



Jihène Saadi

## Senior Leader | Head of Infrastructure Architecture & Expertise



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Senior Airbus executive with 18+ years of progressive leadership across technical delivery, cybersecurity, large-scale transformation, and strategic management. Proven ability to build and scale high-performing organisations, drive complex multi-country programmes, and align technical strategy with business growth objectives.

## EXPERIENCES

### Head of Infrastructure Architecture & Expertise

**Airbus - Since January 2025**

- ▶ Set the strategic direction for Airbus's infrastructure architecture across all Digital Domains, driving modernisation at enterprise scale and ensuring alignment with global Airbus standards.
- ▶ Established cross-functional governance bridges between Cybersecurity, Enterprise Architecture, and Infrastructure — breaking down long-standing silos and accelerating decision-making.
- ▶ Lead a senior team of 16 technical architects, setting the bar for engineering excellence and scalable solution design across the organisation.

### IAM Transformation Manager

**Airbus - November 2022 to December 2024**

- ▶ Architected and delivered the end-to-end IAM strategy for a series of major M&A integrations (Airbus Atlantic, Aerostructures, ATR) — successfully harmonising identity frameworks across highly complex and heterogeneous technical landscapes.
- ▶ Led Project Beluga, one of Airbus's most technically challenging carve-outs: the full separation of Airbus Canada from Bombardier, ensuring secure migration of legacy identities with zero business disruption.
- ▶ Conceived and brought to market a business-facing IAM product that transformed compliance visibility for non-technical stakeholders — a rare bridge between IT security and business usability.
- ▶ Steered a multidisciplinary team of 12 through high-stakes, time-critical delivery milestones.

### Chief Operating Officer – IAM Bundle

**Capgemini for Airbus Commercial & Helicopters - March 2021 to September 2022**

- ▶ Held full operational accountability for a pan-European and offshore delivery organisation of 100+ people across France, Spain, Poland, and India — ensuring uninterrupted IAM services for Airbus employees, suppliers, and external customers worldwide.
- ▶ Owned the complete ITIL service lifecycle for mission-critical authentication and authorisation infrastructure, maintaining high-tier SLAs under demanding operational conditions.
- ▶ Presided over Executive Steering Committees, reporting directly to senior Airbus leadership on KPIs, budget health, and risk posture — operating at full C-suite interface.
- ▶ Delivered a step-change in operational efficiency through Lean transformation, automating legacy processes and eliminating structural redundancies.

## Industrial Transformation Lead

Capgemini - March 2018 to March 2021

- ▶ Acted as a trusted senior advisor to Engagement Managers across global delivery teams, embedding a performance and quality framework that became standard practice.
- ▶ Championed the shift to Lean-based IT delivery models — reducing waste, shortening delivery cycles, and instilling a culture of continuous improvement across geographically distributed teams.
- ▶ Bridged the gap between technical execution and client expectations through structured 'Voice of the Customer' programmes and executive-level problem-solving workshops.

## Business Developer

CGI - August 2017 to February 2018

- ▶ Spearheaded major commercial bids for strategic accounts including Airbus and EDF, leading cross-functional teams through complex, high-value tender processes.
- ▶ Designed the governance framework for new project on-boarding, creating a repeatable and scalable model for transitioning from sales to operational delivery.

## Cyber-Security Engagement & Delivery Manager

Capgemini - January 2014 to August 2017

- ▶ Built Sogeti's Industrial Cybersecurity department from the ground up — conceived the strategic roadmap, secured executive investment, and held full P&L accountability from launch.
- ▶ Grew a new commercial portfolio in critical infrastructure and manufacturing, winning national-scale cybersecurity contracts and generating significant new business value for the practice.
- ▶ Directed the end-to-end delivery of national-scale cybersecurity projects using Agile and Waterfall methodologies, maintaining full compliance with client SLAs throughout.
- ▶ Recruited and developed a specialised team of OT security consultants and engineers, designing structured career paths and embedding a culture of technical excellence.
- ▶ Conducted in-depth industrial risk assessments using EBIOS methodology and ANSSI standards, mapping complex threat and vulnerability scenarios for critical infrastructure environments.
- ▶ Delivered the MARRS Project — establishing a comprehensive cybersecurity baseline for manufacturing assets across Airbus's European production plants, fully aligned with IEC 62443 global standards.

## Offshore Manager

Capgemini - January 2013 to 2014

- ▶ Directed all technical activities across a large-scale multi-shore organisation (Toulouse / Bangalore), ensuring full alignment with European programme milestones and quality standards.
- ▶ Designed and implemented a standardised remote delivery process, supported by shared dashboards and reporting tools providing complete visibility into offshore progress.
- ▶ Led the recruitment and skills mapping strategy for the offshore entity, building avionics systems integration capabilities to match European delivery requirements.
- ▶ Served as the primary cultural liaison between French and Indian teams, designing and delivering targeted training to harmonise working styles and communication practices.
- ▶ Coordinated all offshore activities between Toulouse and Bangalore, with an active role in business development in India.

# Engagement Manager & Project Manager – A350XWB Systems

Capgemini - March 2007 to January 2013

- ▶ Orchestrated the full integration and validation cycle for the Central Maintenance System and A350XWB information systems — including Secure Communication Interface, Avionics Server Function, and Open World Server Function — ensuring compliance with certification standards throughout.
- ▶ Managed distributed engineering teams across France and India, synchronising complex testing activities with Airbus Centres of Excellence in Hamburg and Filton.
- ▶ Governed technical deliverables from tier-1 suppliers Sagem and Rockwell Collins, presiding over programme reviews to mitigate risks and maintain On-Time/On-Quality delivery.
- ▶ Led preparation and real-time monitoring of ground and flight test campaigns, translating test outcomes into actionable system evolutions and contributing directly to the maturity of A350 avionics.
- ▶ Managed commercial bid activities (2010): conducted feasibility analyses, built financial models, and co-authored winning technical proposals.

## SKILLS

### Core Skills

- ▶ Business Development: Strategic bids, stakeholder engagement, commercial negotiations, C-suite interface
- ▶ Transformation Leadership: Large-scale programme delivery, M&A integration, Lean/Agile, Change Management
- ▶ People Leadership: Building and scaling teams (up to 100+), multicultural management, offshore delivery
- ▶ Technical Expertise: Cybersecurity (EBIOS, IEC 62443, OT/ICS), IAM, IT Architecture, ITIL
- ▶ Regional Affinity: Native Arabic speaker, deep cultural knowledge of MENA region, extensive international exposure
- ▶ Industries: Aerospace (Airbus), Defence, Energy, Critical Infrastructure, Manufacturing

## EDUCATION

### Master 2 (Research Degree)

UNIVERSITÉ DE VALENCIENNES ET DU HAINAUT-CAMBRÉSIS

September 2004 to June 2005

Fluid Mechanics

### Engineering

ENSIAME

September 2002 to June 2005

Fluid mechanics / Aerodynamics

## INTERESTS

### Autres

- ▶ New Technology
- ▶ Football
- ▶ Volleyball
- ▶ Cinema
- ▶ Travelling
- ▶ Oenology

# LANGUAGES

 English 

 Arabic 

 French 

 Italian 