

Eric MUNIER

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SUMMARY

Visionary and results-oriented Product Design leader with 18+ years of experience building and scaling high-performing teams across startups and blue-chip companies. Proven track record of crafting **award-winning user experiences** that drive user engagement, business growth, and market differentiation. Expertise in **leading design strategy, building design systems, and fostering collaborative, data-driven cultures**. Passionate about leveraging technology to create delightful and impactful product experiences.

SKILL SET

- Leadership & Team Management: Building and leading cross-functional design teams, fostering a culture of collaboration, growth, and high performance.
- Product Design & UX: Extensive experience in all aspects of product design, from user research and persona development to wireframing, prototyping, and design system creation.
- Product Strategy & Future-proofing: developing and executing long-term product vision, aligned with business goals and market trends and optimising for PMF.
- Data-Driven Decision Making: user research, analytics, and A/B testing to inform design decisions and measure impact.
- Agile & Lean Methodologies advocate.
- Strong communication skills for engaging with stakeholders across all levels, from developers to executives. developers to executives.

PROFESSIONAL EXPERIENCE

2016 - 2023: **The Stepstone Group.**

Online job board. (Totaljobs, Jobsite, CW Jobs... in UK)

Product Design Manager

- Hired product designers and led a highly efficient and motivated team across Europe.
- Built career paths, training plans and competency matrix for the team.
- Help defined the company strategy's product goals through OKRs
- Organised workloads to help transform the long term vision into short term meaningful deliveries.

Group Lead Mobile User Experience Architect

- Defined the future vision of the mobile apps for the group (18 brands worldwide)
- Defined user experience consistency across the multiple brands and products for the group.
- Put in place a design system, ways of working and methodology to increase productivity.
- Set in place KPIs for measuring efficiency and a culture of data driven decisions
- Managed team of UXers across countries
- Led user experience workshops, and mobile user research in general

2015 - 2016: **This Place.**

User experience agency.

Head of User Experience

- Led teams to combine research, design and development, creating the magic that unlocks a better user experience and ultimately a better profitability.
- Put in place the user experience process for delivering end to end projects to clients such as Delhaize (DEG), T-Mobile (TMUB), Teva (TEVA), ASOS (ASC)
- Led user experience workshops
- Designed personas, user flows, wire-frames, and prototyped journeys for web and mobile.

2014 - 2015: **Net-A-Porter.**

E-commerce luxury fashion destination.

Head of mobile User Experience

- Streamlined mobile user experience across the different brands and products of the group.
- Agile project management
- Applied iOS and Android user flow best practice depending on projects and devices.
- Led user research
- Designed personas, user flows, wire-frames, and prototyped journeys for mobile experience

2014: **Pawz Ltd.**

Head of product and UX - High-end dog owner online destination - pre launch start up -

2011- 2013: **MetaVolume Ltd.**

Founder - Software company creating e-book soundtracks. Developed format to synchronise text & music.

2006- 2011: **Nokia**

European Music Lead UX Designer. Charged with delivering technical availability and top class user experience of the Nokia Music platform across 12 countries. 7 direct reports in 7 countries.

Digital Music Producer France & Belgium. Launched Nokia Music Store in two countries; oversaw all aspects of digital music product localisation and launch in local markets. 6 direct reports

2002- 2006: **On Demand Distribution France (OD2)**

France & Belgium Digital Producer, Technical & User Experience Manager, User experience designer Digital music services company. French subsidiary of OD2 Ltd, founded by Peter Gabriel.

2000- 2002: **Exponentiel Technologies**

E-business software development company for e-commerce

E-business Consultant, Internet Project Manager, Webmaster

AWARDS AND PERSONAL INTERESTS

Music: Rock band manager, album production, concert organizer for 50 to 1000 attendees.

Songwriting: for Mokwai Family rock band. "Best Lyrics" prize at the Emergenza Festival, 2000.

Screenwriting: Short and feature movie. UX and screenwriting are tightly linked. Ask me about it.

Photography & Travel: Backpacking wherever there is more dirt than road.

EDUCATION

2000 : Master's degree in computer science at **EISTI**. École Internationale des Sciences du Traitement de l'Information at Cergy Pontoise (France)