

STÉPHANE HOSEMANS

Chief Information Officer & Chief Information Security Officer

Over 30 years' experience, including 7 in interim management.
Expert in IT organisation, IT system modernisation, ISO 27001, NIS2 and Executive Committee governance.

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BUSINESS AREAS

- Industry (Aerospace, Defence)
- Research & European programmes
- Asset management & Property
- Finance, Credit and Retail

IT DEPARTMENT

COMEX oversight, Master Plan, Governance, Build/Run management, Urbanisation, Project management, Budget management and procurement.

CYBERSECURITY & COMPLIANCE

Shared CISO, ISO 27001, NIS2, Risk assessments, Security Policy (PSSI), Disaster Recovery Plan/Business Continuity Plan, Project and infrastructure security.

TECH & DATA

Hybrid cloud (hyperscalers / sovereign cloud / on-premises), DevOps, microservices, HPC + AI, infrastructure (networking, servers, storage, security), data & Business Intelligence.

A few testimonials…

"A clear, costed action plan. My only regret is that I didn't bring him in sooner." **Christine David, CEO of WeatherForce**

"Stéphane played a key role as CISO and enabled us to raise the company's cyber security standards" **Carine Castillon, CIO, Mercator Ocean**

A leader by your side, attentive to your challenges, to manage your IT systems and safeguard your business.

PROFESSIONAL EXPERIENCE

BENEFICIS *(own company) · France · june 2018 → today*
Freelance IT Director / Chief Information Security Officer

MERCATOR OCEAN INTERNATIONAL · Toulouse · December 2023 → today
Oceanographic research — contractor for the European Copernicus Marine Service programme
Context: Large-scale data, model processing and applications using AI

Part-time CIO, then part-time CISO — IT team ~10 people., IT budget ~2 M€

Whilst transitioning from the role of CIO to a long-term CISO assignment, I consolidated the IT organisation, led the modernisation of the scientific infrastructure and ensured security compliance (a major **NIS2** entity).

Secure (CISO, since 2024) – comply with the NIS2 and Copernicus requirements

- ISSP implemented — 80% compliance achieved with the ISO 27001 standard
- Mercator's representative to the European bodies of the Copernicus programme
- Structured network segmentation and securing of data flows
- Structured risk analyses covering the IT environment and scientific programmes
- Integration of security into tender documents and the subcontracting chain

Modernisation – meeting the growing demands for computing (AI) and data distribution

- Upgrade of the HPC cluster (450k €) — high-performance scientific computing, integration of AI capabilities
- New firewall infrastructure and overhaul of the network core (300k €)
- Large-scale storage and computing programme (2.5M €) currently underway
- Business continuity plan currently underway — multi-site architecture (metro cluster)

IT governance: aligning IT with business strategy

- Chairing the quarterly IT steering committee
- Restructuring the IT department, developing a strategic plan and monitoring technological developments
- Rolling out electronic signatures across HR and procurement processes

Other missions. For Beneficis

- **March-April 2026 — Due diligence IT and cybersecurity** — LBO (**Acquiti fund**) on a small-to-medium-sized industrial metalworking firm (turnover of 7 M€)
- **March-july. 2023** — Leading a Proof of Concept – collaborative platform (sustainable development, start-up)
- **May-july. 2023** — **Audit of Weatherforce's organisation and data platform (weather)**

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EDUCATION

CPA – Business Executive
Toulouse Business School · 2014-2016

Information Systems Engineer
CNAM · 1996-2011

CERTIFICATIONS

- **TOGAF Architect** level 2
- **Agile framework SAFe** (Leading)
- **ITIL foundation**
- **Cloud FinOps** Certified Practitioner
- **AI agentic** (Catalyst.ai)
- **Machine Learning** (Stanford)
- **CISO** (Cegos, 2023)

LANGUAGES

French : mother tongue
English : fluent (BEFR C2/5, TOEIC 960)

SOFT SKILLS

Source : AssessFirst 02/23

- Vision, participatory leadership
- Active listening and empathy
- Collaborative culture
- Creativity
- Commitment to ethics / excellence
- Customer focus and results-oriented approach

AREAS OF INTEREST

- Hiking · Cycling · Chess
- Wine · Humanitarian Volunteering
- IoT & Computing



A few testimonials...

"His empathetic approach to leadership created an environment where innovation was encouraged and every member of the team felt valued." **Benoit Guinet, CEO of Globasoft**

"Relevant decisions, aligned with operational challenges." **Alain Malinovsky, Airbus**

FINZZLE GROUPE *(ex-Omnium Finance)* · Toulouse · january 2019 → dec. 2022 (4 years)

Wealth management solutions (property, investment, finance, insurance) through relationship marketing — €1 billion managed, €80 million in turnover, 300 employees, 3,000 consultants

Head of Information Systems — Member of the Executive Committee
IS Team of 15 people · IT Budget 2-5 M€/year · Group Growth +80% EbitDa/year
Leading the Group's digital transformation over a four-year period, during a phase of hyper-growth. Transforming the IS for the consultant network and enhance customer experience.

Restructuring and leading the IT department

- IS department: reorganisation, recruitment for the applications & infrastructure teams
- Budgetary governance, IT procurement, management of service providers

Meeting the needs of the business units: To manage a portfolio of ongoing strategic projects, whilst adhering to budgetary and timetable commitments

- **Redesign of the business portal** : App for consultants to draft contracts and manage client relationships. Support for the professionalisation of the network of independent consultants
- **Modernisation of brokerage systems** (property, investment, finance)
- **Back-office automation and digitalisation of the customer journey** (KYC, e-signature)
- Enhancing management through dashboards for business divisions (Executive Committee)

Modernising the technical infrastructure

- Migration of the IT system to a **hybrid cloud** architecture
- Adoption of modern development and deployment standards (**DevOps**)
- Modernisation of servers (hyper-converged architecture), telephony and core network
- Strengthening of IT security and security policy

Other missions for Beneficis

- **September-december 2018** — Management of innovative projects **AIRBUS EZC** : CM R&T (AI, semantic web)

CIMPA (Sopra Steria) · Toulouse · april 2012 → may 2018

Programme Manager — Aerospace Industry (PLM)

- **DCNS** : Integration of the TMA PLM scope — ramp-up of 35 staff in 3 months (results-driven)
- **AIRBUS** : Management of L2 back office of PLM apps (30 people. UK/SP/FR/DE) — operational and financial recovery in under a year, contract renewal
- Cutting-edge AI concept projects (IBM Watson) — conversational agents

THALES Services · Toulouse · september 2003 → april 2012

Programme Director — Bundle Manager / Project Manager

- **AIRBUS** : management of support for apps and infrastructure of engineering (HPC, simulations),
- **CNES** : implementation of the 3IRT IT outsourcing system (in partnership with Sopra Steria),
- **Thales Avionics** : National coordination of support for the Themis Software Engineering
- New tech projects management (**EDF**, **France Télécom**, **Météo France**, **Aga Medical**)

OCTALIS (software editor) · Toulouse · august 2001 → july 2003

Project Director — Member of the Executive Committee

- Complete overhaul of business management software (accounting, payroll) using .NET

CAP GEMINI · Paris · february 2000 → august 2001

Project Manager: EBBP Project - ERP invoicing system (PeopleSoft) for a B2B MRO marketplace run by a banking consortium (BNP, SG, CA)

COFINOGA (financial services, retail) · Paris · june 1994 → february 2000

Developer, Project Manager and then Technical Architect: Credit management applications

EUROCLEAR, BRED and few digital services companies · Paris · january 1992 → june 1994

- Developer of mainframe banking and securities management applications