

# RENAULT TECHNOLOGIE ROUMANIE

## A STRATEGIC AXIS IN RTR'S DEVELOPMENT

# SUMMARY

**01** A NEW DOMAIN OF ACTIVITY

**02** A STRATEGIC AXIS IN RTR'S DEVELOPMENT

**03** INNOVATORS IN HUMAN RESSOURCES MANAGEMENT

**04** PROTECTION OF INTELLECTUAL PROPERTY

# 01

## A NEW DOMAIN OF ACTIVITY

# BRIEF HISTORY

June 2006	Renault Technologie Roumanie
January 2007	Beginning of recruitment
22 June 2007	Official opening of RTR
30 Mai 2008	Official opening of Renault Design Central Europe, Renault design center in Romania
12 June 2008	Official opening of the RTR intern training center
18 September 2008	First steps in the creation of the Titu Technical Center site
January 2010	2200 engineers in Bucharest, Mioveni and Titu

# RENAULT TECHNOLOGIE ROUMANIE



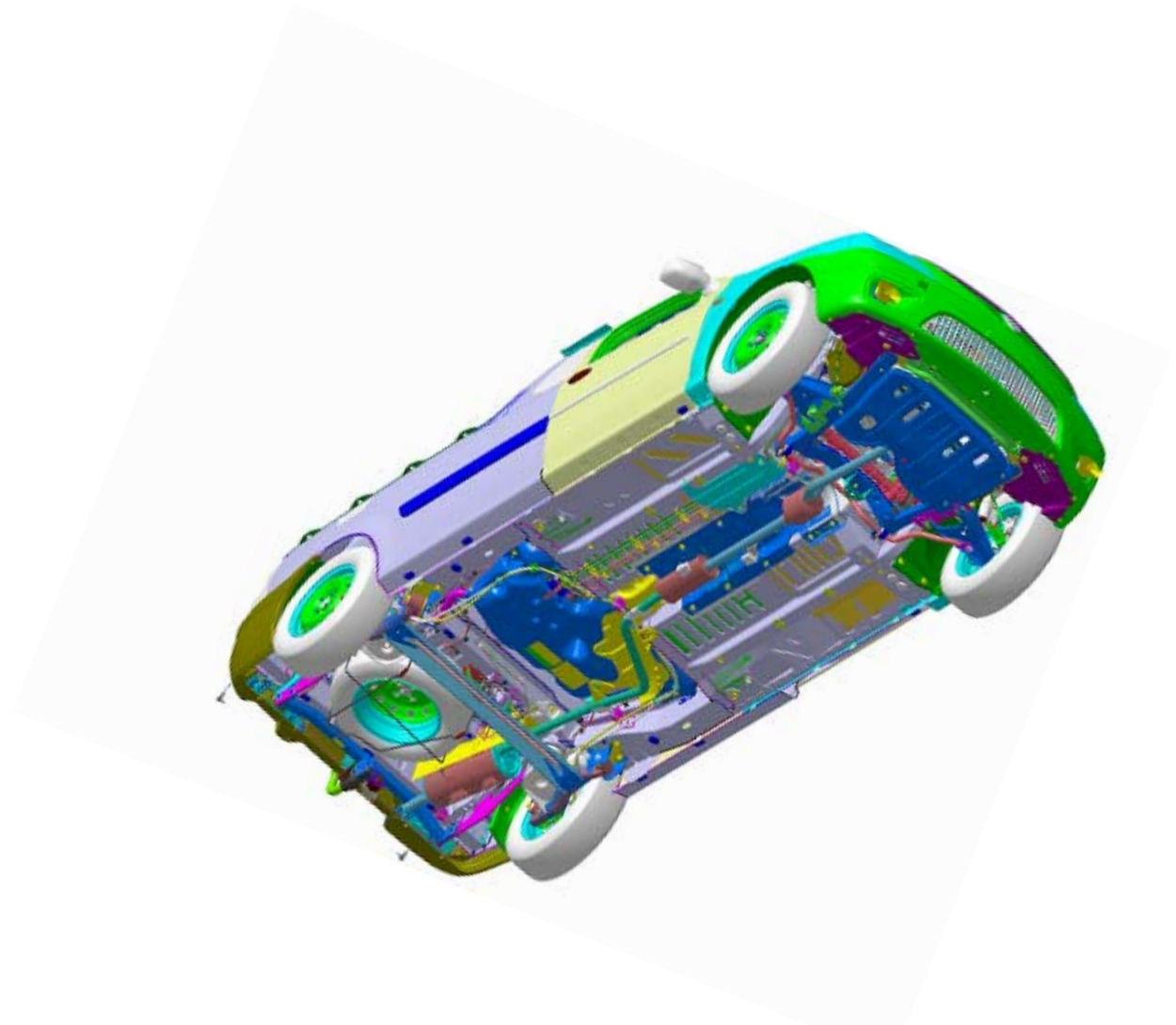
- The only automotive engineering center in Eastern Europe
- The biggest Renault Engineering center outside France
- Areas of activity: Design, Engineering and Testing

