



Portfolio

Concise version available on myfile.be/ce



Mathieu Guastella

Senior Program & Project Manager — Critical IT Programs & Transformations

Specialized in recovering, structuring and securing complex projects and programs, including IT transformations, digital workplace initiatives and large-scale migrations.

26 years of experience

| Roles | Sectors |
|--|---------------------------|
| Program Manager | Public • Government • EU |
| Portfolio Manager | Telecom • Communication |
| Project Manager | Health • Medical • Pharma |
| Digital Transformation Manager | Banking |
| Service Delivery Manager | Automotive • Industries |
| Strategic Technology Advisor | Utilities |
| Executive-level roles (CDO / Advisory) | Advertising • Medias |

More details of my profile on mat.be.

Application File

Edition 11.1.2 reviewed in **January 2026**

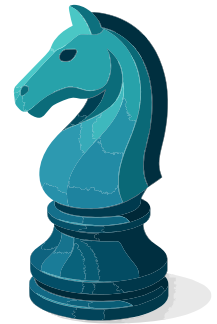
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| Recommendation Letters | Pages 12-18 |



Mathieu Guastella

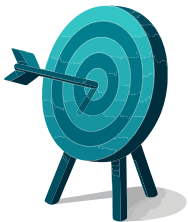
mat.be
mg@nanobe.be

Subject: **Senior Program & Project Manager — 26 years of experience**



Dear Madam or Sir,

With 26 years of experience in IT, digital and program management, I have supported public and private organizations in their technological transformations. I have held various roles such as **Program Manager, Service Delivery Manager, Chief Delivery Officer and Strategy Advisor**, with consistent responsibility for leadership, governance and supervision of complex projects. These assignments allowed me to work directly with CIOs, CEOs and executive boards, ensuring the success of strategic initiatives.



Versatile, self-motivated and results-driven, I combine **strategic vision** with **operational execution**. **Enthusiastic** and a natural **team builder**, I have always been able to create an atmosphere of **trust**, mobilize multicultural **teams** and foster a **positive dynamic**. My career has enabled me to deliver measurable results in demanding environments, covering areas such as **cybersecurity, cloud, artificial intelligence** and **digital transformation**, across sectors including telecommunications, finance, healthcare, industry, public administration, automotive and media.

This human-centered and results-driven approach is regularly highlighted in the **recommendation letters** enclosed, written by former managers and sponsors.



Driven by the desire to contribute actively to your projects, I would be delighted to discuss how my expertise and energy can support your goals. You can find my availability and schedule a meeting directly on mat.be/meet.

Yours sincerely,

A handwritten signature in blue ink, positioned below the text 'Yours sincerely,'.

Mathieu Guastella

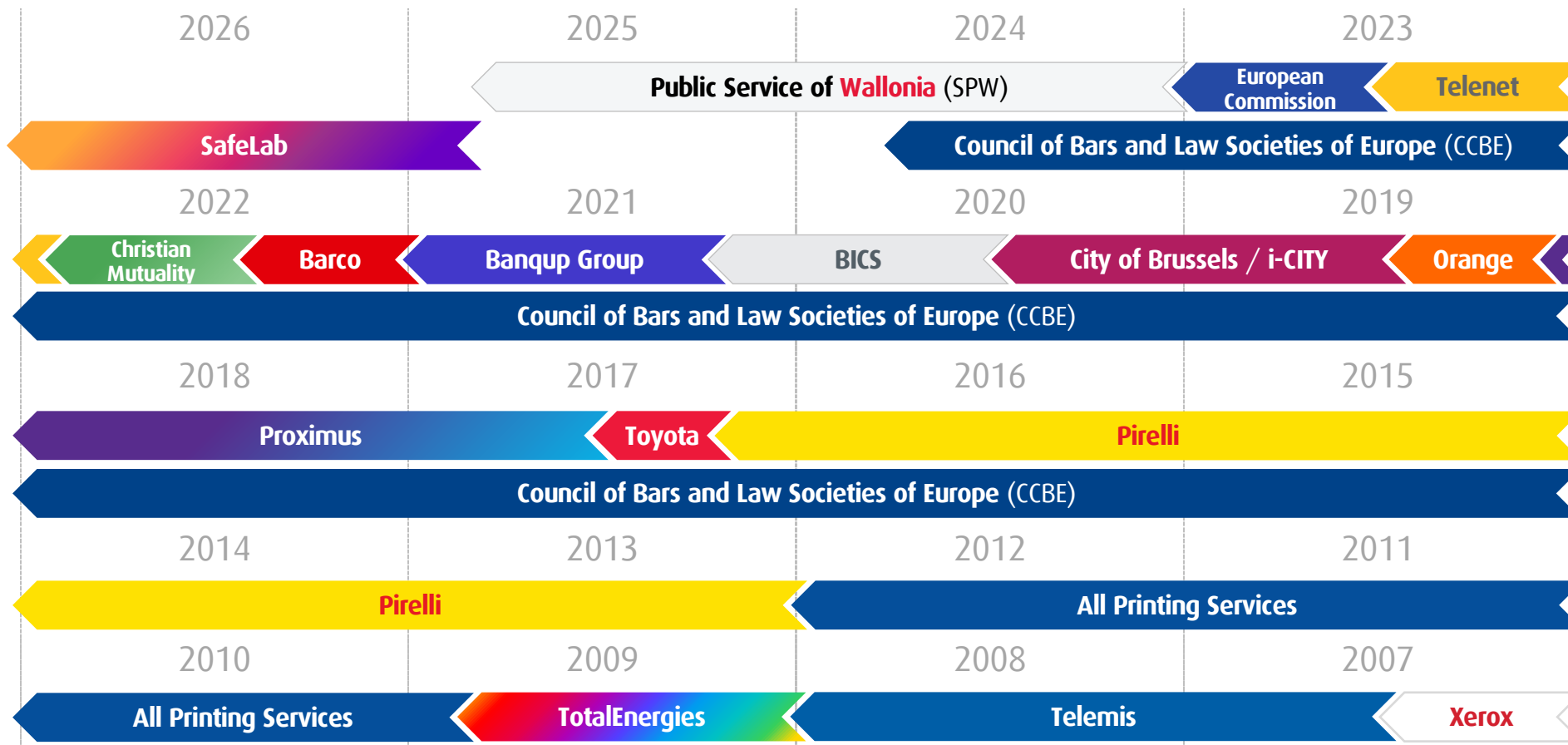
 Eligible for NATO/ EU Public Trust Clearance — awaiting sponsoring institution.

