

Frédéric Bossan

Co-founder & Co-leader, Xenocs | Deep-Tech Entrepreneurship & Global Sales Strategy
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Executive Summary

Engineer and technology management specialist with 25+ years of experience building and scaling deep-tech businesses at the intersection of research and industry. Co-founded Xenocs as a spin-off from the Institut Laue-Langevin (ILL) and co-led its evolution into a global leader in nanoscale materials characterization using SAXS/WAXS techniques. Proven track record driving commercial success, international sales, and strategic partnerships, including establishing subsidiaries across four continents, securing venture financing, and managing relations with national and European funding agencies.

Areas of Expertise

Business & Strategy: Business development & international sales, Go-to-market strategy & product marketing, Marketing strategy & marketing communications, International business development & strategic partnerships

Finance & Operations: Corporate finance & venture financing, Public funding & institutional relations, M&A and post-merger integration, Deep-tech entrepreneurship & company building

Leadership & Technology: Strategic HR & organisation building, Cross-cultural leadership & organisation dynamics, SAXS/WAXS instrumentation & nanoscale materials characterization, Product strategy & product launches

Executive Experience

Co-founder & Co-leader | Xenocs

Grenoble, France | 2000 – Present

- Co-founded Xenocs as a spin-off from the Institut Laue-Langevin (ILL), initially focusing on X-ray optical components before evolving into complete SAXS/WAXS laboratory systems.
- Led business development and international sales, establishing subsidiaries in the US, China, Singapore, and Denmark, and building a distributor network spanning 12+ countries.
- Shaped and executed go-to-market strategy and marketing for flagship products, including Xeuss, Nano-inXider, BioXolver, and XSACT Pro analysis software.
- Grew the company to 70+ employees with sustained profitable growth, achieving 25% annual growth over 5 years and €20M+ turnover as of 2025.
- Led the acquisition of SAXSLAB (2017) and secured strategic investment from CAPZA Growth Tech (2021) to accelerate commercial expansion while retaining founder majority ownership.
- Forged a strategic cooperation with Rigaku (2024) combining X-ray technologies for advanced nanoscale materials characterization, including distribution in Japan.
- Secured public funding and innovation support from national and European agencies, including BPI France and the French Ministry of Industry.

Education

Master in Technology Management | GEM

Grenoble, France | 1997 – 1999

Master thesis at Institut Laue-Langevin (ILL): "Development of a methodology to support the creation of a high-tech start-up company from a public research laboratory: the example of the ILL"

Polymer Chemistry & Food Science | University of Guelph

Guelph, Canada | 1995 – 1996

Engineering degree, Agronomy and Food Science | ISARA

Lyon, France | 1991 – 1996