

# TRAVIS COURNOYER PhD

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## AGENTIC WORKFLOW TRANSFORMATION & ENTERPRISE SYSTEMS LEADER (10+ YEARS)

*SYSTEMS INTEGRATION • OPERATING MODEL DEVELOPMENT • ENTERPRISE AI*

**Cross-functional transformation leader** with 10+ years designing and improving the systems, processes, and tools that organizations use to execute complex work. Experience spans startup leadership, enterprise systems architecture, requirements management, workflow automation, and AI-assisted decision support across automotive, aerospace, and energy storage organizations.

### EDUCATION

*PhD in Chemistry | University of Nevada, Reno (2017)*

*B.S. in Chemistry | Roger Williams University (2012)*

### KEY CAREER DELIVERABLES

Personally delivered measurable business outcomes including \$45M in projected cost savings, \$20M in contracted revenue, enterprise workflow transformations across automotive, aerospace, and energy storage organizations, and deployment of AI-enabled operational systems supporting engineering decision-making.

### RELEVANT EXPERIENCE

*Lucid Motors | Newark, CA 94560*

**Staff Adhesive Engineer | AI & Workflow Transformation Lead for Materials & Joining Org.**, Jan 2025 - *Current*

Architected and deployed an enterprise knowledge and reasoning platform that transformed fragmented engineering information into a structured, AI-accessible system, enabling engineers to retrieve expertise, synthesize information, and accelerate decision-making through a consolidated app.

- **Agentic Workflow Platform Development:** Designed and implemented an integrated AI-enabled workflow platform for Materials & Joining by creating a structured knowledge-management system, developing a user-facing web application, and deploying an AI reasoning agent capable of retrieving, organizing, synthesizing, and acting upon engineering knowledge through a single, unified interface.
- **Knowledge Architecture & Enterprise Content Strategy:** Audited, curated, and restructured the organization's engineering knowledge base by consolidating fragmented information sources into a centralized, searchable repository designed to support both human users and AI-assisted workflows.
- **Process Transformation & Requirements Definition:** Led redesign of the business's global engineering issue-management workflow by gathering stakeholder requirements, identifying operational bottlenecks, and partnering with engineering, quality, and IT teams to define system requirements, success metrics, KPIs, and development milestones.
- **Business Impact:** Delivered \$45 million cost reduction over ten years across the company's product portfolio through process and technology improvements while reducing operational complexity and improving standardization across engineering workflows and supply-chain activities.

*Kyma Batteries | Carson, CA 90810*

**Chief Executive Officer**, Jan – Sep 2024 | **Head of Battery Engineering**, Nov – Dec 2023

Recruited by the company's investor after initial hiring to assume executive leadership (following founder departure), establish the organization's operating model, strategic roadmap, team, partnerships, and execution framework, and scale the business from an idea into reality.

- **Organizational Operating Model Design:** Designed and implemented the company's operating model from the ground up, defining organizational structure, decision-making processes, planning cadences, execution workflows, and supplier / partner / customer engagement models.
- **Strategic Roadmapping & Portfolio Planning:** Developed the company's five-year technology and commercialization roadmap, prioritizing product development efforts, intellectual property investments, manufacturing capabilities, battery supply strategy, and expansion into emerging battery technologies including sodium-ion and lithium-metal systems.
- **Team Building & Organizational Scaling:** Built and scaled the organization by establishing headquarters operations, hiring and leading a team of engineers and technicians, defining roles and responsibilities, and creating succession and staffing plans that would enable sustainable business growth.
- **Commercial Execution & Business Outcomes:** Led commercial execution across customer acquisition, technology partnerships, battery procurement, and manufacturing planning, securing \$20 million in contracted revenue and establishing the supplier, customer and operating relationships needed to support future growth.

*Ampaire | Hawthorne, CA 90250*

**Sr Battery Engineer**, Mar 2021 – Nov 2023

Led cross-functional development programs spanning requirements definition, technical execution, supplier coordination, certification strategy, budgeting, and stakeholder alignment for hybrid-electric aircraft systems operating under FAA certification requirements.

- **Program Ownership & Integrated Planning:** Owned end-to-end delivery of major aircraft subsystems, coordinating requirements, schedules, budgets, suppliers, testing activities, certification objectives, and engineering execution across multidisciplinary teams to support aggressive flight-test and certification milestones.

