Contact information

Zied Zaier

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Skills Summary

- Strong ability to analyze and synthesize
- Leadership
- Project management experience with long Agile experience
- Employees coaching and management
- Ability to negotiate

Languages

English, French, Italian, Spanish, Arabic.

Education

Master of Business Administration (MBA).	**2012**
Speciality Management of Technology. UQAM University.	
Certificate in Agile Project Management - Scrum Master.	**2011**
Professional Scrum Master	
Ph.D. in Computer Science.	**2010**
Speciality Cognitive Science (Artificial Intelligence). UQAM University.	
Master in Computer Science.	**2001**
Speciality Information Systems and Information Management. UQAM University.	
Bachelor's degree in computer science.	**1999**
Speciality Information Systems and Information Management. ISG Tunisia. FSEG Tunisia.	

Training

Conducting effective meetings.	**2010**
The Board of Trade of Metropolitan Montreal.	
Managing difficult employees.	**2010**
The Board of Trade of Metropolitan Montreal.	
IT governance.	**2009**
The Board of Trade of Metropolitan Montreal.	
Intellectual property.	**2009**
The Board of Trade of Metropolitan Montreal.	

Awards and Distinctions

Tunisian Academic Excellence Awards.	**2006**
Tunisian Academic Excellence Awards.	**2005**
Tunisian Academic Excellence Awards.	**2004**
Tunisian Academic Excellence Awards.	**2003**
UQAM foundation: Academic Excellence Awards: LGS group award.	**2001**

Main Professional Experiences	
Independent Consultant	**Since 2011**

Projects Director - 6 months contract

Guarana Technologies Inc.

Main responsibilities :
- Participate in the definition of deliverables and project risk;
- Coordinate, delegate and organize the work to be done;
- Identify needs in terms of human resources and participate in the recruitment process;
- Define and develop working methods of the team (including team structure) that are best suited to meet the needs of the project;
- Participate in the selection of team members and attend interviews with external candidates;
- Coordinate tasks that involve multiple teams with project managers of other trades.
- Create a motivating work environment for the team encouraging creativity and self-development;
- Encourage collaboration and knowledge sharing within the team and with teams from other projects;
- Support the career development activities and provide training and development of interpersonal skills and technical team members;
- Prepare the files for tax credits and government grants submission for research and development projects.
- Carry out project monitoring and communicate important information to steering committees.

Agile team coach - 9 months contract

Heron Solution

Main responsibilities :
- Carry out Agile coaching and transition project at the clients' site;
- Help team implement Agile development approaches;
- Coach future Scrum Master to help him familiarize with his role and responsibilities;
Develop and analyze performance indicators;
- Remain at the leading-edge of Agile development practices and contribute to their spreading inside the company.

Instructor	**Since 2001**

UQAM University

Main responsibilities :
- Take part in teaching courses;
- Supervise and guide student on their projects;
- Collaborate with professors and internal research teams and with researchers from within the industry.

Key courses :
- INF1130 - Mathematics for Computer Science (Problems Analysis and Solving). 2012.
- INF5180 - Database Design and Implementation (Database Design, SQL, PL-SQL, Triggers, Business intelligence, Data warehouse, Data mining, JAVA, Hibernate, etc.). 2011.
- INF7215 - Information systems analysis and design (Customer requirements analysis, Classical and agile development approaches – RAD, XP, Scrum –, UML, etc.). 2011.
- INF7115 - Databases (SQL, PL-SQL, Triggers, Business intelligence, Data warehouse, Data mining, ERP, etc.). 2010.
- INF5280 - Advanced databases (Business intelligence, Data warehouse, Data mining, etc.). 2001-2002.
- INF4470 - Information and Network Security (Auditing, approaches, protocols, hardware and software security systems, etc.). 2001- 2002.

| Director of the Information Systems – Project Manager – Scrum Master | 2008-2011 |

Geninov Inc.

Main responsibilities :
- Establishment of the Information Systems Department ;
- Function as the main point of contact for managing all technology internal and external projects and work as part of the 3rd line support group for escalated issues;
- Provide IT leadership, project management, relationship partnering, budget planning strategic and tactical technology direction;
- Assist all other business units in their projects, providing guidance, technology recommendations and general integration solution to the established infrastructure;
- Establish Scrum project management process and support multidisciplinary project teams (Programmers, engineers, researchers, etc.) meet sprint goals by providing guidance with respect to internal and external customer development requirements;
- Lead human resources activities, including hiring, developing training plans and conducting training for employees;
- Provide executive leadership and detailed project and budget follow up to steering committees and teams;
- Prepare the files for tax credits and government grants submission for research and development projects;
- Ensure domain best practice and technology watch.

