

Theo Willard

Date of birth 04/10/1993 | Nationality French | Driving license B

WORK EXPERIENCE

DECATHLON PRODUZIONE ITALIA

Sustainable production Leader

Milan, Italy

June 2022 - July 2023

- Improved suppliers' HSE performances through workshops and onsite assessments.
- Responsible for environmental strategies deployment:
 - CO2 reduction following the Science Base Target method.
 - Launched circular economy projects to recycle defective bike components.
- Driven stakeholder sensibilization on socio-environmental matters through training, conferences, newsletters and the organization of seminars.

Human Responsibility in Production internal auditor

June 2019 – July 2023

- Responsible for ensuring the supplier compliance with Decathlon's contractual safety and human rights standards, through regular auditing activities.
- Consulted in the systematic review process to improve Decathlon's Social Audit standards.

Production Leader

May 2018 – June 2021

- Supervise new supplier collaborations in order to make several stakeholders' interests match.
- Management of seven suppliers for a total turnover of 11M€: product industrialization and quality. Audit preparation for Quality, Human responsibility in Production.
- SUSTAINABLE DEVELOPMENT:
 - CO2 monitoring and reduction
 - implementation of circular economy projects: saving from destruction >2000 pairs of second choice fins every year engaging various actors. Assessed the feasibility of using production scraps as raw material for new products.

ARTENGO (DECATHLON)

Product Engineer

Lille, France

October 2017 – May 2018

- Collaborate with Asian suppliers for the industrialization and production stage of new products.
- Multiprocess products development (footwear, heavy stitching, plastic, composite and metal).
- Initiated Artengo's environmental assessment for the year 2017.
 - analysis of scope 1, 2 and 3 CO2 emissions
 - develop reduction strategies on most impacting products

QUECHUA (DECATHLON)

Product Engineer intern in footwear

Passy, France

February 2017 – July 2017

- Developed an innovative concept on foot rolling to improve shoe comfort.
- Explored and mapped eco-conception solution.
- Involved in the development of a new shoe model.

NORTHEASTERN UNIVERSITY

Laboratory intern

Boston, USA

February 2015 – July 2015

- Conducted research on bone mechanical properties.
- Creation and implementation and validation of protocols.

UNIVERSITÉ DE TECHNOLOGIE DE COMPIÈGNE

Student job at the International Relationship Office

Compiègne, France

February 2015 – July 2016

- Foreign students welcoming and administrative support.

I am deeply passionate about nature, open spaces, mountains, and oceans, as well as the activities associated with these environments. Embarking on a professional transition, my goal is to contribute positively to the well-being of the planet and its inhabitants through my activities. My appetite to develop new knowledge and drive positive changes make me naturally proactive.

LANGUAGES

French: Native speaker

English: Working proficiency (C1)

Italian: Working proficiency (C1)

Spanish: Basic (A2)

ACQUIRED KNOWLEDGE

WORK

Project management

CO2 emission analysis

Sustainable development

HSE auditing

Project management

Industrialization

Quality management

Product innovation

Supplier sourcing

Conduct trainings

STUDIES

Material properties

Biocompatibility

Water cycle engineering

- Transport

- Treatment

IWRM - Integrated Water

Resource Management

SKILLS

Excel (AFO)

Word

Power Point

INTERESTS

Skipper on sailboat

Mountain sport : climbing,

alpinism, paragliding, country ski,

trekking.



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EDUCATION

UNIVERSITA ISABEL I - STRUCTURALIA Master's Degree in Water cycle engineering	(Online) Madrid, Spain 2023 – 2024
SDG ACADEMY / STOCKHOLM INTERNATIONAL WATER INSTITUTE Water: Addressing the Global Crisis	Online 2023 - 2024
CAP-NET A Human Rights Based Approach to IWRM Water Pollution Management	Online September 2023 October 2023
UNIVERSITÉ DE TECHNOLOGIE DE COMPIÈGNE (UTC) Diplôme d'ingénieur (M.sc. Biomedical/project management) (Graduated in 2017)	Compiègne, France 2011 – 2017

ADDITIONAL EXPERIENCES

PROJECT ABROAD Humanitarian mission <ul style="list-style-type: none">Built houses and a school for a village.Took care of children in an orphanage.	Koforidua, Ghana July 2010
UNIVERSITÉ DE TECHNOLOGIE DE COMPIÈGNE (UTC) Extra-class science teaching in a socially disadvantaged primary school Collaborated on the university foundation launch	Compiègne, France February 2013 – July 2013 February 2014 – July 2014
CESURE Backpacking in Latin America	Peru, Bolivia, Chile, Argentina Sep 2016 – February 2017
DECATHLON Internal lobbying to lead the group on a more sustainable path	Milan, Italy 2021

Participated in an internal independant working group that produced a report on the incompatibility of two strategies (Turnover growth and net zero CO2 emissions scope 1,2,3). This report was then presented to the international board and led to the creation of a “proof of concept” project that aims to create and test a business model economically sustainable that respects the Paris agreement.



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