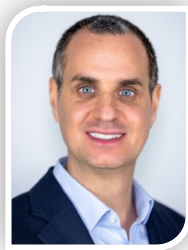


Jérémie Courtois

IT Project Director / Integration Manager



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PROFILE

IT Project Director with over **20 years** of experience in **IT**, I'm specialized in managing **complex projects** and **digital transformation**. I have developed solid expertise in middleware and system integration, particularly with SAP, enabling me to effectively guide companies in optimizing their processes and migrating to next-generation solutions (SAP S/4HANA, webMethods, Boomi).

My adaptability allows me to work across various industries, including energy, food service, logistics, and manufacturing. With strong **leadership** skills and excellent **communication** abilities, I manage multidisciplinary teams in international environments.

PROFESSIONAL EXPERIENCE

IT Project Director – Primagaz

 PRIMAGAZ

La Défense (Fr) – From January 2023 to present

Freelance

Context

The “Boost” transformation program aims to **replace** the PeopleSoft **ERP** with SAP S/4HANA in a **complex business and technical environment** (international context, tight timeline, multiple business activities, Core Model, obsolescence, 50+ applications, 300+ interfaces, multiple stakeholders).

Responsibilities

- **Lead the entire IT scope** of the program:
 - **Data Migration** (~100 objects; ~16 team members)
 - **Integration** (Target: ~100 interfaces; ~19 team members)
 - **Legacy Systems** (~50 legacy systems; ~6 team members)
 - **Testing** (UAT; ~650 scenarios; ~2 team members)
 - **Cutover** (1 team member)
 - **PMO** (~2 team members)
- **Manage** onshore and offshore **teams** (~45 team members)
- Coordinate the **Build, SIT, UAT, Cutover, Hypercare, and Stabilization** phases
- **Coordinate** communication and **collaboration** with the integrator **Accenture** and its teams
- Implement a hybrid **work organization** inspired by SCRUM and SAFE methodologies
- Establish a **project monitoring** dashboard
- Supervise and control compliance with the allocated **budget**
- Ensure **governance** and reporting with Primagaz management and the SHVE Steering Committee

Skills

- Management of **complex** projects (multiple business activities, interdependent teams, significant business risks, multiple stakeholders)
- **International** context: France, United Kingdom, Netherlands and India
- Manage **45** onshore and offshore team members
- IT governance and **risk** management
- **Crisis** management (deadlines, delays, resources, costs, production incidents)
- **Project planning** (adjustments and monitoring with PMOs, team challenges, capacity planning)
- Agile **methodologies**: Kanban, Scrum, SAFe and Waterfall

Technical environment

- SAP S4/HANA
- Boomi
- JIRA
- ServiceNow
- Microsoft Project

Context

The “Boost” transformation program aims to **replace** the PeopleSoft **ERP** with SAP S/4HANA in a complex **business and technical environment** (international context, tight timeline, multiple business activities, Core Model, obsolescence, 50+ applications, 300+ interfaces, multiple stakeholders). The **replacement** of the **Informatica ETL** with the **Boomi iPaaS** platform is a prerequisite for the program.

Responsibilities

- **Manage Integration** teams (~18 team members: ~4 onshore + ~14 offshore)
- **Rationalize** number of Interfaces, reducing them from ~330 to ~100
- Manage the **reverse documentation** of legacy interfaces
- **Optimize** business and technical **processes**
- Improve and reduce the **obsolescence** of the information system
- Implement an **agile work organization** using **Kanban** method
- Coordinate and supervise the **Design** and **Build** of **100 interfaces** within 3 months
- Ensure supervision and **control** of compliance with the allocated **budget**

Skills

- Management of **complex project** (multiple business activities, strict time constraints, obsolescence, multiple stakeholders)
- **International** context: France, United Kingdom, Netherlands and India

Management of 18 onshore and offshore team members

-
- **Crisis** management (deadlines, delays, resources, costs, documentation)
- Project **planning**
- **Kanban** methodology
- System **integration** and **architecture**