Key achievements :
- Financial Data warehouse. The Research Institute of the McGill University Health Centre. Canada (Business intelligence, Data warehouse, Data mining, JAVA and Oracle DB). 2010-2011.
- R&D - Decision support system for airborne systems and equipment certification. National Research Council Canada - Industrial Research Assistance Program (Knowledge Management and Discovery, Text mining, Microsoft SQL server DB and .NET). 2009-2011
- General Administration of Customs. Inter-American Development Bank / Haitian government (Servers and network infrastructure and Distributed Information system). 2010.
- Financial Oracle Database. BRH – Bank of the Republic of Haiti. 2010.
- R&D - Mobile Application prototype for Wine Recommendation (IPhone, Android, PhoneGap). 2010.
- Enterprise resource planning. Ed'H - Haitian electric power company (SAP ERP). 2009-2010.
- Education census information system. Canadian International Development Agency (Business intelligence, Data warehouse, Data mining, Servers and network infrastructure, WebLogic, J2EE and Oracle DB). 2009-2010
- Professional training information and eLearning platform (INFP). Inter-American Development Bank / Haitian government (Servers and network infrastructure, WebLogic, J2EE et Oracle). 2009-2011
- Education information system. Inter-American Development Bank / Haitian government (Servers and network infrastructure, WebLogic, J2EE and Oracle). 2008-2010
- R&D - Optimization planning tools for 3G/4G mobile networks. National Research Council Canada - Industrial Research Assistance Program (Optimization, Microsoft SQL server DB and .NET). 2008-2010.
- Feasibility study for planning a national Internet backbone. National Telecommunications Council (CONATEL) Haïti. 2008-2009.

Team Leader – Scrum Master – Modeling Specialist	2007-2008

JEPPESEN - BOEING

Main responsibilities :

- Assemble project team, develop scope, develop cross-project relationships, assign individual responsibilities, identify appropriate project resources, and provided guidance and direction to project team members;
- Remove impediments preventing the team from achieving the iteration's objectives; Facilitate team meetings; Support the team during the iteration;
- Measure the team's velocity; Coach the team in estimating items and breaking them down into tasks;
- Coach the Product Owner in maintaining and ordering the product backlog; Help the Product Owner carry out the delivery plan;
- Cooperate with colleagues to maximize synergy opportunities and ensure optimal collaboration enter teams;
- Develop effective and robust technology based solutions satisfying internal and external customer expressed needs and technological orientations;
- Ensure solutions integrity from beginning to end with all technology partners;
- Provide executive leadership and detailed project and budget follow up to steering committees and teams; Ensure domain best practice and technology watch.

Key achievements :

- Web applications for flight crew schedule bidding system (Servers and network infrastructure, WebSphere / Tomcat, J2EE, .NET and Oracle / SQL server DB). 2007-2008.
- R&D - Business aviation flight planning optimization solutions (C/C++, Python and Oracle DB). 2007-2008.

Project Manager R&D - Research Assistant	2000-2007

UQAM University

Main responsibilities :

- Supervise and guide research team members and the necessary activities to carry out innovative research projects;
- Collaborate with professors and internal research teams and with researchers from within the industry;
- Lead and mobilize team members and resources to achieve project goals;
- Estimate and establish project budget, schedule, and goals and ensure resource expenses follow-up.

Key achievements :

- R&D - Distributed Multi-agents collaborative filtering recommender system (Business intelligence, Data warehouse, Data mining, P2P, Tomcat, J2EE and Oracle DB). 2002-2007.
- R&D - Movie recommender system (Business intelligence, Data warehouse, Data mining, P2P, Tomcat, J2EE and Oracle DB). 2002-2007.
- R&D – Text language Identification Tools (MATLAB, C/C++ and Neural Networks). 2003-2004.
- R&D – Text Subjects Identification Tools (MATLAB, C/C++ and Neural Networks). 2003-2004.
- R&D – Text subject Identification Tools (MATLAB, C/C++ and Neural Networks). 2001.
- R&D - Web search engine (Java, JRules - Rules based system and Oracle DB). 2000-2001.
- R&D – Meta-search engine (Java, JRules - Rules based system and Oracle DB). 2000-2001.

Technological Profile		
Technology	**Knowledge**	**Experience**
Hardware	- PC	- Expert (12 years).
	- Server	- Good (8 years).
	- Mac	- Good (6 years).
Operating Systems	- Windows	- Expert (12 years).
	- Linux/ Unix	- Good (8 years).
	- MacOs	- Good (6 years).
Environments	- VMware, Citrix, Microsoft Server	- Good (6 years).
Database	- Oracle, DB2, MySQL, ArcGIS, MS SQL server.	- Expert (12 years).
	- Microsoft Access, Microsoft FoxPro.	- Good (6 years).
	- Derby.	- Good (3 years).
Enterprise Resource Planning (ERP)	- Oracle / PeopleSoft	- Good (5 années)
	- SAP	- Good (5 années)
	- OpenERP (Open Source)	- Good (3 années)
Programming Languages	- Java (J2EE, J2ME)	- Expert (14 years).
	- C/C++, C#	- Expert (12 years).
	- SQL, PL-SQL	- Expert (12 years).
	- Pascal, Assembler, COBOL, Visual Basic.	- Expert (12 years).
	- HTMLPHP, Ajax, Java Script, .NET.	- Good (10 years).
	- Python	- Good (3 years).
	- Lisp, Scheme, Prolog, Ilog (JRules)	- Expert (6 years).
Modeling Language	- UML	- Expert (8 years).
	- Merise	- Good (12 years).
Application Servers	- Tomcat	- Expert (6 year)
	- WebLogic, WebSphere	- Expert (6 years).
	- GlassFish	- Expert (3 years).
Programming Tools	- EDI (JDeveloper, IntelliJ, Visual Studio, Eclipse, NetBeans, JBuilder, PhoneGap)	- Expert (10 years).
	- CVS, Mercurial, SVN, MS TFS	- Good (6 years).
Project Management Tools	- JIRA, MS TFS, MS SharePoint, MS Project	- Good (6 years).
Standard Products	- MATLAB	- Expert (6 years).
	- Microsoft Office, WordPerfect, Open Office.	- Expert (14 years).