



# Xavier Massé

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As a natural leader, designer, educator, artist, and explorer, I am driven to collaborate with teams that uphold ambitious standards, champion innovation and creativity, and prioritize inclusivity through collaborative and co-creative practices. My work has fostered dynamic opportunities within the art and design education community, building meaningful partnerships and impactful projects with key collaborators.

2023 to February 2026  
**Haliburton School of Art and Design  
Fleming College**

Haliburton (Canada)  
hsad.ca



## Dean of the Haliburton School of Art and Design (HSAD)

- Academic quality supervision, quality reviews and new program development
- Academic operations supervision with chairs, coordinators, faculty and students
- Continuing education (CE) development and programming
- New business development and community outreach development
- Student experience and nurturing of the school's culture
- Finance, budget planning and management
- Human Resources management in a unionized environment
- Reporting to Fleming's Senior Management Team (VP and president's office).

**Results:** Stabilization of the school operations and streamlining of internal processes, expansion of Continuing Education programs to yearlong offerings and increase of enrollment by 3%, reconnection of the school with creative and local communities, opening of new labs and the students residence, creation of badging rewards system.

**Partners:** Indigenous knowledge keepers, Veterans Affairs, NSERC, HC Chamber of Commerce, HCDC, Sculpture Forest, ACM Design, OCAD U, One Of A Kind Show...

2017 to May 2023  
**George Brown College  
School of Design**

Toronto (Canada)  
georgebrown.ca



## Professor, academic program coordinator, design researcher

- Professor, Visual Design, Interactive Projects, Portfolio, Design Cultures, Information Design, Physical interfaces and Human Centered Design Labs
- Academic coordinator, Interaction Design and Interactive Media Management Programs
- International design challenges awards winning with students
- Industry Research and Innovation Projects Leader and business developer
- Curriculum Development and Reviews.
- Professor Systems Design Products and Services, Institute Without Boundaries
- Charrette(s) co-organizer and team advisor, Institute Without Boundaries

**Results:** Increased enrollment (Interaction Design) by 20% for 2017/19.

**Partners:** Thunderwoman Healing Lodge Society, Gardiner Museum, ECV, SHOPIFY, AVENADE, Home Depot...

2016 to 2017  
**ECV  
Creative Schools  
& Community**

Paris (France)  
ecv.fr



## Dean (Paris campus) and director of international curriculum development

- Management and supervision of the three ECV campus in Paris
- Creation for 2017/18 of foundation program dedicated to Animation & Game
- Creation and management of inter disciplinary workshops (EDF, Science Po)
- Creation and coordination of the Master in Design Strategy (Paris, Shanghai and Toronto)
- Creation and coordination of opening of campus in Mumbai (India) with Whistling Woods International

**Results:** Increased enrollment (Paris) by 24% for 2016/17.

**Partners:** EDF, SciencesPo, FutureBrand, Whistling Woods International, George Brown College...

2010 to 2016  
**George Brown College  
School of Design**

Toronto (Canada)  
georgebrown.ca



## Professor

- Professor Systems Design Products and Services, Institute Without Boundaries
- Atelier Leader, Institute Without Boundaries
- Charrette(s) co-organizer and team advisor, Institute Without Boundaries
- Professor Interactive Systems and Interactive Production, Interactive Media Management Program
- Professor Design Cultures, Interaction Design and Development (IDD) and Game Development
- Participated and won international design challenges with students
- Industry Projects Leader
- Digifest Steering Committee member and PAC meetings

**Results:** Curriculum development of IMM and IDD programs

**Partners:** CISCO, EDF, ECV...

2013 to 2016  
**Relay**  
 Toronto (Canada)  
 relayexperience.com



**Co-founder and senior creative and strategy director**

- In charge of developing experiential marketing strategies with Relay's clients
- Creation of "Experiential Mapping" methods and tools
- In charge of creative direction and executive support with management teams of Relay's major accounts
- Development and management of growth strategy with sales director

