Julien Hand

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EXECUTIVE PROFILE

Operations and transformation leader with 15+ years' international experience across Europe, UK, and Australia. Proven record of aligning strategy with execution, scaling cross-functional teams, and delivering complex multimillion-dollar automation, logistics, and infrastructure programs. Known for simplifying complexity into clear, repeatable systems, fostering high-performance cultures, and bridging technical operations with strategic decision-making.

Recognised for:

- Turning strategy into execution with clarity and accountability
- Designing scalable systems and frameworks that unlock performance
- Leading with empathy and building cultures of trust and shared purpose
- Cross-functional leadership across operations, supply chain, and project delivery

Key Achievements Snapshot

- Scaled pan-European operations: Leadership team member for a $40M robotics integrator, shaping strategy, OKRs, and delivery across 8 EMEA markets.
- Built high-performing remote teams: Established and led a distributed specialist group from scratch, embedding accountability and OKR discipline.
- Drove transformation through systems: Introduced PSA, time tracking, and inventory platforms that improved visibility, efficiency, and decision-making across EMEA.
- Delivered global projects: Directed automation-enabled fulfilment centres for global e-commerce leaders and managed US$1Bn+ infrastructure expansions in Australia with zero downtime.
- Executive influence: Trusted advisor to senior leaders on operations, culture, and transformation, consistently rated as exceeding expectations in leadership reviews.

SKILLS

- Business Operations & Transformation
- Leadership & Organisational Development
- Process Design & Continuous Improvement (Lean / Six Sigma)
- Cross-Functional Strategy & Execution
- Supply Chain & Logistics Management
- Project & Program Leadership
- Coaching & Team Development
- Systems Thinking & Automation

PROFESSIONAL EXPERIENCE

NPSG Europe, Spain 2017 – 2026

Operations Manager, Europe (2021 – 2026)

- Executive contributor for European strategy, financial performance, and OKR alignment.
- Designed and implemented operational standards, compliance protocols, and delivery processes across multiple countries.
- Built and led a remote Project Specialist team (hiring, coaching, performance reviews).
- Deployed IT/process systems (PSA, inventory, helpdesk) improving operational visibility and

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accountability.

- Oversaw global logistics and supplier networks, enabling large-scale robotics rollouts across Europe.

Senior Project Manager (2020 – 2021)

- Delivered multi-project programs in e-fulfilment & robotics, driving client outcomes and financial results.
- Led bid preparation, negotiation, and stakeholder engagement.
- Built and coached project management and SME teams to meet rapid growth demand.

Project Manager (2017 – 2021)

- Delivered large-scale e-fulfilment infrastructure for a global e-commerce leader
- Managed scope, vendor coordination, financial controls, and risk management

CField Construction, London, UK 2016

Assist. Project Manager

- Supported delivery of 67-unit residential development, coordinating design revisions, approvals, and contractors.
- Managed early works construction (piling, temporary works) and stakeholder engagement.

Fortescue Metals Group, Perth, Australia 2011 – 2014

Project Engineer (Client)

- Delivered major mining infrastructure projects up to US$100M, including T155 Expansion and Solomon B60.
- Managed budget approvals, contractors, engineering teams, approvals, and multi-million civil works contracts.
- Delivered a US$18M heavy vehicle overpass project on time, on budget, and incident-free.

BPA Engineering, Perth, Australia 2010 – 2011

Project Engineer

- Conducted structural analysis, design, and detailing of new builds and redesigns.
- Prepared tender documentation and represented company at design team meetings.

EDUCATION & CERTIFICATIONS

Trinity College Dublin – B.A.I. / B.A., Civil, Structural & Environmental Engineering 2008

PMP – Project Management Professional

Diploma of Project Management – Logikal Projects

Contract Management – Engineering Education Australia