# Styling = Renault Design Central Europe



**DUSTER Concept Car**

# RTR: Main Mission



- Design of new vehicles and improvement of the ones in production
- Adaptation of engines and gear boxes

# TITU TECHNICAL CENTER

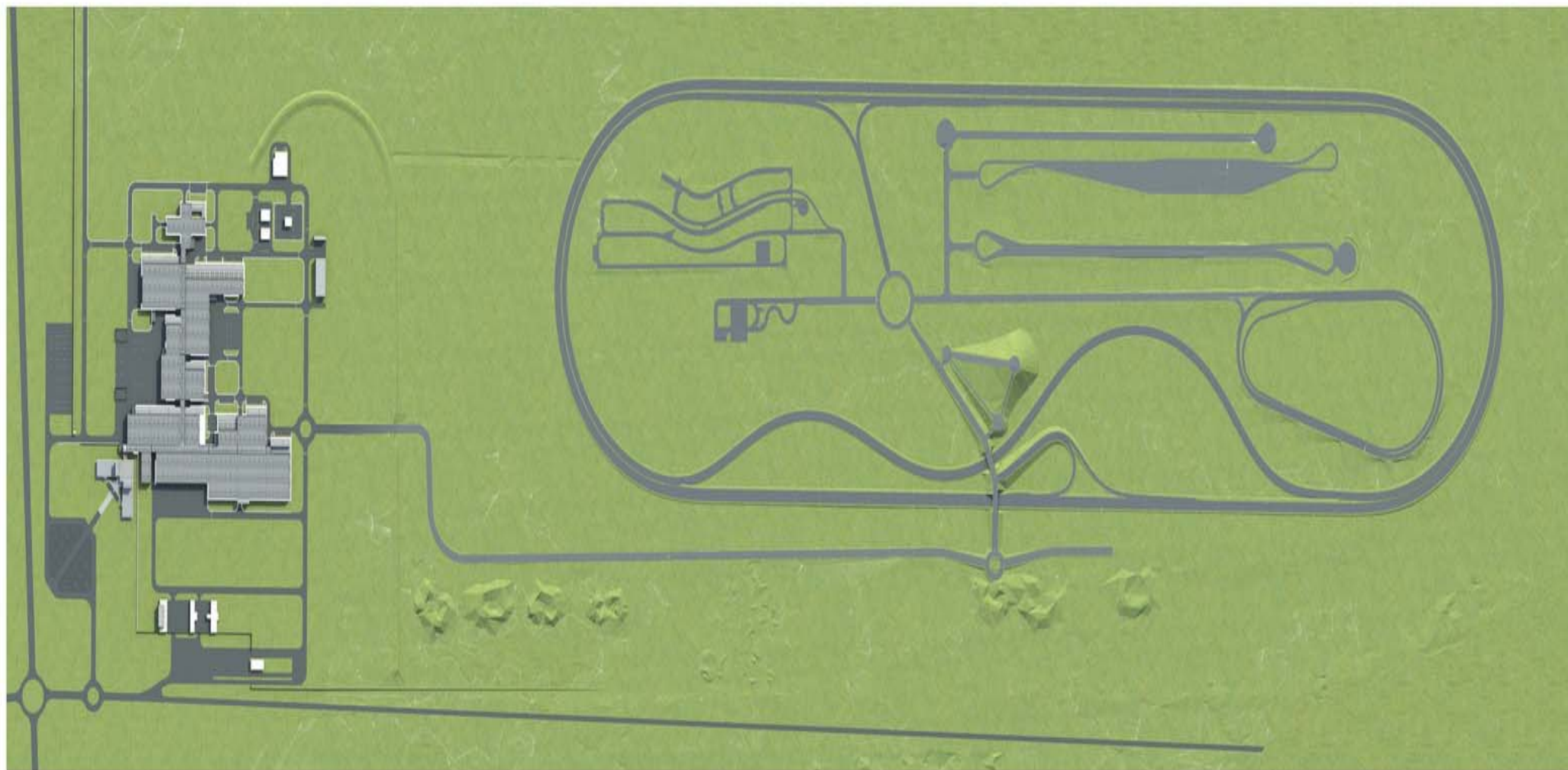
- **Second Renault Testing Center in the world**
  - Part of Renault Technologie Roumanie
  - In addition to Aubevoye and Lardy centers (Franța)
- **330 ha of testing means:**
  - Testing benches for engines, parts, bodies in building of 42.000 sqm surface
  - Test tracks of a total length of 32 km
- **Center to become completely functional in the second half of 2010**





