



Associate Professor Aymeric HEMON-HILDGEN

Academic Department: Operations Management
and Decision Science

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RESEARCH INTERESTS

- Digital Transformation
- IS Governance
- IS Development
- Risk and Resilience
- IS Innovation

TEACHING DOMAINS

- Information systems and operations management

EDUCATION

Highest degree :

2018	PhD, Management Science, Management Information Systems, Nantes Université, France <i>Transformation organisationnelle de la fonction systèmes d'information : des méthodes agiles à DevOps</i>
2014	Master of Science, Business administration, Management Information Systems, University of Angers, France
1996	DESS Strategic Studies, Institut de Relations Internationales et Stratégiques (IRIS), France
1995	Bachelor of Science, Political Sciences, Montréal University, Canada

PROFESSIONAL EXPERIENCE

Academic experience and positions

Since 2025	Associate Professor, ESSCA School of Management, France
Since 2014	Associate researcher LEMNA CNRS EA 4272 on the NTO Research focus (Digital and Transformation of Organizations), LEMNA (Laboratoire d'économie et de management Nantes Atlantique), France
2019 - 2025	Assistant Professor, ESSCA School of Management, France
2017 - 2018	Research Engineer, Nantes Université, France
2017 - 2018	Adjunct Lecturer, IMT Nantes Atlantique, France
2016 - 2018	Adjunct Lecturer, ESSCA School of Management, France

PROFESSIONAL EXPERIENCE

Professional experience

- Since 2014 Senior consultant, Besson Practice Consulting Firm, France
- 2007 - 2014 Senior consultant, Consulting Firms
- 2006 - 2007 L&D and HR Development Manager, TUI Travel, France
- 1999 - 2000 ERP Business Process Manager, Airbus Helicopters, France

INTELLECTUAL CONTRIBUTIONS

Peer-reviewed Articles

- HEMON-HILDGEN, A. and ROWE, F. (2022). Conceptualising and defining DevOps: A review for understanding, not a framework for practitioners. *European Journal of Information Systems*, 31(5), pp. 568-574.
- HEMON-HILDGEN, A., ROWE, F. and MONNIER-SENICOURT, L. (2020). Orchestrating automation and sharing in DevOps teams: A revelatory case of job satisfaction factors, risk and work conditions. *European Journal of Information Systems*, 29(5, Special Section: Orchestration in Contemporary Software Development), pp. 474-499.
- HEMON-HILDGEN, A., LYONNET, B., ROWE, F. and FITZGERALD, B. (2020). From Agile to DevOps: Smart Skills and Collaborations. *Information Systems Frontiers*, 22(4), pp. 927-945.
- HEMON, A., FITZGERALD, B., LYONNET, B. and ROWE, F. (2020). Innovative Practices for Knowledge Sharing in Large-Scale DevOps. *IEEE Software*, 37(3), pp. 30-37.
- HEMON, A., FITZGERALD, B., LYONNET, B. and ROWE, F. (2020). Innovative Practices for Knowledge Sharing in Large-Scale DevOps. *IEEE Software*, 37(3), pp. 30-37.

Chapters in book

- DELTOUR, F., HEMON-HILDGEN, A., LAIRET, G. and LETHIAIS, V. (2025). Transformation organisationnelle : vers un SI décarboné. In: Guillaume Biot-Paquerot, Amélie Clauzel, Caroline Riché eds. *Vers un management durable des systèmes d'information ?* 1st ed. Management & Datascience, pp. 65-88.

Conference proceedings

- THENOZ, E., RAYMOND, M., MONNIER-SENICOURT, L., JACOB, F., HEMON-HILDGEN, A. and ROWE, F. (2024). Integrating Generative AI into Work: A Case Study of Changes to Core Job Characteristics. In: *Proceedings of the 45th International Conference on Information Systems (ICIS)*. AIS elibrary.
- HEMON-HILDGEN, A., LYONNET, B., ROWE, F. and FITZGERALD, B. (2019). Conceptualizing the Transition From Agile to DevOps: A Maturity Model for a Smarter IS Function. In: *Smart Working, Living and Organising, TDIT 2018. IFIP Advances in Information and Communication Technology*. Cham: Springer Cham, pp. 209-223.
- HEMON-HILDGEN, A. and ROWE, F. (2019). Is Career Anchors, Professional Growth and Mobility Intentions: A DevOps Jobs Learning Effect? In: *ICIS 2019 Proceedings*. 13. AIS elibrary.
- HEMON-HILDGEN, A., MONNIER-SENICOURT, L. and ROWE, F. (2018). Job Satisfaction Factors and Risks Perception: An embedded case study of DevOps and Agile Teams. In: *ICIS 2018 Proceedings*. 13. AIS elibrary.
- ROWE, F., HEMON-HILDGEN, A. and BESSON, P. (2017). Socio-technical Inertia, Dynamic Capabilities and Environmental Uncertainty: a new lens at Enterprise Systems enabled Organizational Transformation. In: *Proceedings of the 25th European Conference on Information*

Conference paper (with selection committee)

HEMON-HILDGEN, A. (2025). Impacts of prompt engineering versus context engineering on task performance in large language models. In: International Conference on Software Engineering and Information Technology (ICSEIT). South Asian Research Center, Hanoi.