 I agree to the processing of my personal data provided in this document for the purpose of the recruitment process, in accordance with Regulation (EU) 2016/679 (GDPR) and the Belgian Data Protection Act of 30 July 2018.



Visual Overview

Reviewed in January 2026





Curriculum Vitæ

Reviewed in January 2026

Presentation

Mathieu Guastella

Belgian, Italian - Married, ~45 y.

Born on 24 march 1981 in Belgium

Lives in [1380 Lasne, Belgium](#)E-MAIL mg@nanobe.beWEBSITE mat.beLINKEDIN mat.be/linkedin

MOBILE +32 495 10 10 11

 **Skills**, in short — Details page 9; Expression, Personality and Security clearance page 11

GENERAL SKILLS — COMMUNICATOR • ENTHUSIASTIC • PROACTIVE • ANALYTICAL • STRUCTURED • NEGOTIATOR • RESULTS-ORIENTED • HANDS ON • METICULOUS • RIGOROUS • AUTONOMOUS • POSITIVE • DIPLOMATIC • ASSERTIVE

AREAS OF EXPERTISE — DIGITAL TRANSFORMATION • CYBERSECURITY • CLOUD & DATA • IT GOVERNANCE • AI • SMART WORKPLACE • MIGRATION • INFRASTRUCTURE • COMPLIANCE • PUBLIC PROCUREMENT • PROGRAM MANAGEMENT

Experience

Public Service of Wallonia (SPW) • Regional government

POSITION **Cross-functional Project Manager**
DIVISION SPW General Secretariat / SPW Digital

Recommendation letter page 12

PERIOD January 2024 → October 2025 **PUBLIC TENDER**
LOCATION Namur, Mons, Liège BelgiumCONTEXT Definition and deployment of an **institution-wide standard for videoconferencing rooms** across five new administrative buildings, in a context of large-scale relocation, public procurement constraints, and high cybersecurity requirements.

PROJECTS

- Definition of **meeting and videoconferencing room equipment standards** (audio, video, displays, connectivity, networks, Wi-Fi, multifunction devices).
- Translation of business needs into **reproducible technical architectures**.
- Operational deployment of videoconferencing rooms across **5 buildings** (≈ 86,000 m²).
- Cross-functional coordination between **IT, real estate, furniture, low-voltage electrical systems, audiovisual teams and vendors**.
- Drafting of **functional and technical specifications** for public procurement.
- Integration of **enhanced cybersecurity requirements** into equipment and network choices.
- Establishment of **project governance**, progress tracking and knowledge transfer.

TAGS **PUBLIC SECTOR • DIGITAL WORKPLACE • IT GOVERNANCE • SMART BUILDINGS • VIDEOCONFERENCING • PUBLIC PROCUREMENT • IT INFRASTRUCTURE • SECURITY**

Council of Bars and Law Societies of Europe (CCBE) • European association of lawyers

POSITION **Strategy & Technology Advisor**

Recommendation letter page 17

PERIOD January 2015 → October 2024
LOCATION Brussels Belgium

CONTEXT Modernisation and securing of the IT environment of a European organisation (Brussels), with strong requirements for service continuity and protection of legal data. Long-term advisory role conducted in parallel with other assignments.

PROJECTS

- Definition and management of the **IT roadmap** (infrastructure, security, collaboration).
- Modernisation of **servers, storage and backup solutions**.

- Migration **Exchange** → **Microsoft 365 (Office 365, Teams, SharePoint)**.
- Implementation of **IT security policies** (access, endpoints, data).
- Deployment of a **document archiving system with OCR** for legal documents.
- Supervision of **external IT providers** (infrastructure, security, support) in a small European organisation.
- Direct operational support to users and executive management on Microsoft 365 and critical infrastructure.