# TITU TESTING CENTER

A « TESTING PLANT ! »



EMETTEUR

DATE

CONFIDENTIEL  
PROPRIETE RENAULT

DRIVE THE CHANGE



# WHAT HAVE WE DONE IN THE PAST 3 YEARS?

- **The Logan range**

- Part in the design of the Logan Pick-up
- Sandero European version
- Face lift of the Logan sedan and MCV
- Sandero Stepway European version
- Dacia Duster



- **The Renault range**

- Kangoo Maxi Express, production in France



# WHAT HAVE WE DONE IN THE PAST 3 YEARS?

- Twingo versions, produced in the Slovenia plant
- Assistance for the industrial production of the Logan range in all Renault plants across the world:
  - Romania, Russia, Morocco, Colombia, India, Brazil, South Africa, Iran
- Set up of the new TL gearbox plant – the first shared gearbox by the Renault-Nissan Alliance (6 gears)
  - 120 Romanian engineers and technicians



# 02

## A STRATEGIC AXIS IN RTR'S DEVELOPMENT

# RTR – THE PEOPLE

- **Engineers: 2200, on 3 sites:**
  - Bucharest: styling + design offices
  - Mioveni: technical assistance to the Dacia plants and testing means
  - Titu: test center operational in the second half of 2010
- **Key figures**
  - Average age: 30 years
  - 95% bachelor's degree
  - 35% women (twice more than the percentage in the French engineering teams)

# 2007-2009: INTENSIVE RECRUITMENT

- **1300 recruitments in 2 years**
- **20 recruitment forums organized in Bucharest and in the big cities across the country**
- **60-100 new hires monthly:**
  - **60% young university graduates**

## NEED OF ADDITIONAL TRAINING



# AN EFFICIENT TRAINING SYSTEM

- Internal training system, called Engineering School, set up to complete university education
  - Main competences
  - Common competences
  - Technical competences
- Training program for
  - New hires – integration
  - Existent teams – courses to up-date and consolidate their knowledge and skills



# AN EFFICIENT TRAINING SYSTEM

## ■ Infrastructure

- 1600 m<sup>2</sup>
- 22 training rooms



## ■ Key figures

- 1 million euros/year training budget
- Over 380 training modules
- 28 external partners (management, technical trainings, transverse, foreign languages)
- 80 occasional local trainers
- 3 dedicated trainers



# UNIVERSITY PARTENERSHIPS



## MANAGEMENT OF AUTOMOTIVE PROJECTS (IPA)

- **2007: Management of Automotive Projects Postgraduate Program**
  - Partnership with the main technical universities (Bucharest, Iași, Craiova) and the Technical University from Compiègne – UTC (France)
  - 2 series of graduates: 40 students, out of which 34 were hired at RTR
- **2009: IPA becomes a recognized master in the Bucharest, Craiova and Pitești universities**
- **2010: IPA Postgraduate Program - UTC degree for the RTR employees**

## INTERNSHIPS

- **30 internships each year**
  - For senior students (3rd and 4th year of university)
  - 20 weeks internship in the IPA master program

# 03 INNOVATORS IN HUMAN RESSOURCES MANAGEMENT

# DIVERSITATE



- **Cultural diversity**

- 35% women (twice more than the engineering teams in France)
- 14 nationalities (Romanian, French, Turkish, Iranians, Russian, Slovenian, Bulgarian, Canadian etc.)