KAM, H.J. and HEMON-HILDGEN, A. (2025). GenAI in DevOps: Boon or a Bane. In: MIPRO 2025 - 48th ICT and Electronics Convention, HCI - Human-Computer Interaction. Opatija.

LAIRET, G., HEMON-HILDGEN, A. and DELTOUR, F. (2024). Conceptualiser la Green IT awareness : Proposition d'une approche multiniveau. In: Conférence AIM : Travailler avec l'IA ou malgré l'IA ? Montpellier.

THENOZ, E., MONNIER-SENICOURT, L., HEMON-HILDGEN, A. and ROWE, F. (2024). Influence du recours aux IA génératives sur les caractéristiques essentielles du travail : résultats préliminaires d'une étude qualitative. In: 29e Conférence de l'Association Information et Management (AIM). Montpellier, La Grande Motte.

RAYMOND, M., HEMON-HILDGEN, A. and ROWE, F. (2024). La facilité d'usage et les conditions facilitatrices face aux promesses de la technologie : Leçons d'expérimentations d'outils d'IA génératives de code et de texte en contexte professionnel. In: 29e Conférence de l'Association Information et Management (AIM). Montpellier, La Grande Motte.

HEMON-HILDGEN, A., LYONNET, B., ROWE, F. and FITZGERALD, B. (2018). Conceptualizing the Transition From Agile to DevOps: A Maturity Model for a Smarter IS Function. In: IFIP WG 8.6 Working Conference. Portsmouth.

LYONNET, B., HEMON-HILDGEN, A. and ROWE, F. (2018). Amélioration continue et pratiques agiles innovantes : un effet maturité DevOps ? In: Conférence de l'Association Information et Management (AIM). Montréal.

RESEARCH ACTIVITIES

Editorial activities

Editorial board of scientific journals

Since 2023 Associate Editor, AIS elibrary - ICIS Proceedings

Reviewer for an academic or professional publication

Since 2022 Ad hoc Reviewer, European Journal of Information Systems

Service to the academic discipline

Reviewing activities for an academic conference

Since 2023 Ad-hoc reviewer, SIM Conference

Since 2023 Ad-hoc reviewer, AMCIS Conference

Since 2021 Ad-hoc reviewer, ECIS Conference, Association for Information Systems (AIS)

Since 2021 Ad-hoc reviewer, Prolog, France

Since 2021 Ad-hoc reviewer, DESRIST (International Conference on Design Science Research in Information Systems and Technology), United States of America

Since 2018 Ad-hoc reviewer, ICIS Conference, Association for Information Systems (AIS)

Since 2018 Ad-Hoc reviewer, Association Information and Management (AIM), France

Scientific committee of an academic conference

- 2025 - 2025 Associate Editor Track 16 | IS for Resilience and Sustainable Development, European Conference on Information Systems (ECIS), Jordan
- 2024 - 2024 Associate Editor Track 17 | Green Information Systems and Sustainable Development, European Conference on Information Systems (ECIS), Cyprus
- 2024 - 2024 Associate Editor Track 02 | General Track, European Conference on Information Systems (ECIS), Cyprus
- 2023 - 2023 Associate Editor for 2023 Conference, European Conference on Information Systems (ECIS), Norway
- 2021 - 2021 Program Committee: XP 2021 Conference, 9th International Workshop on Large-Scale Agile Development
- 2021 - 2021 6th International Conference on Project & Logistics / Theme : Digitalization Of Supply Chains And Projects, Prolog, France
- 2019 - 2019 Co-organisateur, 24e Conférence, Association Information and Management (AIM), France

Membership in an academic association

- Since 2018 Professional affiliation, Association for Information Systems (AIS), United States of America
- Since 2015 Member: AIM World Research Community in Information Systems, Association Information and Management (AIM), France

Participation in a research consortium

- 2023 - 2024 Interdisciplinary project on the impacts of generative AI, LEMNA (Laboratoire d'économie et de management Nantes Atlantique), France