Technical environment

- SAP S4/HANA
- Informatica
- Boomi
- JIRA
- ServiceNow
- Microsoft Project

Context

The “**Matrix**” **program** aims to transform the information system. Its primary objective is to replace the **Oracle ERP** with **SAP S/4HANA** and deploy the **webMethods middleware** to ensure optimal business process integration. **Accenture** has adopted a **Core Model approach**, with **France** as the pilot country. The project operates in an aging technical environment, requiring strategic modernization. It involves numerous stakeholders across multiple sites in **Europe and India**, with **multi-integrator coordination**.

Responsibilities

- **Replace** the **ETL DataStage** with the **ESB webMethods**
 - Define the **integration architecture** for the webMethods platform
 - **Deploy** the **webMethods** platform
- **Lead** of **Integration teams**
 - Internal development team (~5 team members)
 - External teams from the vendor, experts, and a service center (~14 team members)
- Define and implement the **production team organization** (administration, support)
- Establish and enforce **developments standards**
- **Support** teams in writing functional and technical **specifications** (including organization setup and templates)
- Oversee the implementation and deployment of end-to-end **monitoring** with Splunk
- Supervise the implementation of the **transcoding** project
- Ensure **Budget** compliance management and tracking
- Provide **Reporting** to Compass France BU and Compass Group

Skills

- Management of **complex project** (multiple business activities, strict time constraints, obsolescence, multiple stakeholders, budget constraints, COVID)
- **International** context: France, United Kingdom, India
- Onshore and offshore team **management**
- **Crisis** management (deadlines, delays, resources, costs, COVID)
- Project **planning**
- Hybrid **Agile** methodology
- System **integration** and **architecture**

Technical environment

- SoftwareAG webMethods 10.5 (TN, IS, Broker, UM, BPM, MWS)
- IBM Datastage
- Splunk
- Microsoft SQL Server 2016, Oracle
- SAP S/4 HANA

Context

As part of a **digitalization** campaign to enhance **exchanges** with its clients and promote a **fast** and agile **connection** to their systems, Bolloré Information Services has structured itself to implement a robust and scalable exchange platform based on **webMethods**, supported by experienced and responsive teams.

Responsibilities

- Manage and coordinate the webMethods Architecture & Integration **Studies Department**, including communication between teams (administration, development, studies) and the IT department
- Establish and maintain a **trust-based relationship** with the vendor **Software AG**, overseeing consultants, experts, architects, and sales representatives
- Design webMethods **architectures**, including high-availability, scalable multi-line architecture
- Implement **Continuous Integration** using webMethods 9.7 and Jenkins
- **Automate** the **deployment** of webMethods 10.1 environments in Docker, and webMethods 9.7 in all non-production environments
- Lead **strategic projects**, such as virtualizing webMethods environments and integrating Axway CFT with webMethods 9.7 via API
- **Advise** on organizational, strategic, and budgetary decisions regarding webMethods platforms

Skills

- **Crisis** management (Resources, production incidents)
- **Architecture**
- Project **planning**
- System **integration** and **architecture**
- Team **management**
- **DevOps**

Technical environment

- Windows, Linux
- SoftwareAG webMethods 9.7 et 10.1 (TN, IS, Broker, UM, BPM, MWS), CFT
- Docker sous Windows 10
- Microsoft SQL Server 2012, 2016
- DevOps, Jenkins

- **Deploy webMethods** platforms and lead development teams
- Design **monitoring** tools and integrate the Axway MFT solution
- Provide **strategic guidance** on architecture, team organization, and budget management for integration platforms
- **Support** Bolloré Logistics in selecting an integration platform, through needs analysis, vendor evaluation, and solution selection (EAI/ESB) via **RFI**, **RFP**, and POC processes
- Technical environment: Windows, Software AG webMethods 8.2 & 9.7 (TN, IS, Broker, MWS), Microsoft SQL Server 2012, XFB