- **Intercultural as an asset**

- Different approaches for clients all over the world
- Original solutions

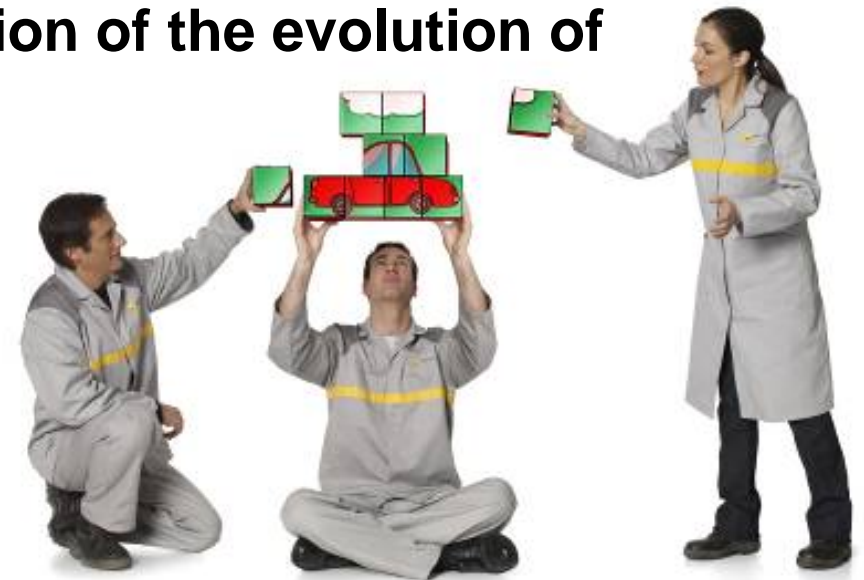
- **Intercultural must not become an obstacle**

Intercultural trainings: Romanian-French, Romanian-Turkish, Romanian-Russian



# NEW TRADES

- **Dozens of newly created jobs in the field of automotive engineering**
  - Projection
  - Calculation
  - Prototypes
  - Testing
- **Project management for the coordination of the evolution of Logan range at world level**
  - Mixed teams
    - professional team level
    - International