TAGS **LEGAL SECTOR • EUROPEAN ASSOCIATION • IT STRATEGY • CLOUD • OFFICE 365 • TEAMS • SECURITY • DIGITAL TRANSFORMATION**

European Commission • European Government

POSITION **Senior Project Manager**
 DIVISION DG TAXUD - Taxation and Customs Union
 PERIOD September 2023 → January 2024
 LOCATION Brussels Belgium
 CONTEXT Management of critical **European customs IT projects** (ICS2, customs platforms) with high regulatory impact for Member States and economic operators.
 PROJECTS

- Management of **ICS2, Common Repository and Shared Trader Interface** projects.
- Coordination between the **European Commission, Member States and IT integrators**.
- Monitoring of **analysis, development, testing and production deployment** phases.
- Validation of **functional and technical specifications**.
- Management of **dependencies between national systems and European platforms**.
- Tracking of **regulatory milestones and legal obligations**.
- Reporting to **European governance bodies**.

TAGS **EUROPEAN UNION • ICS2 • IT ARCHITECTURE • API • REGULATORY COMPLIANCE • PROJECT LIFECYCLE MANAGEMENT • GOVERNANCE • SECURITY**

Telenet • Telecom & television provider

POSITION **Senior Program Manager** ♦ [Recommendation letter page 13](#)
 DIVISION Technology, Innovation & Operations
 DEPT. Business Navigation Team / Project Management Chapter
 PERIOD November 2022 → August 2023 **RECOVERY & STABILIZATION**
 LOCATION Mechelen Belgium
 CONTEXT Takeover of the strategic **5G Core program** to secure the deployment of the mobile core network in a critical, multi-vendor telecom environment.
 PROJECTS

- Overall management of the **multi-track 5G Core program**.
- Coordination of **5G Stand-Alone, Packet Core, Telco Cloud and SDM (HLR/HSS/UDM)** domains.
- Management of dependencies between **networks, IT platforms and cloud infrastructure**.
- Establishment of **program governance** (planning, steering committees, reporting).
- Supervision of **testing, automation and production deployments**.
- Coordination of vendors **Nokia, Ericsson, Google, HPE and VMware**.
- Reporting to **executive management**.

TAGS **TELECOM • 5G CORE • TELCO CLOUD • SDM (HLR/HSS/UDM) • AUTOMATION • SECURITY • PROGRAM GOVERNANCE • INTERNATIONAL**

Christian Mutuality • Healthcare mutuality & Social secretary

POSITION **Service Delivery Manager**
 DEPT. ICT
 PERIOD May → November 2022 **INTERIM / REPLACEMENT**
 LOCATION Brussels Belgium
 CONTEXT Interim management assignment aimed at ensuring **ICT service continuity** and delivering CRM and omnichannel projects.
 PROJECTS

- Operational management of **ICT services and user support**.

- Supervision of a team of approximately **70 staff** (analysts, developers, testers).
- Migration **Oracle CRM** → **xRM**.
- Deployment of an **omnichannel platform** (> **35,000 interactions/year**).
- Integrations with **Genesys, Siebel, Verint, Amazon Connect and Calabrio**.
- Budget monitoring of approximately **€5.5M**.
- Reporting to **ICT management**.

TAGS **HEALTHCARE • INSURANCE • CRM xRM • OMNI CHANNEL TOOL • VOIP • CONVERSATIONAL AI • SERVICE DELIVERY • MULTI-PARTNER INTEGRATION**

Barco • Medical devices & Images processing

POSITION **IT Program Manager** ♦ Recommendation letter page 14
 DEPT. Strategic Initiatives / CDIO Organization

PERIOD December 2021 → April 2022 **HANDOVER TO INTERNAL TEAM**

LOCATION Kortrijk Belgium

CONTEXT Securing and delivering strategic IT programs following the departure of a senior Program Manager, in an international industrial environment.

- PROJECTS
- Management of the **CRM 2.0 program: SAP CRM** → **Salesforce**.
 - Rationalisation of **SAP CRM / SAP ERP** → **SAP ECC** processes.
 - Implementation of an **Operational Data Store on Microsoft Azure**.
 - Data consolidation from **SAP ECC, SAP BYD and Salesforce**.
 - Launch of **Business Intelligence projects** linked to logistics flows and **SAP EWM**.
 - Coordination between **IT, production, logistics and infrastructure** in an international context.
 - Direct reporting to the **Chief Digital & Information Officer (CDIO)**.

TAGS **HEALTHCARE • MEDICAL IMAGING • IT PROGRAM MANAGEMENT • SALESFORCE • SAP ERP/ECC • AZURE CLOUD • BUSINESS INTELLIGENCE • IT SECURITY**

Banqup Group formerly Unifiedpost • Digital Bank and documents processing

POSITION **Chief Delivery Officer**

DEPT. Payments

PERIOD March → November 2021

LOCATIONS La Hulpe Belgium • Timișoara, Bucharest, Cluj-Napoca Romania • Warsaw Poland • Hồ Chí Minh Vietnam

CONTEXT Creation of the Delivery department following an **IPO**, followed by transition to a permanent management profile.

- PROJECTS
- Creation of the **Delivery department** (spin-off from Product teams).
 - Management of the roadmap: **PowertoPay, OCS, Itspaid, CAF, IBIS, PXG (PSD2), Albatros (KYC), Banqup, BilltoBox, Banqware**.
 - Management of **international teams** (Europe and Asia).
 - Coordination of technology vendors and partners.
 - Direct reporting to the **CEO**.
 - Handover of the department to a **permanent management team**.