- Coordinate the **migration** from Microsoft **BizTalk** 2004 to 2009
- Design a new **architecture**
- Define and **standardize** development guidelines
- Adapt technical components
- Implement **monitoring** tools
- Technical environment: Windows, BizTalk 2004 & 2009, Microsoft SQL Server 2006, monitoring tools

- **Ugitech**: Oversee the **migration** from **BizTalk** 2002 to 2009, adapt components, flows and monitoring tools, and redefine the **architecture** (C#, WCF, SQL Server)
- **ItalCementi**: Design an **SOA architecture** for **BizTalk** 2006, develop adapters and flows, and implement functional **monitoring** (C#, ASP.NET, WCF, SQL Server)
- **Microsoft**: Develop a WCF adapter for BizTalk 2006 in compliance with the PRESTO standard (.NET 3.0, C#)
- **SCA Packaging**: Supervise and develop flows using BizTalk 2002

- **Arcelor, Bouygues Telecom, Kodak, Lamberet**: **Develop** and **integrate** eServices and EAI solutions under BizTalk 2002, set up a DMS and a monitoring. Develop websites and application in C#, VB.NET, ASP, SQL Server and Oracle

SKILLS

Project Management & Digital Transformation

- Leading **strategic IT projects** in an international environment
- Supervision of **critical** program **phases** (Design, Build, SIT, UAT, Hypercare, Stabilization, Mock for Data Migration)
- **Planning**, **risk** management, and **resource** optimization
- **Agile** and hybrid approaches (Scrum, SAFe, Kanban), V-Model, Waterfall
- Proficiency in Microsoft Project, JIRA, Trello, Excel

Leadership & Management

- Supervision and coordination of **multidisciplinary** teams, **onshore** and **offshore**
- **Change management** and strategic IT/business alignment
- Building **strong team spirit** and ensuring employee retention
- Vertical, horizontal, and cross-functional **communication**
- Strategic management, **decision-making**, **negotiation**, and **diplomacy**
- **Budget** management and financial oversight to ensure cost control and resource optimization

System Integration & architecture

- **Design** and optimization of middleware **architectures**
- **Rationalization** and security of data flows and interfaces
- IT system **migration** and modernization (ESB, iPaaS Integration, API Management)
- Standardization and **automation** of integration **processes**
- Monitoring and **performance** improvement of IT systems
- Implementation of advanced **monitoring** solutions (Splunk, web tools)

Tools & Technologies

Integration

- Boomi, SoftwareAG webMethods 8.2 à 10.5, Microsoft BizTalk 2002 à 2010, API Management
- Axway InterPel, Axway CFT, DataStage, Informatica

Databases

- SQL Server, Oracle, SQL Anywhere, Access

Development

- .NET Framework, VB, VB.NET, C#, ASP.NET, HTML
- Azure DevOps, TFS, IIS, SharePoint

Office tools

- Word, Excel, Power Point, Visio, SharePoint

AI

- Mistral AI, DeepSeek, ChatGPT, Copilot, Gemini, Midjourney, Suno, Heygen, Make, N8N

LANGUAGES

- *French* Native
- *English* Fluent
- *Spanish* Basic

EDUCATION

- *2014* Training Thomas International – APP
- *2011* Training webMethods IS + TN 8.2
- *2007* Certification MCP Microsoft BizTalk Server 2006 (070-235)
- *2000* B.T.S. Computer Sciences / Application Development (Chalon-sur-Saône – 71)
- *1998* I.U.T. Computer Sciences (Dijon – 21)
- *1997* B.A.C. S.T.T. Computer Sciences (Chalon-sur-Saône – 71)

HOBBIES & INTERESTS

- Worldwide travel
- Photography
- Innovative technologies
 - ☐ Connected objects
 - ☐ Virtual Reality
 - ☐ AI
- Physical activities: Swimming, cycling, and walking
- General culture / Current affairs / Contemporary art exhibitions / Sculpture / Gastronomy