# HUMAN RESSOURCES MANAGEMENT

- **Managers preparation**

- Management training
- Coaching, mentoring

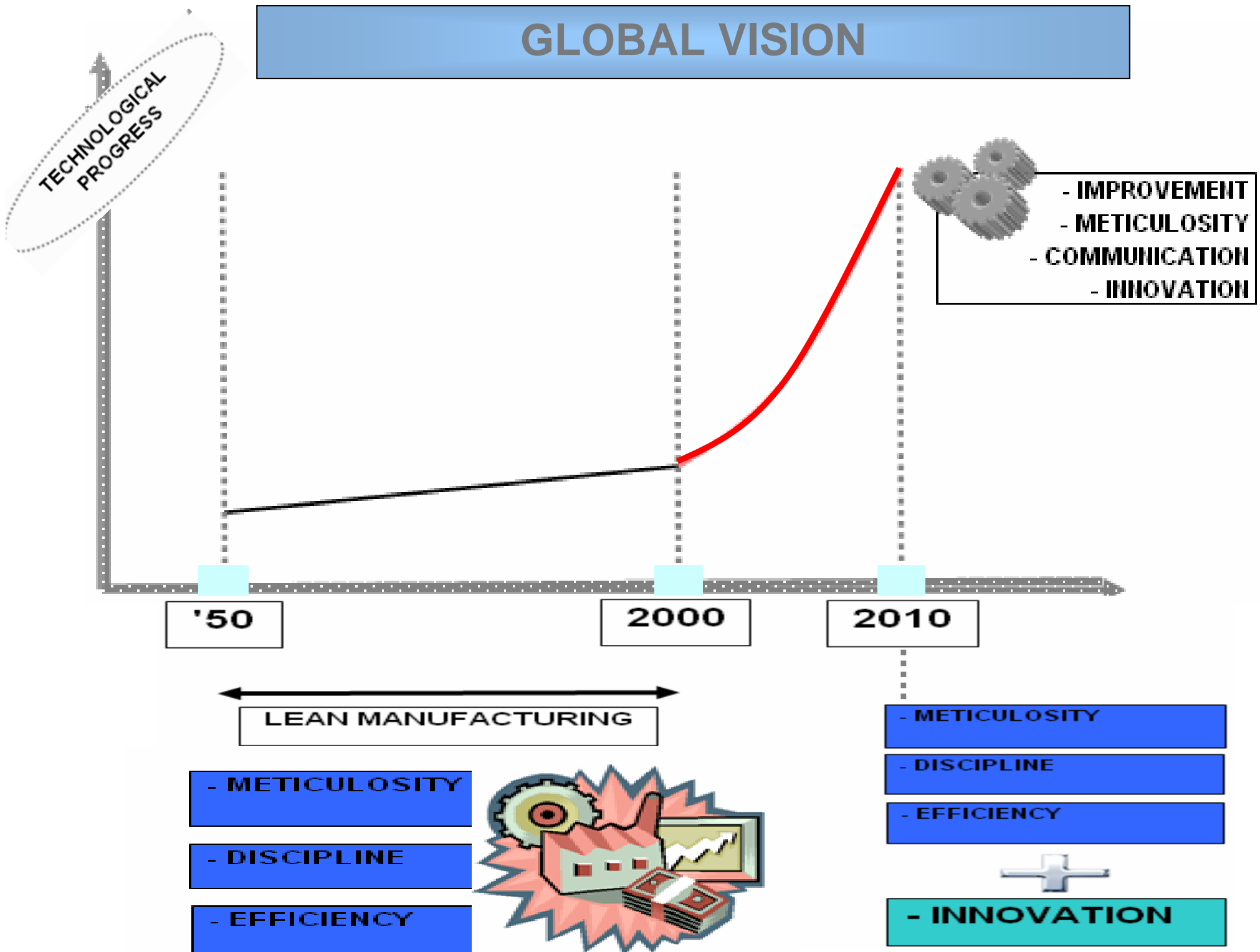
- **Individual administration of employees**

- Annual/Biannual evaluation
- Training Plan
- Career pathway at a national and international level