TAGS **FINTECH • PAYMENTS • PSD2 • KYC/ONBOARDING • DELIVERY MANAGEMENT • CLOUD • INTERNATIONAL • BANKING TRANSFORMATION**

BICS • International roaming provider

POSITION **Program Manager** ♦ Recommendation letter page 15
 DEPT. Corporate Programs & Processes / Service Platform & Solutions (CPP/SPS)

PERIOD June 2020 → April 2021 **INTERIM / REPLACEMENT**

LOCATION Brussels Belgium

CONTEXT Continuity of critical telecom programs related to roaming, IoT and 5G during successive maternity leave replacements.

- PROJECTS
- Management of the **Roaming Evolution portfolio** (RBMT/ROAMT, MVNE, OSS/BSS).

- Deployment of **IoT solutions** (Tomia, Topaz).
- Implementation of **5G NSA, VoLTE, NB-IoT, LTE-M and Instant Roaming**.
- Integration of **AWS and Azure** platforms.
- Application modernisation using **ReactJS**.
- Management of **international peering agreements**.
- Reporting to **Corporate Programs & Processes management**.

TAGS **INTERNATIONAL TELECOM • ROAMING • OSS/BSS • IoT • 5G NSA • VoLTE • CLOUD (AWS, AZURE) • REACTJS • SECURITY**

City of Brussels / i-CITY • Government

POSITION **Digital Transformation Program Manager**

PERIOD July 2019 → March 2020

LOCATION Brussels Belgium

CONTEXT Replication and extension of a digital transformation model following the award of a public procurement contract.

PROJECTS

- Management of the **New Way of Working (NWoW)** program.
- Migration to **Office 365, Teams, Skype for Business and Windows 10**.
- Deployment across **multiple public administrative sites**.
- Coordination of technical teams and vendors across sites.
- Change management support for executives and end users during Office 365 and Teams deployment.
- **Early delivery (-3 months)** and measured improvement in collaboration.

TAGS **PUBLIC SECTOR • DIGITAL TRANSFORMATION • NWoW • COLLABORATION • OFFICE 365 • TEAMS • GOVERNANCE • CHANGE MANAGEMENT**

Orange • European telecom operator

POSITION **Domain Manager IT, Telco & Billing Systems**

DEPT. Customer Factory

PERIOD March → July 2019 **HANDOVER TO INTERNAL TEAM**

LOCATIONS Evere Belgium • Chişinău Moldova

CONTEXT Short-term assignment to reorganise the mediation service and strengthen coordination between Belgian and Moldovan teams during a transition period.

PROJECTS

- Migration of the **mediation/billing system** from **TechMahindra (India) to Orange Moldova**.
- Supervision of recruitment and **knowledge transfer**.
- Definition of **RACI and operational processes**.
- Development of the **evolution roadmap**.
- Redesign of **Revenue Assurance** based on audit findings.
- Reporting to the **CIO and C-level Steering Committee**.

TAGS **TELECOM • IT DOMAIN MANAGEMENT • MEDIATION SERVICE • REVENUE ASSURANCE • BILLING SYSTEMS • OSS/BSS • INTERNATIONAL • TRAINING**

Proximus • National Belgian landline phone, mobile and digital services

POSITION **Program Manager Digital & Collaborative Workplace, IT & Telco**

♦ Recommendation letter page 16

DEPT. Architecture, Roadmap & Project Management (ARP)

PROGRAM Telecom, IT, Digital Workplace & Collaborative Workspace

PERIOD September 2017 → February 2019 **RECOVERY & STABILIZATION**

LOCATION Brussels Belgium

CONTEXT Leadership of a major digital transformation program aimed at modernising collaborative tools, communication infrastructures and office buildings.

PROJECTS

- Leadership of the **Digital & Collaborative Workplace** program.
- Definition and implementation of the **cybersecurity policy**.
- End-to-end implementation of the **#WAP (WeAreProximus) intranet** on Jive.
- Definition and deployment of videoconferencing solutions in **900+ meeting rooms**.

- Migration **Cisco** → **Skype for Business**.
- Deployment of **Office 365, Teams and Windows 10**.
- Migration of **Microsoft SharePoint and Streams**.
- Implementation of **data classification and encryption** (Azure AD, AIP, RMS).
- Development of the **Smart Office** (IoT, sensors, cameras).
- Deployment of **secure remote access (Awingu)**.
- **C-level reporting** on progress, risks and user impact.

TAGS **TELECOM • DIGITAL COLLABORATION • MICROSOFT 365 • SMARTOFFICE • IOT • CYBERSECURITY • INTERNAL STREAMING • IT GOVERNANCE**

Toyota Motor Europe • Car manufacturer

POSITION **Project Manager Telematic & Multimedia** ♦ Recommendation letter page 18
 DEPT. Connected Car / Business Strategy

PERIOD March → September 2017 **HANDOVER TO INTERNAL TEAM**

LOCATION Brussels Belgium • Düsseldorf Germany

CONTEXT Management of **connected car and telematics projects** in an international automotive environment.

PROJECTS

- Launch of **Toyota Supra 2019 connected services** (BMW partnership).
- Deployment of the **European eCall system**.
- Negotiation with **telecom operators**.
- Acquisition and management of approximately **1 million SIM cards**.
- Adaptation of **vehicle industrial processes**.
- Design of a **fleet tracking system** for insurance use cases.
- Reporting to the **Business Strategy Board**.