**Results:** Record sales of 1,5M CAD in 2015  
**Clients:** CFL, KPMG, MARS, WRIGLEY, TORONTO LIFE...

2003 to 2013  
**Wolfson Bell**  
 Toronto (Canada)  
 wolfsonbell.com



**Senior creative director**

- Guarantor of Wolfson Bell creative orientations and methodology
- In charge of recruitment of the creative and production teams
- In charge of creative direction of WB's major accounts
- Client executive support with management (communication, sales / marketing and IT)
- Consulting missions with clients executive management

**Results:** Increased staff and profits, sales of 1,2 M CAD in 2008  
**Clients:** ERNST & YOUNG, IPEX, MAGAZINES CANADA, SOCAN, TORONTO BOARD OF TRADE, COGNIZANT, TRADER CORP, FIRST SERVICE...

1999 to 2003  
**Mediasystem  
 Publicis group**  
 Paris (France)  
 publicis.com



**Managing director of Publicis Mediasystem Interactive**

- Facilitation of Publicis' acquisition of Logica's WEB STUDIO, see below. Creation of the « Interactive division (consulting in e-communication & web)
- Development and management of the growth strategy with the President and implementation with the teams (sales, creative, production)
- Management of the project teams, consulting, design, editorial and design (50 people)
- Client executive support with management (marketing / communication, HR and IT)

**Results:** Implementation of the « Interactive » division, sales of 2M Euros in 2002.  
**Clients:** 3M, RENAULT, DELOITTE & TOUCHE, ACCENTURE, APPLE, TOSHIBA, SOCIETE GENERALE, CEGETEL, MANPOWER, THALES, CAP GEMINI, EURO DISNEY...

1997 to 1999  
**Logica**  
 (Since then acquired by CGI)  
 logica.fr



**Founder and managing director of the WEB STUDIO**

- Creation of the Web Studio (Consulting in WEB Front End) within the group
- Development and management of the growth strategy with the director of Communication and Information Technology
- Development and guarantee of the sales objectives (sales, profit margin for Europe)
- Management of the project teams (20 web designers and developers)

**Results:** Implementation of Web studio, sales of 1M Euros in 1999.  
**Clients:** 3 SUISSSES, AUCHAN, REUTERS, CORA group, CAISSE d'ÉPARGNE (PACA), SANOFI SYN-THELABO, France TELECOM...

1990 to 1997  
**Dollery Rudman +  
 Wolfson Bell**  
 Toronto (Canada)

**Art director**

- Creation of the Multimedia (Design and production) activity within the studio
- Management of the project teams, production and design (10 people)

**Results:** Creation of the Multimedia activity, sales of 500K CAD in 1997.  
**Clients:** ERNST & YOUNG, BARRICK GOLD CORPORATION, PETRO CANADA, SOCAN, APPLE Canada, GILBEY Canada, CADBURY CANADA, MOLSON, HEINZ...

Languages  
 Education  
 Other working experiences  
 Activities  
 AWARDS & MEMBERSHIPS

Français, my mother tongue / English, bilingual (35+ years in Toronto, Canada)  
 Spanish, Basic

• BA in visual Communication, ECV Creative Schools & Community  
 Paris, France

- Published an article in "Design en regards" (les presse du réel)
- Lecturer and master class at Science Po and Le CNAM and the New Media international conference organized by the McLuhan centre [University of Toronto], Digifest Toronto, IDS Toronto.
- Participated and taught at multiple conferences

- Outdoor activities with my family [canoeing, hiking, skiing...]
- Painting [during the rare spare time]

- Advertising and Design Club of Canada (ADCC) • Horizon Interactive Awards
- Design and Art Direction (D&AD) • EDF Sharing Energy in 2030 Challenge •
- Cumulus • IXDA • RGD • Design Exchange

**TECHNICAL SKILLS**

- Visual design
- UX / UI design
- Web design
- Information design
- Media production
- Prototyping
- Print making
- Adobe Creative Suite
- MS Office tools
- Cloud based tools