# 04 PROTECTION OF INTELLECTUAL PROPERTY

# GLOBAL VISION



## The Intellectual Property Lifecycle



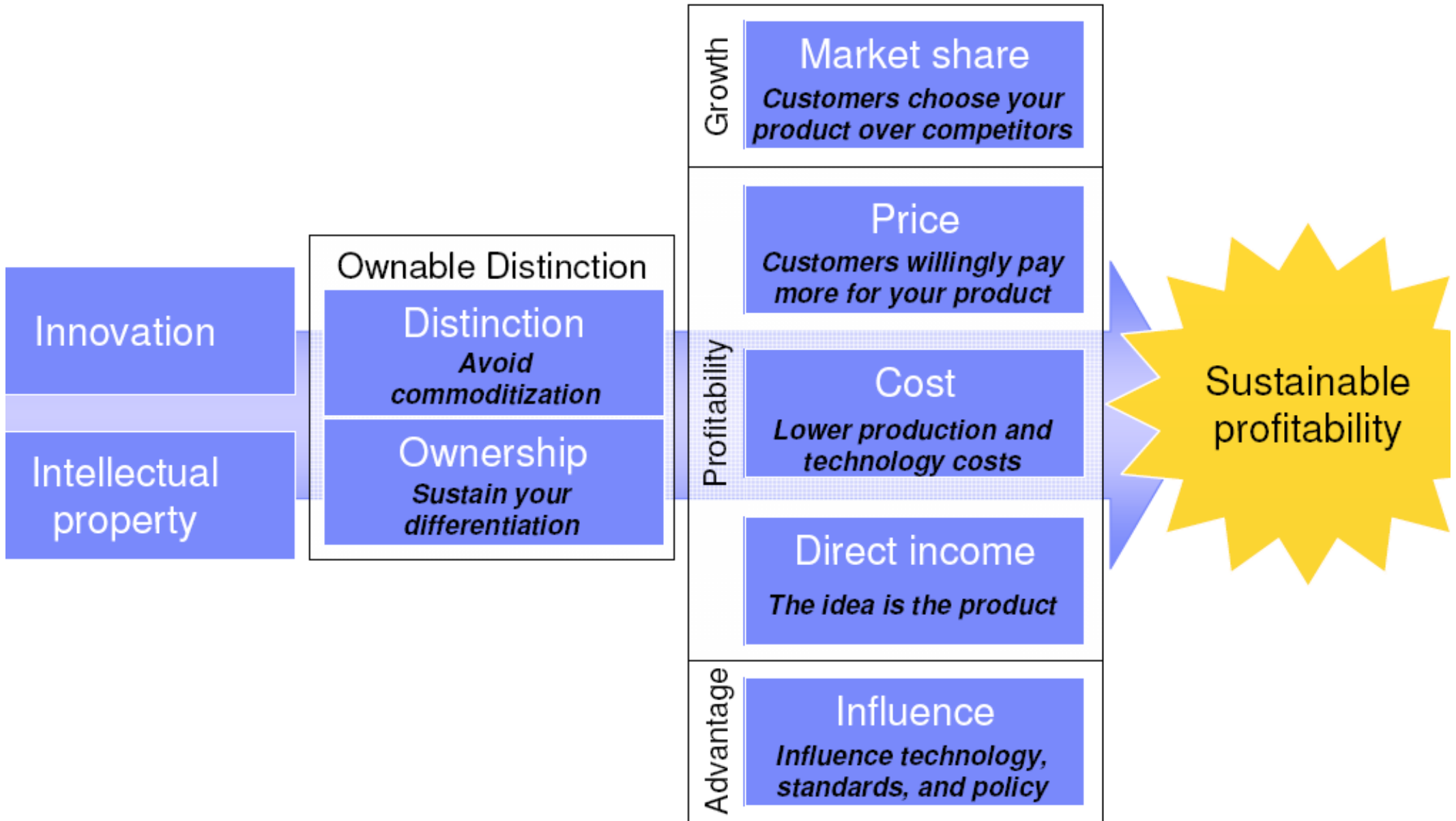
IP services modules:

- Innovation mining
- Invention workshops
- Culture of innovation

- IP creation
- IP lifecycle management
- Portfolio management

- IP licensing
- IP defense
- Standards and Open Innovation





# Intellectual Property protection

## **ALERT** : Legal Support regarding employees' inventions

- The legal support in **Romania**, the law no.64/1991, gives the employer a conditional and limited protection with regard to employees' inventions, especially as they occur while performing their assigned work tasks, knowing and using the technique, the specific means or data of the employer or with his material support.
- This is not the same situation in **France** or **Germany**, for example, where the law protects first the employer's rights to inventions made by employees in their assigned work tasks. Thus, the inventions made by employees while performing their assigned work tasks are considered inventions of the employer.
- Compared to what was presented, it is considered necessary to consolidate the provisions of the Law no.64/1991 with the legal provisions applicable in member countries of the European Union in order to implement uniform standards for the entire community space.

- **Attracting foreign investments in Romania, in research and innovation field, in order to put in value the creative potential of the Romanian young specialists, won't be possible without the existence of a legal framework that ensures a real protection of this investments, in terms of ensuring the judicial security of the research and innovation activity results, and the investors interests in field.**
  
- **For this reason, we appreciate that it is extremely important that the employers rights should be obviously dominant in comparison to the employees rights concerning inventions at work. Without such a recognition we face the risk that the private resources for research and innovation avoid Romania, being directed towards areas where the above mentioned issues are provided.**