TAGS **AUTOMOTIVE • CONNECTED CAR • ECALL EUROPE • EMBEDDED IOT • TELEMATICS • TELECOM OPERATORS • FLEET TRACEABILITY • NEGOTIATION**

Licence Plate Belgium • Web site of Belgian customized licence plate

POSITION **Founder & Full stack lead developer**

PERIOD Since 2014

CONTEXT Creation and operation of a specialised **web platform for Belgian personalised licence plates**, combining database design, web development and digital innovation.

PROJECTS

- Design and management of a **dedicated database** for personalised Belgian licence plates.
- Full website development using **PHP, HTML, CSS and JavaScript**.
- Integration of an **AI-based Automatic Licence Plate Recognition (ALPR)** engine.
- Development of an **online licence plate generator**.
- Management of **hosting, SEO, performance and security**.
- User support and continuous platform improvement

TAGS **WEB DEVELOPMENT • PHP • JAVASCRIPT • ALPR • DATABASE • E-COMMERCE • SEO • DIGITAL INNOVATION**

Pirelli • Tyre manufacturer

POSITION **ICT, Digital & Marketing Development Manager**

PERIOD January 2013 → January 2017

LOCATION Brussels Belgium • Milano Italy

CONTEXT Management of **ICT, digital and marketing activities** for the Benelux region, aligned with the international headquarters, in a context of IT transformation and office relocation.

PROJECTS

- Supervision of **ICT and digital operations** for Benelux, with reporting to headquarters (Milan).
- Definition and implementation of the **digital roadmap** (IT, processes, marketing).
- Implementation of **EDI protocols** and integration with **SAP**.
- Migration of **Cisco telephony** and integration of the **Genesys Call Center with SAP**.
- Automation of **pricing** and digitalisation of commercial processes.
- Deployment of a **national website** and digital marketing tools.
- Supervision of **office relocation**: IT, cabling, telephony and security.

TAGS

AUTOMOTIVE • ICT MANAGEMENT • EDI • CISCO TELEPHONY • SAP • CRM DYNAMICS • DIGITAL MARKETING • SECURITY

Nanobe • IT ConsultingPOSITION **Founder / CEO / Consultant**

PERIOD Since april 2002

CONTEXT Creation and development of an independent **IT consulting firm** specialising in digital transformation and cybersecurity.

PROJECTS

- **IT governance missions:** diagnostics, infrastructure modernisation, cloud and collaboration.
- **Cybersecurity engagements:** incident response, account recovery, IT hardening.
- **GDPR and NIS2 compliance** for SMEs and public institutions.
- **Web and CRM development** (PHP, WordPress, system integrations).
- Strategic advisory on **digital resilience and data protection**.

TAGS

CYBERSECURITY • IT GOVERNANCE • CLOUD • DIGITAL COLLABORATION • GDPR • NIS2 • WEB DEVELOPMENT • DIGITAL STRATEGY

—  PREVIOUS MISSIONS —

| | | | |
|-------------|------------------------------|----------------------------|--------------------------------|
| 2009 – 2012 | All Printing Services | Project Manager | Press, printing and copies |
| 2009 – 2009 | TotalEnergies | Project Manager | Petroleum products |
| 2007 – 2008 | Telemis | IT Manager | Medical imaging solutions |
| 2006 – 2007 | Xerox | After-Sales Manager | Imaging and printing solutions |

 **Skills**, in details **Core competencies** • Soft Skills & Leadership

Clear, diplomatic, and empathetic communication • Collaborative and empowering leadership • Strategic vision & results orientation • Change management and people enablement • High-level influence (CIO/CEO) • Entrepreneurial mindset & initiative • Analytical, rigorous, and critical thinking • Autonomy & reliability • Crisis management & prioritization • Customer-focused and hands-on approach • Ability to build trust and motivate multicultural teams

 **Management & Governance skills****Project & Program Management**

Agile • Scrum • Waterfall • Prince2 • Program Governance • Portfolio Management • Change Management & User Adoption • Reporting C-level • Budget & Contract Management • Performance Indicators (KPIs)

Project Tools

Microsoft Project • PlanView • Rapid • Jira • Confluence • Trello • Asana • Wrike • ClickUp • Monday • Aha!

IT Governance & Compliance

ITIL • ISO 27001/27701 • GDPR • NIS2 • Risk Management • Security Policies • Audit & Compliance • Public Procurement

 **Technical & Specialized skills****Infrastructure & Networks**

Windows Server • Linux • Docker • Exchange • Virtualization (VMware, Hyper-V, Proxmox) • Cloud (Azure, AWS, GCP) • DNS, DHCP, Load-balancing • QNAP, Synology, Unifi

Cybersecurity

Firewall • VPN • IAM (Azure AD / Entra ID) • IT Forensics • Encryption & Key Management • SOC / SIEM (Sentinel) • Microsoft Defender Suite • Incident Management • Security by Design • Access & Identity (IAM)

Cloud, Data & AI

Cloud Computing (Azure, AWS, GCP) • Data Analytics • Power BI • Power Query • Machine Learning • Generative and Responsible AI (ChatGPT, Copilot, Gemini) • Automation (BPA, RPA, scripts)

