

# LOUIS R. BASTION

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## Director of Engineering & Program Management

*Driving improvements in profit share, revenue, quality, and service.*

Senior manager with over seven years of leadership with a Fortune 500 global automotive supplier. Provided strategic direction for engineering, sales, program management, customer service, and purchasing. Skilled in building, developing, and leading multi-national teams in Asia and the U.S.

- Operations and Business Unit Management
- Customer Liaison: Automotive OEM
- Program Development and Management
- Global, Multi-Site Management
- Purchasing and Vendor Negotiation
- Project Budget/P&L Management
- Strategic Planning and Alignment
- New Business Development

## PROFESSIONAL EXPERIENCE

ArrowCo China • Shanghai, China

11/2013—Present

*A \$17B automotive supplier, with sales to all major car manufacturers globally.*

### Asia Pacific Business Unit Director/Sales & Engineering (Promotion, 10/2015—Present)

Direct all sales, engineering, and P&L for the Asia Pacific business unit. Drive successful launches to ensure satisfaction of automotive OEM customers. Lead multi-national teams through quoting, development, and project launch. Manage project P&L, customer income statements, and program budgets of up to \$5.0M. Facilitate advance technology demonstrations.

- Drove sales to support rapid growth of business unit from \$300M to \$1.4B during tenure.
- Maintained Asia Pacific market share of 60% through global alignment and cooperative engagement with the customer.
- Created customer-specific strategies that consistently met sales growth and EBIT targets.
- Unified a region with diverse cultures, languages, and work styles by building trust and communication between teams. Instilled a culture of cooperation and support to meet common goals.
- Maintained healthy bottom line by managing negotiations, identifying VA/VE opportunities, managing resources, and mitigating costs.

### Dept. Manager of Program Managers/Team Leaders (Promotion, 11/2013—10/2015)

Led a team of 13 Project Team Leaders through global program development of automotive restraint product lines, with customer accounts exceeding ¥1.2B CNY (\$183.5M USD). Developed China teams to meet and exceed customer expectations. Executed global and divisional engineering strategies, including 1p1p. Led approval readiness (AR) of new technologies with Ford.

- Led launches at a 95% seamless rate with healthy CM/EBITs.
- Doubled the growth of one account from ¥300M to ¥800M (\$92M USD) through consistent on-time delivery and quality.
- Established improvements in customer support, project management, and engineering that enabled ArrowCo to move from the #4 to the #1 spot on GM's supplier rating.
- Developed a top-performing China team, with each member managing up to seven development projects at various stages of the development lifecycle. Retained 100% of entire team.

## EXPERIENCE, CONTINUED

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### Dept. Manager of Program Managers/Team Leaders, Continued

- Created a global product strategy to raise market share and profitability.
- Worked with Senior Management to lead a customer-centric culture change company-wide.
- Created a training plan to prepare employees to manage accounts and projects with Ford and FCA.

### ArrowCo North America • Auburn Hills, Michigan

11/2011—11/2013

#### Customer Technical Manager/Customer Liaison

Led a team of Engineers and Team leaders through quoting/development and launch of Ford projects. Technology lead for customer and core engineering. Served as voice of customer and ensured prompt and satisfactory issue resolution. Manage serial production projects. Accountable for VE/VA and total development business enterprise. Facilitated advanced technology reviews with the customer.

- Instrumental in raising regional ranking with Ford from #4 to #2 restraints supplier.
- Developed and presented training programs and documents for planning personnel.
- Coordinated the first Passive and Active Technology Show in Ford Dearborn

### ArrowCo Mexico • Lerma, Mexico

10/2008—11/2011

#### Project Team Leader – Purchasing & Supplier Improvements

Analyzed and managed inventory demand and utilization. Managed supplier relations and negotiation. Managed 100 supplier changes per annum. Travelled between Tijuana, Queatara, Toluca coordinating activities with the local teams.

- Relocated to Mexico to lead, manage, and develop cross-functional teams between the North American and Mexican organizations.
- Negotiated supplier contracts and resourced 170 part numbers to new suppliers – saving \$.5M USD.
- Reduced supply base 75% and increased profits during recession, with no interruptions to production.
- Lead a record number of tool transfers, new tooling development, and validations.

### Early Career

**Seatbelt Project Lead Engineer—ArrowCo North America**  
**Engineering Launch Manager—ArrowCo Mexico**

## EDUCATION

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### Bachelor of Science (BS) in Mechanical Engineering

Wayne State University • Detroit, Michigan

## TECHNICAL PROFICIENCY

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Microsoft Office (Word, Excel, PowerPoint, Outlook), and Access databases.