GILDAS FRÉMONT

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Independent Product Director, I step in when debt, specs and compromises have piled up, and things stop moving.

27 engagements in 3 years

Audits, strategic repositioning and executive coaching on shorter formats (fractional CPO). I strip back unnecessary rules and flows, align product, engineering and go-to-market on a deliverable sequence, and ship mockups or prototypes to unblock execution.

HR   Industry   Supply chain   Corporate finance   Healthcare   Marketplaces

Lucca

200+ days across four business suites (payroll, time, training, talent). Unblocked product decisions stalled by org friction, working with BU heads across a 13-module HR suite (7,800+ clients). Simplified business rules and user flows. Advised on shared design system adoption.

Synaxe

Product framing, 6 months at 2 days/wk. Reshaped a construction-sector compliance tool into a management product, with no PM or designer in place. Scoped workstreams, sequenced delivery, balanced commercial commitments against technical feasibility.

Guinet-Derriaz 1912

Product & internal tooling, 1 year at 2 days/wk. Formalised the product catalogue and built sales/ops tools for a heritage stone manufacturer (~€10M revenue, 14 quarries, international ops).

Earlier roles

Lucca   First UX Designer, 2011–2014

Designed HR and time-management products. Reduced onboarding time by streamlining administrative flows in a product-led growth model.

Ornikar   First Product Manager, 2014–2016

0 to 15,000 paying users in 18 months in a regulated market. Focused on friction reduction over acquisition. The company later raised $120M.

monbanquet.fr   Head of Product, 2017–2019

Cut acquisition churn, built sales tooling (quotes in minutes vs days). Margin and lead-time tracking. Grew product team from 2 to 8.

zoneadsl.com   Head of Product, 2019–2020

Redesigned acquisition funnels and CMS. Analytics-led decision-making. Contributed to shifting a monolith toward product-oriented architecture.

Education

Strate, Paris	MSc Industrial Design & Interaction
Grenoble EM	MSc Innovation Management
Saint-Jean de Douai	Classes préparatoires

Daily tools

☀ Claude Chat, Code, Cowork   Cursor   v0.dev   Figma