Development & Web

PHP • HTML/CSS/JS • API & Web Services • WordPress • Dynamics CRM • Salesforce • Drupal • Joomla • System Integration & Interoperability

Telephony & Collaboration

Microsoft Teams • Cisco Unified • VoIP, SMS, Mediation • Teams Rooms • Office 365 • SharePoint • OneDrive

Databases & Reporting

MySQL • SQL Server • SAP • CRM • Reporting • Geo-marketing

Graphics & Multimedia

Adobe Creative Suite (Photoshop, Illustrator, InDesign) • Final Cut Pro • SketchUp

Education

2025

- AI Discovery Experience • Datashift & HP
- OutSystems Web Applications • OutSystems
- Artificial Intelligence in the Context of Cybersecurity • Diane Ouandji
- [Cybersecurity Risk Analysis](#) • Diane Ouandji
- [Integrate generative AI into your creative process](#) • Arimédias

2024

- Online Fraud and Scam Techniques • ING
- Infuse AI into your meetings with Teams Rooms • Microsoft

2023

- IT Security • European Commission
- [Leading with a Heavy Heart](#) • Kat Cole/PMI
- [Leading with Vision](#) • Bonnie Hagemann/PMI
- [Interpersonal Communication](#) • Dorie Clark/PMI
- [The foundations of Machine Learning](#) • Vincent Isoz
- [Generative AI learning path](#) • Google Cloud Skills Boost

2022

- Microsoft Teams Calling • Microsoft/Proximus

2021

- [Develop your emotional intelligence](#) • Jean-Marc Pairraud/PMI
- [Communicate with diplomacy and tact](#) • Jean-Marc Pairraud/PMI
- [The foundations of communication](#) • Rudy Bruchez/PMI
- [The foundations of NLP](#) • Rudy Bruchez/PMI
- Porsche Track Experience — Warm-up training • Porsche Experience / RACB
- [The foundations of blockchain](#) • Jonathan Reichental
- [Design and implementation of cryptography](#) • Mike Chapple

2018

- GDPR • Proximus Corporate University
- IoT – Internet of Things • Proximus
- Agile • Proximus Corporate University

2017

- Rapid, Jira & Sunshine • Proximus Corporate University
- Apple Certified Professionals APPL272872 • Apple

—  PREVIOUS TRAINING COURSES —

2015 Microsoft Office 365 & Microsoft Office 2016 Microsoft • 2014 Microsoft Dynamics CRM Avanade • 2013 B2B & EDI Pirelli • 2012 MacOS Lion Apple • Final Cut Pro Apple • 2011 Microsoft Windows 8 Microsoft • 2010 Cloud Computing Microsoft • Virtualization & Managed Storage Dell • 2009 Virtualization Intel • 2007 Xerox Integrator Knowledge Xerox • 2006 Storage & Backup Solutions Symantec Knowledge Session • 2005 Future Technologies for a Better World Microsoft Research Academy • Siemens Manager C & E Siemens Formation Center • 2004 Exchange Server 2003 On The Road Microsoft Developer Network • Mastering Windows Server 2003 Microsoft TechNet • 2003 Inside Microsoft Exchange Server 2000 Microsoft TechNet/MSDN • Microsoft .NET Mobility & Servers .NET/2003

—  SCHOOL TRAINING —

| | | |
|------|--|----------------|
| 2000 | Microsoft Certified System Engineer (MCSE) | New Horizons |
| 2003 | Improvisation & Communication | Ligue d'Impro |
| 1999 | Network Administrator & PC Technician | Cefora |
| 1998 | Graduate in Computer programming English UF-2 | ISFCE ISFCE |

Expression

| LANGUAGE | LEARNING | UNDERSTANDING | WRITING | DICTION/PRONUNCIATION |
|----------|--------------|-----------------------------------|----------------------------|----------------------------|
| French | Mother | ●●●●●● Proficiency • C2 | ●●●●●● Proficiency • C2 | ●●●●●● Proficiency • C2 |
| English | Professional | ●●●●●● Proficiency • C2 | ●●●●●● Proficiency • C2 | ●●●●●○ Advanced • C1 |
| Dutch | Academic | ●●●○○○ Intermediate • B1 | ●○○○○○ Beginner • A1 | ●●○○○○ Elementary • A2 |
| Italian | Paternal | ●●●○○○ Upper intermediate • B2 | ●○○○○○ Beginner • A1 | ●○○○○○ Beginner • A1 |

○○○○○○ — None
●○○○○○ A1 Beginner
●●○○○○ A2 Elementary
●●●○○○ B1 Intermediate
●●●●○○ B2 Upper intermediate
●●●●●○ C1 Advanced
●●●●●● C2 Proficiency

Personality

| | | |
|--------------------------|--------------------------|---|
| 🧠 Emotional intelligence | 276 [0-288] Very high | Profile characterized by a strong ability to understand emotions, positively influence others and manage conflicts constructively. |
| 💡 MBTI | Executive ESTJ-A | Profile oriented toward organization, structure and decision-making, with a strong ability to lead teams and turn strategy into results. |
| 🗨️ Enneagram | Type 3w2 Chameleon | Profile focused on achievement and efficiency, combined with strong interpersonal skills and the ability to quickly adapt to people and contexts. |

Security clearance

Eligible for NATO / EU security clearance: **Habitable**

Please note that, in Belgium, a personal security clearance cannot be requested on a private basis. It must always be initiated by the employing company's Security Officer through the competent National Security Authority (NVO/ANS). As a Belgian national with extensive professional experience for the European Commission, the Public Service of Wallonia, and other institutions handling sensitive data, I am fully eligible (*habitable*) and ready to undergo the official clearance process as soon as an employer sponsors the request.

