R&D Manager
(System Engineering)

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Skills

Team leader | Leadership | Research and Development | Driven | passionate | influencing | negotiation | stakeholder management | Process improvements | Telecoms | SW Development | Automotive | multicultural environment | personnel development

Experience

Since 2017

R&D Team Manager (System Engineering)

- Managing the Valeo Digital Vision Systems (DVS) product line (PL) System Engineering Metier team.
- Handling traditional managerial functions: Time and Attendance, Annual Compensation Review etc.
- Deploying System Engineering process in line with CDV SMART in DVS Product Line (PL).
- Ensuring workflows are aligned to Project (CLEAN) milestones. Tracking deployment with Awareness, Training, and Deployment monitoring and reporting.
- Defining new procedures, guides, templates where deemed necessary and working to incorporate to CDV Business group level.
- Providing strategic direction for the System Engineering process in DVS.
- Defining resource footprint strategy and monitoring/reporting on resource distribution across Metier/Platforms and Operations teams.
- Supporting recruitment across DVS PL.
- Developing and maintaining a competency plan for System Engineering
- Defining new training needs for the System Engineering activities
- Aligning with CDV to define a System Engineering tools strategy and deploying necessary tools with access, user guides and training.
- Eliciting and Monitoring R&D Efficiency plans from System teams across Platform/Operations/Metier teams.

Achievements

- Initiated monthly reach out meetings improving communication within the System Engineering Network
- Oversaw the global roll out of SMART 2019 Process consolidation project across the entire product line
- Introduced KanBan style task organisation maximizing efficiency and reporting

2015 - 2017

R&D Methods and Process Engineer

- Define and Enhance Product Development processes in line with Valeo methodology and Industry recognised standards (Automotive SPICE, Functional Safety -ISO26262, TS16949) for deployment in Automated Parking (AP) Product segment.
- Assist in the deployment of procedures, templates and training programs to develop competences of AP Product Segment R&D groups in system processes.
- Promote the adherence to processes by deploying appropriate review gates and provide reports on status and compliance
- Evaluate and support the necessary tools or tool adaptations that are needed to support the development processes. Problem tracking, System/SW Modelling tools
- Participate in PL SMART team meetings as process owner (SYS.1, SYS.2, SUP.9 and SUP.10)
- Liaise across DVS and CDV organisation –including R&D & Quality, to ensure alignment on methods and development procedures

Achievements

- Completed certification training for ASPICE auditor
- Product line trainer for new Application Lifecycle Management tool
- Sole Product line representative for System Engineering Process Improvement

2006 - 2015

R&D Integration Manager – Xura (Formally Comverse France) - Lannion, France

Manage the Comverse France Integration and Validation Team.
Ensure the correct application of the integration and validation processes
Track the alignment of feature tests with technical specifications
Supervising the preparation of Test Plan Overviews, Defect Tracking & Reporting.
Participating in Project Follow Up meetings with development and deployment teams
Planning and Supervising Test Campaigns on latest releases and maintenance releases.
KPI reporting. On- site initiator of Agile Methodologies. Incorporating the roles:
Site Director: Responsible for the day to day running of the Lannion R&D site
Scrum Master – Certified: Daily management of the scrum meetings (multi-site).
Product Owner – Certified

Overseas teams' management: Managing a team of five engineers in Kuala Lumpur, Malaysia. Training, weekly conference, Project advancement via daily scrum.
Documentation management: Single point of contact for our documentation team based in Tel Aviv, Israel. Ensuring the correct application of the corporate style guide. Developing and maintaining new procedures for documentation. Validating the source information and preparing for final integration.
Quality Representative: Member of the Comverse France Internal Auditing Team. Monitoring the on-site application of R&D procedures (ISO 9001). Active participation in improving existing procedures and alignment with CMMI.

2005 - 2006   **R&D Protocol Specialist - Orange Labs– Lannion, France**
Protocol Validation at France Telecom R&D. (Lannion FT/R&D/CORE/MVV).
Development and execution of functional test campaigns to validate the SS7 protocol behaviour in the new FT VoIP core.

2004 - 2005   **R&D Documentation Manager - EKINOPS – Lannion, France**
Design and creation of a complete client documentation set for the Ekinops product line

2003   **R&D Project Manager - Alcatel – Cork, Ireland**
Responsible for the nationwide deployment of the 2003 OCB283 release.
Interface with the Client, resolve project affecting problems.
Continue to develop technical relations with French project teams.
Manage quality issues (Performance indicators, quality alerts)
Track maintenance issues regarding current project.

2001 - 2003   **R&D Technical Coordinator - Alcatel - Lannion, France**
Develop the new role of technical coordinator between Irish and French teams.
Coordinate the project teams in Ireland and France. Resolve any issues regarding cultural differences.
Facilitate mutual understanding and resolve any client issues, Source useful contacts.
Responsible for the deployment of the projects:
Carrier pre -selection solution for the Irish Network and CCBS

1999 - 2001   **Integration Engineer - Alcatel - Cork, Ireland**
Development and execution of functional test campaigns for the Alcatel switch OCB283 and its peripherals for the Irish Network. Development of test plans for OCB283 (Ireland and international).
Development and validation of New procedures.
Training Network operators and Alcatel Teams in new features and procedures.
Liaison with client before new function deployment (preparation phase).
Provide back-up for Technical Support team, reproduction of network problems to allow analysis. Maintain Test platform to ensure Network reference.
Write and translate technical documents.

1996 - 1999   **System Engineer - Alcatel - Cork, Ireland**
As part of the Technical Support team in charge of software and release upgrades and rollouts (New releases, Patches etc.) and their validation. Working with the Client during on-site validation. Client training. Procedure development and testing for the operations department and the client. Technical writing; Client Technical Notes, Specifications etc. Client Technical Support (24/7). Managed the Y2K « ready project ».

1983 - 1996   **Deployment Engineer - Alcatel - Ireland**
Leading Commissioning Teams involved in the Installation, Configuration and Testing of public Telephone switches, large scale and rural small scale, as part of the Irish Digital Network Program.
Responsible for Network upgrade and rollouts notably the R11 release which allowed the introduction on a network wide level of ISDN services thanks to SS7 and DSS1 signalling.

Education/Training

Professional   Certified Automotive Spice Auditor (intacs-KR21-1831-22941-01)
Scrum Master Certification (Jeff Sutherland)
Scrum Product Owner Certification
CMMI Auditor
Quality ISO 9001 (France and Ireland)
People Management (France and Ireland)
Project Management (France and Ireland)
Risk, Stress and Time management
Network Security
Telephony, Transmission technologies, VoIP, IMS

Personal   Web Design (Cork Institute of Technology)
TEFL Teaching English as a foreign language
Programming in the C Language (Cork Institute of Technology)
Initial   Electronic Engineering. Cork Institute of Technology – 1983

Skills and Specialities: Please consult online: www.andrew-crowley.com