



Thomas Mevel

Head of Quality - Safety - Compliance / ex-Puma ex-Zalando / Founder recon.eu

📍 Amsterdam, Netherlands

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Languages

English (Native)

French (Native)

German (Basic)

Spanish (Work Proficiency)

Vietnamese (Basic)

About

As the Founder of recon.eu, my mission is to revolutionize the fashion industry by extending the lifecycle of fashion articles. My tenure as Head of Quality and Product & Transport Compliance at stichd has honed my skills in quality management and regulatory compliance, ensuring excellence across global markets.

My approach is to foster a culture of continuous improvement, leveraging my expertise in laboratory management and process enhancement. The achievements at recon.eu and stichd reflect our shared commitment to sustainability and customer safety, achieved through strategic partnerships and innovative quality solutions.

BRANDS WORKED WITH



Experience

● Founder

recon.eu | Mar 2024 -

At recon.eu we make sure that we extend you fashion articles' lifecycle by reconditioning them.

Send us your B-grade returns, let us repair/clean/repack and sell them as A-grade again.

recon.eu is the result of years spent working across all steps of the fashion supply chain, driving positive impact for climate change, EBIT and craftsmanship preservation.

Reach out if you're interested in knowing more

● Head of Quality - Product & Transport Compliance

stichd | Sep 2022 -

Being the Head of both Quality and Product & Transport Compliance allows me to work in different setups, with various teams across the organization and different streams of impact.

I oversee the full scope of Quality (Product Quality, Product Physical testing, Inspections, CFA programs etc) and manage teams across the world in our production countries.

I am nurturing a culture of cooperative and continuous quality improvement with both internal and external stakeholders.

On the Quality Technical side here are the tasks my team and I look after:

Quality Management / Quality Assurance / Quality Control / Quality Improvement / Continuous Improvement / ISO Standards / Regulatory Compliance / Root Cause Analysis / Risk Assessment / Corrective Actions Plan (CAP/CAPA) / Quality Reporting / Quality Metrics & KPIs / / Quality Management Systems (QMS) / Performance Management / Team Leadership

Managing the Product & Transport compliance team is also a very strategic role. I am responsible for making sure that our products and packaging (polybags/carton boxes etc.) meet both regulatory specifications for each country and also each customer, with the support of a brilliant passionate team.

We work closely with product teams, data management, supply chain, and logistics to ensure its integration and maximal risk mitigation.

My team's tasks here on Product & Transport compliance:

Product Compliance / Chemical testing / Certifications / Global trade / Country requirements/ 3rd Party labs / Product labeling / Care labels /



Stickers & Barcodes generating / Article weights / Box quantities / Logistic files.

Some Figure:

- Managed 3 separate teams covering 3 streams (essentials/lifestyle/fan-wear)
- Looked after 10K+ main items- Got F1 compliant for 750 main items in 21 Countries



● Lead Quality & Compliance

SELLERX | Jun 2021 - Aug 2022

Building the foundations of a Quality & Compliance Department from scratch and surrounding myself with other passionate team-players is what I'm currently doing in SellerX.

Setting up an evolutive Strategy / the right Team Structure / Scalable Processes & SOPs / enabling Bridges to other teams and reducing our CO2 emissions are our daily Challenges.

Some Figures:

- Looked after 1000+ main items
- Compliant over 20+ export markets on 4 continents
- Built a full team / 100% of processes into ASANA / Monitoring Risk levels

We ensure the Quality of our products, the Safety of our customers and the Compliance with individual market regulations, in the most sustainable manner.

● Senior Quality Manager

Zalando SE | Feb 2019 - Jun 2021

Supplier/Brand Quality Management - Monitoring over 2000 Brands day to day with all data and stakeholders (internal and external) involved

- Brands clustering (Category/Price/Strategy)
- Assessing Brands' supply chain capabilities and defining Action Plan
- Engaging with brands individually with the support of internal stakeholders (buyers)
- Adaptation of Action Plan
- Monitoring progress in-season and end-of-season / track and take actions if necessary (can mean cutting budgets as well)

Monitoring and Improving the Quality Indicators & their processes

- Reviewing all KPIs in use and constantly making sure that they remain efficient and consistent
- Coming up with new measures, options to match with core Values of company and evolving Strategy

Customer Returns Quality Management - Defect Classification / Defect Guidelines

- Making sure that customer returns are dealt with the same care in all warehouses/return centers, classified the same way as well
- Making sure that classification of return goods is adequate, matches Zalando's customer policies and reducing costs along the way
- Creating defect guidelines to support classification & internal training