→ Leisure

Travel (64 countries) • Gastronomy • Theatre • Music • Painting • Photography • Skiing • Padel tennis • Socializing • ...

◆ Recommendation Letters



Public Service of Wallonia (SPW) — March 2025



Date : 18 March 2025

To whom it may concern

Objet : **Letter of recommendation Mathieu Guastella**

I hired Mathieu Guastella as a cross-functional project manager at the Public Service of Wallonia (SPW Digital).

As General Manager, I worked with him on projects involving the technological development of workspaces and the improvement of collaborative environments. I came to appreciate his professionalism, rigour and project management skills.

Mathieu has distinguished himself by his ability to manage complex projects involving multiple stakeholders. In particular, he was able to :

- Demonstrate great flexibility, by taking on technical analyses that were not initially planned.

- Integrate quickly into teams, developing a relationship of trust and getting fully involved in his projects.

- Breaking down organisational silos by encouraging collaboration between departments and optimising processes.

In his role, Mathieu coordinated with several SPW departments. He was able to manage external suppliers in the context of public procurement contracts, while complying with strict regulatory constraints and guaranteeing the quality of services.

In addition to his technical skills, Mathieu is a good communicator, able to align teams and unite people around common objectives. He shows great adaptability and commitment, while remaining accessible and a good listener.

I warmly recommend Mathieu Guastella for any assignment requiring project management expertise in demanding environments.

David Wattecamp
Directeur Général
SPW Digital
Service Public de Wallonie

www.wallonie.be
N° vert : 1718 (informations générales)

Service public de Wallonie | SPW Secrétariat général | SPW Digital





Recommendation letter

Mechelen, June 2023

To whom it concerns,

I am pleased to compose this letter of recommendation for Mathieu Guastella, who served as the Senior Program Manager at Telenet. I had the privilege of closely collaborating with Mathieu during his tenure, and I am delighted to affirm his exceptional abilities and significant contributions.

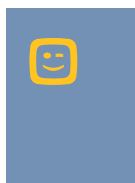
Mathieu skillfully oversaw the implementation of the multi-track 5G Core Program, demonstrating remarkable proficiency in managing a team of project managers. His adept coordination and flawless execution across various program tracks were instrumental in achieving success. Moreover, Mathieu's ability to cultivate strong relationships with both internal departments and external stakeholders such as Google, Nokia, Ericsson, vmWare, HP Enterprise, and others greatly influenced the program's positive outcomes.

One of Mathieu's notable strengths lies in his exemplary leadership skills. He brought structure, alignment, and transparency to the program, ensuring that decision-makers were well-informed. Mathieu's concise and comprehensive reporting to C-level management provided a clear understanding of the program's progress and accomplishments.

Additionally, Mathieu's proactive approach in setting priorities, identifying dependencies, and anticipating potential obstacles enabled him to effectively address challenges in a timely manner. With his strategic thinking and meticulous planning, he ensured the program remained on track, even when faced with unforeseen circumstances.

Based on Mathieu's outstanding performance, I wholeheartedly endorse him for any role that demands a dedicated and accomplished professional. He possesses invaluable expertise, exceptional leadership abilities, and an unwavering commitment to excellence. Please feel free to contact me if you require any further information or have specific inquiries.

Sincerely,



Ioan Voicu
Operational Readiness Manager
Operational Readiness and CSI
ioan.voicu@telenetgroup.be
+32 483 54 13 45
Telenet, Lierssesteenweg 4, 2800 Mechelen

RECOMMENDATION LETTER

DATE March 2022

FROM

Philippe Verlinde
philippe.verlinde@barco.com
T +32 56 23 32 11
M +32 476 46 70 74

TO

Whom it concerns

Dear,

I am pleased to refer to Mathieu for the position of Program Manager.

Mathieu was leading an important transformational IT front-office program within Barco in which he excelled in framing project structure and successfully, together with the project team, accomplished the expected delivery.

In doing so, Mathieu demonstrated strong interpersonal skills and earned the admiration and respect of both subordinates and superiors alike. Always displaying a positive attitude, Mathieu has a talent for identifying the best abilities of each person on his team, assigning them tasks at which they usually excel and skilfully motivating them so that they put forth their very best efforts. Mathieu handles stressful situations in a calm and methodical manner and knows instinctively when a member of his team needs a little extra encouragement.

His excellent writing and verbal communication skills enable him, not only to make each team member's task clear, but to provide ongoing written reports to management regarding the progress of each phase of the program.

Yours sincerlery,

Philippe Verlinde
VP, Program Head Software Enterprise
Barco

P 1 / 1

Barco nv | Beneluxpark 21 | B-8500 Kortrijk | Belgium
Registered office: President Kennedypark 35 | B-8500 Kortrijk | Belgium
IBAN BE49 3850 5234 2071 BBRUBEBB | VAT BE 0473.191.041 | RPR Gent, Section Kortrijk
www.barco.com

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Recommendation letter

Brussels, April 2021

To whom it concerns,

I had the privilege of working with Mathieu as a temporary replacement for a member of my team as Program Manager from June 2020 to April 2021.

