

HICHAM THABTI

TEAM MANAGER - GRAPHIC DESIGNER - JUNIOR CREATIVE DIRECTOR

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EDUCATION

- 2011-2013 **Animation Mentor, USA**
Diploma in advanced
3d character animation
studies.
- 2007-2010 **Studio Mercier, Paris**
Graphic Design bachelor
- 2006 **Maurice Ravel HS**
High school degree
Economics & Social studies



SOFTWARE EXPERTISE

- Photoshop
- Illustrator
- InDesign
- 3DS Max
- Maya
- V-Ray
- MS Office



LANGUAGES

French
Native

English
Fluent (Oral & written)
(Education in English, Hotel experience,
Travels & Internship in anglophone countries...)

Spanish
Basic knowledge
(Able to read and acknowledge written
documents for example)

French nationality
French driving License



STRENGTHS AND SKILLS

- **Teamwork** Team oriented, great team spirit. 110% effort input towards the project.
- **Leadership** Able to bolster and motivate the team to reach goals.
- **Creativity** Always looking for new and valuable ideas to contribute to the success of the team and project.
- **Adaptability** Able to adapt quickly to new work environments, quick learner.
- **Coaching** Engaging personality, effective training and teaching abilities.
- **Achiever** Stress tolerance, able to work efficiently to meet deadlines.
- **Soft Skills** Through my different experiences over the years, I was able to develop the right tool-kit to succeed in the workplace both with my co-workers and the customers.





WORK EXPERIENCE

Depuis 2016

- **MyDesign, Paris - Carrefour Group**
Supervising Manager - Graphic Designer - Field Trainer/Coach
 - **Supervising and management** of sales teams of **5-6 people** (also interns and apprentices) between 2 stores. Definition of team objectives and assessment, providing **direction, support and motivation** to reach our goals.
Implementation of new organisation and production methods, resulting in an **increase of productivity and efficiency**.
Result : Strongest opening and sales results of the regional area in 2016. Revenue growth from 249k€ in 2016 to 285k€ in 2017.
 - Focusing on **customer satisfaction** and **enhancing loyalty** towards the brand.
With the establishment of a **fidelity rewarding system**, and the focus on producing quality customized products in accordance to the clients needs, the satisfaction and return rate are key elements of our image.
 - Implementing marketing strategies in alignment with Carrefour views/objectives.
Promoting our products in stores, synchronization with Carrefour commercial operations. (Mother's day, Wine festival...)
 - **Creative direction** relevant to our marketing needs and our different commercial operations during the year.
 - **Headhunting** to strengthen the team with specific profiles, **conducting interviews** and technical tests.
My motto is to **recruit the person, not only the resume**.
The human aspect as well as the potential are, in my view, vital factors along with a total adhesion to the project.
It contributes to a better integration, leading to an optimal productivity and efficiency
 - Providing **sound, adequate and sustainable training** on every aspects of sales and production chain. Facilitating on-boarding for new-comers (Sales personnel or new managers)
My favorite part. My goal is not to train a simple "working robot"; it is to really help the trainees to maximise their potential, developing their talents in order for them to be autonomous in every situation, to have a critical mind et above all believe in their capacity to progress and evolve as a person and individual. The human factor is indeed very important to me.
Everyone can use a mentor in their times of doubts.
 - **B2B Marketing**
Commercial prospecting of various size businesses and associations, offering a wide range of production at competitive rates and especially adapting to their needs. It allowed us to maintain revenue in off-peak periods.
Management of licensed products, and pop-up stores. (Example : implementation of a Star Wars and Disney pop-up store in the commercial gallery, during the promotion of a new Star Wars movie, which has helped us gain popularity and exposition.)
- **MyDesign, Paris - Carrefour Group**
Salesman - Graphic Designer
 - Production and sales of customized merchandise.
 - **Mastering** all production aspects
(CMYK photo printing, Roland UV printing, BROTHER & EPSON Textile printing, Brother embroidery machine, Sublimation)
 - **Creation** of original graphic content / Photo editing (Photoshop, Illustrator)
- **Ad Memori, Paris**
Graphic designer - Video editor
 - Video Editing for internal corporate projects. (Commercial promotions, Demoreels...)
- **EGIC, Paris**
Graphic designer - 3D Modeling & rendering
 - 3D modeling and rendering tests of a new line of working desks, in order to revitalize the product line and to conquer new markets. (Control room render visible on my website)
- **BabyProgress, Paris**
Graphic designer - 3D design and graphic production consultant - Junior Creative director
 - **Creation** of original 3D graphic content
 - 3D design **consulting** applying to the medical practice (gynecology) with the aim to **improve** the 3D scanning system used for pregnancy to achieve the **most realistic** preview of the embryo.
 - Creative direction regarding the aesthetic aspect of the embryo and how it should be rendered and presented to the customer.
(NDA signed but sample visible on my website)
First experience in "taking the wheel" creatively wise. Great experience working alongside doctors, providing the necessary creative input to make the project feel more attractive and interactive to the customer.

