

Curriculum Vitae

Khemaies Gasmi



Date of birth 4 February 1947
Family Married
Nationality Tunisian
Languages Arabic, French, English
Position Project Manager
Base Office Tunis, Tunisia

Career history

2008 (curr)	Project Manager INAVIA Aviation Consultants GmbH
1980 - 2005	Manager / General Manager of Tunisair
1998 - 2004	Chairman of IATA Production Performance Measurement Group

Professional training

2007	Management and Leadership Techniques
2006	Human Factors
2004	Contracts Negotiations & Elaboration
2003	Leadership and Teamwork Management
2003	Re-Engineering
1982	Aeronautics Course (Civil Aviation School)

Education

1997	Advanced Strategic Management Diploma, Tunis, Tunisia
1976	Advanced Management Certificate, Texas, USA
1970	English Teacher Diploma, Texas, USA

Professional experience

2008 (curr) Function / Position **INAVIA Aviation Consultants GmbH
Toenisvorst / DE**

Since Khemaies joined the InAvia team, he has supported InAvia in various projects, including several outright purchase as well as ACMI lease transactions.

**1980 - 2005 Manager & General Manager
at Head Office** **Tunisair
Tunis / TN**

While spending almost his entire career time at the corporate head office of Tunisia's national carrier, Khemaies gathered a vast experience in many fields of the airline business.

During these years, Khemaies held the following management posts:

- Manager Contracts (5 years)
- Manager Cost Control (15 years)
- General Manager Business Management (5 years)

His principle activities included (among others), to design, develop, integrate, and operate a Strategic Management System allowing the airline to constantly check and analyse its actual performance versus the budget, and take necessary measures in case of deviations.

Major tasks which Khemaies achieved during these activities were

- Identification of the main indicators for each principal activity of the airline (aircraft maintenance, ground handling, catering, flight crew, cabin crew, fuel, marketing & sales, safety, etc.)
 - Designation of the team in charge of the Strategic Management System of the airline
 - Set up of the annual objectives of the year for each activity
 - Integration of a reliable Accounting System
 - Budget management
 - Internal benchmarking
 - International benchmarking
 - Elaboration of the company's policy on pricing & billing
 - Elaboration of Aircraft Lease Agreements (ACMI)
 - Performance development
 - Follow-up and analysis on a monthly basis in order to make corrections & decisions needed so that the annual objectives could be met
 - Preparing and chairing the monthly management meetings (Company Chairman, Vice Presidents, Department Heads, Strategic Management)
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1998 - 2004 Speaker and Chairman **on behalf of Tunisair
Tunis / TN**

During these years, Khemaies attended various international aviation and airline industry conferences, both as a speaker and as chairman.

1998 - 2004 Chairman
(on behalf of Tunisair)

IATA Production Performance Measurement Group
International Air Transport Association
Montreal / CA

Khemaies was elected (and re-elected twice by acclamation) Chairman of this IATA group for three consecutive terms.

The group's main task is to assist IATA member airlines to correctly identify their annual maintenance costs for airframes, engines, components, and overheads.

The group's mission is to make airlines aware about ways to get reliable data and how to constantly reduce costs, improve revenues - without compromising safety. IATA still is the only official source that could provide unbiased and reliable cost data on aircraft maintenance.