Thanks to his communication skills, Mathieu has shown a great facility to integrate into our organisation, despite difficult circumstances due to the lockdown...

Mathieu is very structured and carries out a systematic and meticulous follow-up of the actions identified in his projects. He brings the right people to the table to find solutions, has the conclusions validated and communicates clearly.

On a purely human level, Mathieu is a great person to work with: efficient, flexible and quick... he is able to manage the expectations of demanding personalities and remain professional in all circumstances.

A handwritten signature in blue ink, appearing to read "Carbonnelle", with a stylized flourish underneath.

Cédric Carbonnelle
Head of Mobility Solutions Programs
Corporate Programs & Processes (CPP/SPS)
BICS

BICS SA/NV
Boulevard du Roi Albert II, 27
B-1030 Brussels

VAT BE 0866 977 981
RPR BRUSSEL
IBAN BE62 3751 0297 3461

T / +32 2 547 52 10
F / +32 2 547 52 12

WWW.BICS.COM



Recommendation letter

Brussels, January 2019

To whom it concerns,

Mathieu Guastella worked in my team in the Architecture, Roadmap & Project Management (ARP) department over the period September 2017 - February 2019 at the Proximus Towers.

Mathieu is a hand-on project manager with strong interest in content of the projects he deals with. He interacts fluently with the different stakeholders and fosters a positive, solution-oriented atmosphere in his teams.

During his mission, Mathieu managed multiple complex projects within the Digital, IT and Telco programs. He took care of all aspects until delivery including Migration, Change Management and Digital Transformation. He contributed largely to the roll-out of Digital & Collaborative Workplace within our company.

I can only recommend Mathieu who will certainly be an asset for any company evolving in the digital world.

Kind regards,

A handwritten signature in blue ink, appearing to read "Piet Lemarcq".

Piet Lemarcq

Domain Manager Project Management | [Architecture, Roadmap & Program Management](#)

T +32 2 202 63 01

M +32 475 70 60 00

Bd. du Roi Albert II 27, B-1030 Brussels

www.proximus.be





Brussels, January 2019

Dear Sir or Madam,

The Council of Bars and Law Societies of Europe (CCBE) is a non-profit organisation, representing the European Bars and Lawyers. The CCBE employs a team of 12-15 people who, on a daily basis exchange with the European Institutions, communicate with media and stakeholders, and have to create and produce a lot of material and messages. This requires performing hard- and software, and a reliable ICT infrastructure.

The CCBE has, since 2016, been working with M. Mathieu Guastella who, as an independent IT Consultant, advises us for the modernisation of the IT infrastructure and gives support in terms of maintenance and for the backing up of data.

During this time, M. Guastella demonstrated strong commitment to the CCBE, providing appropriate strategic advices for our digital and IT transformation, facilitating change management and successfully delivering on the various projects in his remit, achieving his missions with creativity, determination and faultless professionalism.

When working with the team, M. Guastella always proved to be an exemplary co-worker, easy to work with – conscientious, approachable and responsive – who rose to the challenges he was faced with and complied with our expectations regarding his role and the objectives of his interventions.

In our view, M. Guastella has definitely the competences, skills and capacities which can be immediately deployed in other professional environments, making him an asset to any organisation. We can therefore recommend him and his services without any reservations.

In case further information would be of assistance, please do not hesitate to contact me.

Best regards,

Philip Buisseret
Secretary General
Council of Bars and Law Societies of Europe (CCBE)

Conseil des barreaux européens – Council of Bars and Law Societies of Europe
association internationale sans but lucratif

Rue Joseph II, 40/8 – B 1000 Brussels – Belgium – Tel.+32 (0)2 234 65 10 – Fax.+32 (0)2 234 65 11 – E-mail ccbe@ccbe.eu – www.ccbe.eu

TOYOTA

TOYOTA MOTOR EUROPE NV/SA

Avenue du Bourget 60
B-1140 Brussels - Belgium
T +32 2 745 21 11 - F +32 2 745 20 99

Recommendation letter

Brussels, 31 August 2017

To whom it concerns,

Mathieu Guastella has worked as a contractor via MatchTech International over the period 1 March until 31 August 2017 in the role of Project Manager, Telematics projects.

The position required Mathieu to contribute to the following projects:

- eCall implementation
- Telematics programmes
- Navigation & connected services development

Each of the projects has involved:

- Defining the scope of the project based on end customer needs
- Translating needs into instructions for engineering and IT counterparts
- Creation of the work breakdown structure and responsibility matrix
- Follow-up, monitoring and reporting of projects

During his time devoted to these projects, Mathieu has worked in a challenging, cross-discipline, multicultural environment and has had the opportunity to understand end-to-end processes in the automotive industry.

We may consider Mathieu for potential future projects in the area of app development and connectivity.

If you require any further information or clarification, please do not hesitate to contact me.

Kind regards,



Jean-Jacques Serraf
General Manager,
Business Strategy Division — Connected Car
Toyota Motor Europe

Tel: +32 2 745 21 11 (ext 3358)
jean.jacques.serraf@toyota-europe.com