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- 2014 ● *Moving Design, Paris*
Graphic Designer - 3D Animator
- **Creation** of original 3D animations
*Commercial project for **Boursorama Bank**, aired on TV and on the Digital Dream at les 4 Temps mall at La Defense, near Paris. (<http://www.clearchannel.fr/xxl/>)
This was a special project for me, as it was the first time my work would be projected to a large public audience. Exciting experience, by it's commercial stakes of course, but also it's technical challenges. (Very wide ration screen, requiring a whole new directing perspective.)*
- 2014 ● *Retail Customer, United States (Remote work)*
Graphic Designer - 3D Graphic design consulting
- **Creation** of differents commercial plans, original graphic contents (3D renders, House plans)
 - **Consulting** with the client to reach **optimal** and **cost-effective** production methods (Whether subcontracting was optimal or not, accoring to the projects differents sizes and requirements, training in order to achieve better productivity.)
- 2013 ● *Graphbox, Paris*
Graphic designer - 3D Graphic design consulting
- **Creation** of original animations for a confidential client, leader in software solutions (N.D.A. signed)
 - **Consulting** in collaboration with the client on the production pipeline, and optimal 3d design/animation production to adopt in order to cater the needs of the final customer (China)
First experience as a graphic design consultant, it was very enriching and rewarding to work in collaboration of experienced professionals, and a great satisfaction to be able to contribute to such a important project.
- 2013 - 2015 ● *Hôtel D'Espagne, Paris*
Receptionnist (2013-2014) - Head of Reception (2014-2015) Part time work alongside differents activities.
- Front office management
Guest reception, constant quest to improve guests-hotel relations and to develop client loyalty. (Fidelity program, wider range of service..)
Management of travel agencies and compagnies accounts, catering their needs by providing specifics services (22% increase in # of bookings from 2013 to 2015, average room price gone up from 82€ to 115€)
Staff management (Briefing, planning and supervising for a team of 4-5 people)
- 2010 - 2012 ● *Hôtel d'Espagne, Paris - Hôtel Derby Garibaldi, Paris - Hôtel des Deux Gares, Paris*
Daytime-Nighttime receptionist / Night Auditor (Part & Full time)
- During my studies, I had the chance to to undertake these responsibilities which helped me develop my soft skills with an increased sense of hospitality and management skills applied to a multiple range of service.*
- 2010 ● *Blink Studios, Dubai UAE - Internship*
Production assistant - From pre-production to post-production of various projects (Commercial or internal projects)
- This first step in the professional universe of graphic design was exceptionnal and unforgettable. Alone, more than 6000km from my Parisian cocoon, I had no other choice than to fully embrace this unique experience, which has allowed me to gain a sharp-eye, a critical mind and a foolproof adaptability. This tool-kit has served me great deal during all my professional experiences.
A lot of learning and observation associated with good practice alongside seasoned professionals from around the world have permitted me to gain an larger open-minded spirit, both personnaly and creatively.*
- I aim to be like water (adapt) and also like a sponge (learn).*

My sincere thanks for your attention,

Hicham Thabti