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- **Requirements, Budget, & Stakeholder Management:** Managed subsystem requirements, supplier relationships, technical tradeoffs, and a \$2.5 million development budget while aligning engineering, leadership, external partners, and regulatory stakeholders around program objectives and execution priorities.
- **Regulatory Strategy & Executive Alignment:** Developed certification strategies and regulatory frameworks for novel hybrid-electric aircraft systems, including authoring the company's Type Certification Basis from scratch and aligning executive leadership, engineering teams, and FAA representatives to the certification pathway and compliance objectives.

## *Rivian | Irvine, CA 92618*

**Battery Engineer**, Feb 2019 – Mar 2021

Led battery-module integration and operational readiness efforts supporting Rivian's transition from prototype development through volume production across the R1T, R1S, and Electric Delivery Van programs.

- **Governance Framework Development:** Developed and institutionalized engineering governance frameworks including change-control processes, part-numbering standards, and product configuration strategies that improved traceability, reduced operational complexity, and supported organizational scale.
- **Change Control & Traceability Systems:** Designed scalable product-information structures and configuration-management approaches that reduced battery-system complexity, improved information consistency, and enabled efficient coordination across engineering, manufacturing, supply chain, and validation teams.
- **Cross-Functional Issue Resolution:** Led cross-functional problem-solving efforts addressing manufacturing, quality, and product-development bottlenecks, driving root-cause investigations and corrective-action implementations during the critical production-ramp.

## *Faraday Future | Gardena, CA 90248*

**Battery Engineer**, Nov 2016 – Nov 2018

Led enterprise requirements management, workflow integration, configuration management, and cross-functional process-improvement initiatives while supporting product development, manufacturing readiness, and organizational scale across two vehicle programs.

- **Enterprise Requirements Architecture:** Served as the global administrator and lead architect for the company's requirements management ecosystem, designing governance structures, project architectures, traceability frameworks, and validation workflows connecting product definition, engineering execution, and verification activities across the global organization.
- **Workflow Automation & Systems Integration:** Designed and implemented automated workflows connecting Jama, Jira, SharePoint, and Confluence, enabling cross-functional coordination and reducing friction between engineering, software development, validation, and testing organizations.
- **PLM <> ERP <> MES Data Flow Design:** Mapped and optimized enterprise data flows spanning product lifecycle management, enterprise resource planning, manufacturing execution, procurement, inventory, and vehicle production systems to improve process visibility, traceability, and operational alignment. Presented findings and recommendations to executive leadership, after which all recommendations were deployed to production systems.
- **Configuration Management & Governance:** Established governance mechanisms for product configuration management across battery, powertrain, and chassis organizations, ensuring alignment between engineering definitions, option structures, manufacturing requirements, and customer deliverables.
- **Cross-Functional Process Transformation:** Led a cross-functional process-improvement initiative addressing breakdowns in supplier-delivery visibility, parts tracking, and organizational accountability, defining clear roles, responsibilities, and operational workflows across engineering, supply chain, program management, finance, and manufacturing teams.

## *Tesla | Palo Alto, CA 94304*

**Intern – Battery Technology**, Aug 2015 – Oct 2016

Supported technology development, supplier evaluation, and operational readiness initiatives for Tesla's next-generation battery and energy storage programs during the launch of Gigafactory 1.

- **Cross-Functional Program Execution:** Gathered cross-functional requirements to design and deliver Gigafactory 1's quality laboratory ("GigaLab"), coordinating facility planning, equipment procurement, installation, and operational readiness.
- **Data-Driven Technology Evaluation:** Developed and executed evaluation frameworks for battery adhesives and coatings by defining performance requirements, supplier benchmarks, test methods, and cost targets to support technology-selection in Model 3 battery packs.

## INTELLECTUAL PROPERTY & PUBLICATIONS

### *Intellectual Property*

Named inventor on 14 issued U.S. Patents.

11 additional patent applications pending.

50+ invention disclosures spanning manufacturing systems, energy systems, process optimization, and product architecture.

### *Publications*

Author, *Courageous Curiosity: Find Answers Where Everyone Else is Afraid to Look*