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Sébastien LEClerc

Managing Director – COO

Extensive international experience – Executive and operational management, project management

French citizen with significant experience of intercultural executive management (France, USA, Malaysia, West Africa) in demanding industries, I managed to successfully develop the companies I was leading.

Set the right strategy and objectives in line with shareholder's targets, change culture when needed, adapt organizations, develop people, improve operational performance, increase sales turnover and EBITDA are competencies I have developed and implemented throughout my career path.

EDUCATION

1995 – HEI (Hautes Etudes d'Ingénieur) Lille

Master's Degree in Engineering (major mechanics)

SKILLS and COMPETENCIES

Personal

- Great interpersonal skills
- Visionary leadership
- Analytical and Critical thinking
- Pragmatic
- Problem solving
- Judgment and decision making
- Persuasiveness

Professional

- General Management
- Sales
- Finance, P&L
- Operations management
- Project management
- Develops start up to fully operating plants
- People and organization development
- Crisis management
- Business excellence / Lean Manufacturing (Lean Six Sigma, FMECA, ...)
- Metallurgy (stainless steel, nickel alloy), Mechanics
- ISO and API QHSE Management System

LANGUAGES

French ●●●●●
English ●●●●○
German ●○○○○

WORK EXPERIENCE

Founder & President XPIM SAS

Consultancy services for industry: general/plant management, project & CAPEX management, operation excellence, business development
Interim management

President (2018- May 2022) then Managing Director (after acquisition by Allied group) 12/2018 – 08/2023, BSL Pipes & Fittings (France)

Manufacturer of welded stainless steel, nickel alloy pipes and fittings for Oil&Gas, Nuclear and desalination, 85 people, 15M€ turnover

Changed culture, organization and strategy to transform BSL from a declining company to a growing one

- Developed sales (+28% turnover within first year), notably by developing representative agents in Middle East and referencing BSL on client Approved Vendor List (SHELL, ADNOC, PETROBRAS, PERTAMINA,...)
- Improved operative performance and EBIDTA (Lean Six Sigma, FMECA, 5S)
- Develop new product: CRA liner for Mechanically Lined Pipes (clad pipes), API 5LD/LC
- Developed competencies, implemented a training program and hiring plan
- Enhanced quality and safety awareness (claims -90% and LTI -50%)

Consultant, self employed

04/2018 - 11/2018

Advisor for BSL Pipes&Fittings proposed acquisition

09/2017 - 03/2018, Transition Manager @Mannesmann Precision Etirage (France),

Manufacturer of drawn pipes for automotive and industry, 450 people

Increased profitability of the plant by implementing Lean Manufacturing and re-organization of the production units, 2.2M€ savings in 6 months (centralize maintenance, streamline production flows and responsibilities)

Chief Operating Officer, General Manager

09/2014 - 05/2017, SXP Schulz Xtruded Products (Mississippi, USA)

Manufacturer of seamless stainless steel, nickel alloy tubes and pipes for Oil&Gas, titanium shapes for aerospace (BOEING), 2 facilities, 220 people, 80MUSD turnover

Developed organization and processes to transform the company from a start up to a fully operating plant

- Increased revenue by 30%
- Successfully commissioned the second facility in 2015
- Certified first company in the world to API 5CRA (Dec 2015), certified SXP to OHSAS 18001 and ISO 14001 (Aug 2016)
- Successfully entered into OCTG business (new market segment)

Operations Manager

02/2012 - 07/2014, Technip, Oil&Gas Subsea, Asiaflex plant (Malaysia)

Manufacturing of flexible pipes and umbilicals for subsea

Management of 300 people (Production, Process, Methods, Tooling, Maintenance, Planning, Continuous Improvement)

- Increased plant capacity by 25% through performance improvement of the bottlenecks
- Significant improvement of HSE, Quality and production performances

Production Manager

12/2006 - 01/2012, Salzgitter Mannesmann Stainless Tubes (France)

Manufacturer of seamless stainless steel and nickel alloy pipes, turnover 250 M€, 400 employees

Process & Methods Manager

01/2004 - 11/2006, Salzgitter Mannesmann Stainless Tubes (France)

Production Manager

08/1997-05/2003, SOTACI (Abidjan, Ivory Coast), Manufacturer of consumer goods made of steel, 1100 employees

01/96-02/97, Pression Métal (France), aluminium die casting, 30 people