



## **Director of Innovation, R&D and National Sales Director**

**Role Description and Sample Prospects**



# Director of Innovation, Research and Development

Role Purpose | Strategic Priorities | Role Competencies

# Role Overview: Director of Innovation, Research and Development

## Role Purpose

**The Director of Innovation, Research and Development** will be a critical leadership role at TRI-K, as the organization looks towards accelerating its growth strategy and position themselves as a **leader in providing specialty ingredients to the personal care market.**

A strategic, innovative, and result-oriented leader, this role will **position Tri-K as a cutting-edge science and Innovation led company, playing a leadership role** in shaping the company's scientific and innovation vision, ensuring the R&D function and its structure, processes, and capabilities are **results and commercially focused, driving the next generation of advances in discovery/synthesis to create multiple pipelines that address latest consumer trends,** to ensure sustainable and profitable growth for Tri-K.

**Reporting to:** COO

**Location:** US, East Coast

# Our Understanding of the Role – Strategic Priorities

\*For discussion and calibration purposes



**Build Innovation and R&D Function:** Develop the Innovation and R&D roadmap of the company. Build an effective Innovation and R&D organization. **Develop a vision and culture of Innovation** and scientific orientation/knowledge capabilities of the company towards creating technological value for the business. **Develop plans, strategies, initiatives and projects to drive next gen advances**



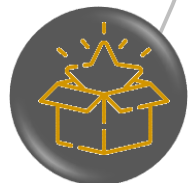
**Act as a Strategic Partner:** Be a strategic partner/advisor in terms of technology, Innovation, know-how, organization technical/R&D core-competencies, **product commercialization and program execution**. Ensure that the Innovation and R & D team is structured and organized for long term success with clear reporting lines/responsibilities, effective project leadership, detailed project plans with identified milestones, timeliness & risk management



**Driving New Business & Innovation:** Plays a leadership role in business development and pre-commercial development activities including influencing senior leadership and key stakeholders to garner support for Tri-K products and Innovations. Manage the Innovation processes, Innovation documentation and IP strategy and **drive the Innovation funnel effectively & efficiently by defining product development milestones**, leading cross-functional teams towards successful achievement of outcomes



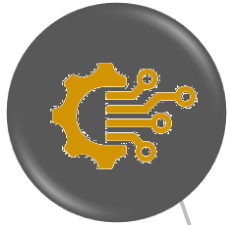
**Effective New Product Development:** Build a consumer insights organization that develops a **deep understanding of target consumers**. Anticipate market, content, technology changes and trends, envision how these advances will bring about new opportunities and/or challenges and translate these insights into initiatives to advance business and consumer goals, new products and innovation strategy.



**Proven Track Record of Innovation:** Display a proven performance track record in innovation. Should have prior experience of building an effective Innovation and R&D function including vision, policies, processes, capabilities, and talent management. Should have deep comfort level of the product development process with respect to bioactive ingredients specifically for hair and skin care

# Our Understanding of the Role – Strategic Priorities

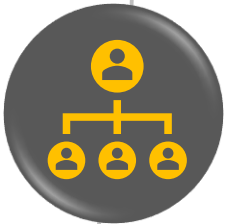
\*For discussion and calibration purposes



**Operational Effectiveness:** Guides daily activity and supervision of R&D and formulations lab and staff including prioritization of projects and programs. **Co-lead (along with strategic marketing & product management function), documentation and approval of needs & customer requirements being addressed in each R&D program.** Provides initial production recipes for new Tri-K products. **Responsible for collaborating with manufacturing** to ensure effective transitions from lab scale to pilot to production scale-up/stabilization.



**Talent Building:** Assesses and defines talent and capability requirements at various levels for own area of responsibility. Plays the primary role in talent acquisition for functions reporting to him/her. **Supports People Energy function throughout the recruitment and on-boarding process.** Sets effective goals and work plans for all reporting roles. Ensures a mindset and culture of performance excellence and results/outcome orientation.



**Cross Functional Collaboration:** Galvanizes global cross-functional teams and resources to ensure seamless product development/project management including successful product manufacturing, launch to the market and further expansion. Define product development milestones and lead cross-functional team work to ensure achievement of milestones. **Work with CEO and Finance functions to ensure the efficient deployment of costs and capital on R&D programs.**



**Brand Building:** Position Tri-K as a cutting-edge science and Innovation led company in the industry with senior leadership of client organizations and at industry forums. Presents product information and represents Tri-K at various symposium with white papers or presentations.