Warehouses Quality Audits within all ZALANDO HUBS

- highlighting discrepancies between all warehouses (Hubs or external) in the way they classify articles
- Reporting to top management (VPs - N+3) monthly
- Providing recommendations and outcomes
- List all possible projects to improve

Footwear Expertise

- Providing footwear expertise within the business (internal Brands / ad hoc)
- Training colleagues

Some Figures :

- Decreased Manufacturing Defect Returns Rate by 50% over 2 seasons.
- Increased Quality within 100+ Suppliers
- Positive Cost of Quality via Quality related Discounts and Chargebacks (>1Meuros)

● SEA Regional Manager

CTC | Nov 2015 - Feb 2019

Quality Assurance Strategy and Operations

- Developing and monitoring the operational plans of each country across South-East Asia.

- Managing the Vietnam laboratory from the HR, training & equipment follow up to the reporting / client technical feedback.

Deep knowledge of the Standards (ISO/EN/DIN/GB etc.), of the materials (Textile/Leather/Accessories) and of the construction of the products.

- Monitoring a team of Inspectors in SEA for FRI Controls, AQL, in-line controls, SOP management, defect classification, product improvement etc.

- Leading the custom-made Technical Audits programs within our client's factories : Conducting Technical, Social, Environmental Audits within the factories based on client or international standards.

- SAC certified verifier and deep knowledge of the SEA factories.

- Commercial Development : increasing the turnover / client, reaching new targets, prospects and their conversion into key clients. Managing price-lists and quotations, margins and budgets.

Operational Governance and Reporting

- Plan and Organize regular meetings, internally or with clients to monitor both the activity and the relationships.

- Feeding the clients with figures feedback with season reviews, ratios and corrective action plans.

- Developing and maintaining the Standard Operating Procedures with each client.

Business Analytics

- Oversee the business analytics in examining relevant data and intelligence

- Use the relevant data to support the development of tailored offers/guidelines/procedures

- Work with business partners in meeting the client's quality expectations and strengthen our expertise.

Experience and Integrity

I have a genuine tendency to uphold personal and organizational integrity.

I am self motivated & results driven

Ability to network and build professional relationships

Diplomas in Textiles + Business/Management

8 years of Managerial experience.

Some Figures :

- Staff increased from 15 to 21 regionally

- Turnover increased of 70% in 2 years

● Operationnal & Sales Manager CTC Vietnam

CTC | Mar 2012 - Nov 2015

Leather / Leather goods / Shoes / Textile / Accessories

SEA Commercial development : increasing the activity, sales development and key account management

Laboratory management : building and training a team to provide testing reports to clients/suppliers before shipping the goods in a ISO 17025 environment.

Inspections management (FRI / In-line) of a team of inspectors in SEA, providing Technical/Social audits in factories & developing guidelines with the client.

Auditor on-site : Technical/Equipment/Processes/Good/Social & Environment.

Some figures :

- Staff increased from 7 to 15 regionally

- Turnover increased of 105% in 2.5 years

● Founder / Partner

BrainboxStudio | Jun 2010 - Feb 2012

To take part in the breeding of a company was a step i needed to achieve, successful or not, to improve and bring to maturity personal skills & to know the habits / ways of doing business here in Vietnam.



My daily job & focus :

- General Management (Staffs/Partners)
- Finances (Budgets/Salaries/Targets)
- Key Account (Clients/Sales)

Some figures :

We started with 3 founders - hired up to 15 staffs

We closed down when we've lost a pitch for a major client (Vespa)

- **Purchasing Consultant**

APEX Vietnam | Apr 2009 - Mar 2010

Supplier Relationship Manager / Purchasing Optimization / Restructuration of the Purchasing Division / Implementation of tools.

Logistics & Warehousing processes and tools

SA8000 implementation in factories

General Management support by being the GM's right hand



- **Export Promotion Intern**

PROMPERÚ | Apr 2007 - Sep 2007

Implementation and Monitoring of ISO norms within Alpaca wool factories in Peru. All regions

Supply Chain reorganization to improve the quality levels, to monitor the performance and to increase the margins.

Auditing the process and document to fit the ISO 9001 requirements.

Support their candidating to local funds in order to export

Education & Training

2008 - 2009

- **EMLyon business school**

Masters, International Purchasing

2005 - 2008

- **IFAG Lyon**

Bachelors, Management

2003 - 2005

- **Lycée Diderot LYON**

Bachelor's degree in Textile,