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After graduation with credit, Mr Hié continued his studies in Civil Engineering at Ecole Centrale and business administration at the Institut Administration Entreprises, Paris.

Before joining Air France, Mr Hié worked for Bossard Consultants, especially advising companies restructuring after mergers.

Mr Hié was the Vice President of Strategy & Partnerships in China for Air France, especially in charge of development (Feb 2013 - June 2016)

Since 1979, Mr Hié has been working for AIR FRANCE and was in charge of the Medium Haul Flight Centre, Operational Research - IT Division, Department of Management Control and Finance (in charge of Methods, IT and Training, then Commercial, Stations and In-flight Services sectors), Financial Planning and Aircraft Investments in the Planning and Development Division, Corporate Projects liaising with the European Commission, Special Advisor to the Secretary General's Office on the Air France/Air Inter merger, International Commercial Division, V P of Routes for Air France Caribbean & Indian Ocean (1999-2002), Asia Pacific (2002-2009), and Americas , North & South (2009-2013).