitoring systems for copper and fibre telecom networks. Defined product strategy and roadmaps, oversaw system architecture and developed Hardware/Software team capabilities.

Managed the full lifecycle: customer requirements, tenders, development, prototypes, integration, validation, industrialisation and commissioning. Managed budgets and quality, cost and delivery trade-offs with customers, partners and subcontractors.

Operator and partner relationships · SLAs and support · Subcontracting and technical procurement · R&D tax credits.

Skills

Leadership & strategy

R&D and operations leadership · Product strategy and roadmaps · Concurrent leadership of major developments · Multidisciplinary management · Budgets and P&L · Organisational transformation · Quality, cost and delivery decisions.

Technology products & systems

Software · Hardware · System architecture · Electronics, instrumentation and telecoms · IoT · Prototypes, integration, industrialisation and deployments. SaaS and mobile development leadership · New technology evaluation and early prototyping · Scrum-inspired agile approach · Continuous integration.

Business & customers

International business development · Customer and partner relationships · Pre-sales and tenders · Product marketing · Distributors, suppliers and subcontractors.

Technical foundation & governance

Software, systems, networking and data expertise supporting product decisions. ISO 9001:2015 quality; collaboration with the Group CISO and DPO, GDPR, SSO, MFA and TLS.

Selected achievements

Telecom measurement & monitoring

Led electronic and software systems for copper and fibre networks: architecture, development, industrialisation and commissioning.

dbeeSense · IoT

Led LoRa/4G connected solutions from prototypes to integration and deployments, connecting equipment, software and field requirements.

FiberCare · OTDR

Led optical measurement and monitoring solutions combining OTDR, optical switching matrices, instrumentation and software. Rethought OTDR use through an innovative vision for testing across the optical fibre lifecycle: warehouse receipt, deployment and day-to-day operation. Development is nearing completion.

International projects

Coordinated customers, partners and suppliers; developed contracts and distribution networks and supported integration and deployments.

Quality & organisation

ISO 9001:2015 certification achieved internally and quality processes structured.

Innovation funding

CIR/CII oversight across successive roles since 2009: €100k–€200k annually, without interruption. Applications prepared in-house for ten years.

Earlier experience

Nov. 2001 — May 2004
2 years 6 months

Project Manager
Thales Idatys · France
3 developers led

Led three developers and designed a Java/web telephone-line testing platform.
Handled tender responses and customer support.

Oct. 1998 — Nov. 2001
3 years 2 months

Software Developer
Dassault Automatismes & Télécommunications · France
Developed Windows software for telecommunications and automated mobile-network field survey analysis.
Pre-projects, commissioning, training and support for European customers.

Aug. 1997 — June 1998
11 months

National Service — Computer Science Instructor
École Militaire (EMSST) · France
Taught computer science to military officers: designed courses and exams, assessed work and delivered lectures.
Educational design and delivery of lectures.

Education

1994—1997

Engineering degree in Computer Science & Electronics — EERIE
EERIE · Nîmes

2013—2015

MBA — IAE Paris
IAE Paris
General management and strategic analysis

2006—2009

Executive education
Demos, Cegos

Clear direction. Autonomous teams.

My role: set direction, build trust and enable people to take ownership.

Clarify
Share priorities and set clear objectives so decisions have a clear purpose.

Build trust
Delegate with accountability and give teams room to decide how to achieve their objectives.

Support
Connect business needs and technical choices to help teams move forward and make decisions.

What drives me

> Designing useful, clear and secure solutions by connecting user experience, innovation and operational reality. I enjoy turning an idea into a tangible product, with a constant focus on quality, security and users.
>
> In my next role, I want to combine leadership responsibilities with involvement in product and technology decisions. My background as a developer, R&D director and then operations director enables me to connect business needs, technical teams and delivery.

Additional initiatives

Internal management tools

Professional tools for production batch planning, bills of materials, scheduling, cash-flow visibility and supplier-payment automation. Development supporting operational efficiency.

PERSONAL PROJECT · CONTACTHUB · MACOS

Bring contacts together, make them reliable and understand their relationships.

Ongoing design and development of ContactHub, a native contact-management application focused on consolidating multiple sources, detecting differences, improving data quality and visualising personal and professional relationships. A personal project developed with Codex, selected after evaluating several AI assistants.

Planned for release on the App Store.

Technology monitoring & experimentation

For the past two years, using AI professionally and personally for studies, prototyping and development. Active evaluation and experimentation with tools: Claude Code and local Ollama with Qwen models; transition to a Group-hosted NVIDIA server is underway.