# Role Attributes: DNA of a Successful Candidate

Innovation Obsessed; has proven credentials in R&D including commercialization of IP



Consumer market orientation; track record in R&D technologies/platforms and Innovation/pipeline of product development



Builds Trust & Credibility, Provides Holistic Advice Geared Towards Deal Success and Not Just Completion



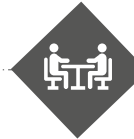
Strong understanding of the product development process with respect to bioactive ingredients specifically for hair and skin care



Rapid Problem-Solving Skills, Can be Tactical when Required



Cross functional leader: Strong Communicator, Executive Presence & Proven Interpersonal & Influencing Skills



Change Management Expert, Adaptable, No Ego, Carries People Along



Strategic, Astute, Understands the Big Picture but is Hands On and an Eye for Detail. Leverages New Technologies



## Focus Areas:

- **Has proven credibility & experience** in driving innovation and establishing R&D functions, launching new products in the market, leading differentiation through consumer insights-based innovations & segmentations, and crafting compelling propositions and comprehensive strategies to accelerate growth
- **Has knowledge of the Personal Care Industry, strong consumer market orientation** and a track record of leveraging technologies to innovate, create & deliver **superior customer experiences**

## Focus Areas:

- Recognized as a **‘proven innovator’** with experience in consumer, pharma, personal care product companies
- High performance innovator with experience in **launching new product/innovation in the personal care industry**



## Focus Areas:

- Ability to uphold the values of **empathy, integrity, agility, excellence, and ownership**
- Is **authentic and relatable**; who listens with humility and can connect with people
- Upholds the **highest levels of ethics** and personal integrity; does what is right
- High level of resilience and tenacity; wants to **make an impact**

## Focus Areas:

- **Collaboration** – fosters an open and inclusive team dynamic
- **Performance Culture** – establishes clear, challenging performance goals and metrics for the year
- **Mentoring** to direct reports and the wider team in order to enable, empower and enhance cutting edge performance and development





# National Sales Director

Role Purpose | Strategic Priorities | Role Competencies



## Role Purpose

The National Sales Director will have **ultimate responsibility for the achievement of annual sales and profits targets for the U.S. region and Canada** in line with Tri-K's strategic growth plans.

**A hands-on entrepreneurial leader** he/she will **lead from the front, coaching a top sales team, providing guidance on sales tactics, opportunity pursuit, contract negotiation and deal closures. Operationally and commercially astute** he/she will identify and pursue growth opportunities, developing sales strategies, sales KPI's and sales plans, **partnering with marketing, R&D, product management and finance** teams to deliver revenue growth and profitability objectives.

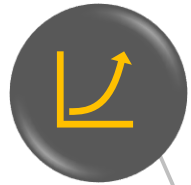
**As a key member of member of the TRI-K's Operating Council** he/she will be collaborate with the management teams across functions to **drive month on month and quarter on quarter sales and profitability improvement**, consistently achieving positive market growth, ensuring **increased adoption of Tri-K's products** across a broad spectrum of top tier customers.

**Reporting to:** Vice President, Global Sales

**Location:** United States

# Our Understanding of the Role – Strategic Priorities

\*For discussion and calibration purposes



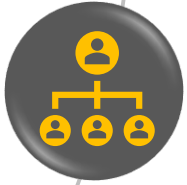
**Business and Revenue Growth:** Responsible for developing sales strategies and sales plans. Ensures achievement of annual revenue and profit targets in line with balanced score-card, vitality index and budgets for all territories in USA and Canada. Plans and directs all sales activities in the U.S. region and Canada for the organization to achieve positive market growth year over year.



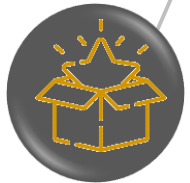
**Act as a Support to Sales Teams:** Supports sales team to identify and pursue new sales opportunities within current and potential growth accounts. Ensures effective Territory Development and Client Relationship Management practices, goals and targets for all Sales Managers in USA and Canada.



**Sets Benchmarks and is a Talent Builder:** Hire and staff the sales team appropriately based on geography, account specifics and revenue growth requirements. Ensures Sales Managers continually improve number of Sales Calls and Productivity of Sales Operations. Act as a coach and motivator to the sales team, providing guidance on sales tactics, opportunity pursuit, contract negotiation and product and technical support. Establishes annual targets and KPI's for the sales team and evaluates their performance and achievements of goals.



**Cross Function Collaboration:** Works with the Business and Product Managers, responsible for pricing and contribution margin management for all segment and customer pricing. Collaborates with them to ensure effective marketing stories, and to ensure continued positive relationship with existing clients and to build relationships with new clients.



**Proven Track Record of Executing Sales Strategies :** Prepares, analyses, monitors, and presents sales forecasts and territory performance and sales achievement to management team and Board of Directors. Should display proven track record of taking necessary actions to improve Sales Operations and results / outcomes. Works with the Business and Product Managers, collaborates with them to ensure effective marketing stories, and to ensure continued positive relationship with existing clients and to build relationships with new clients.

# Our Understanding of the Role – Strategic Priorities

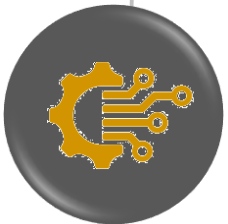
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**Commercial Astuteness:** Steers and coordinates annual budgeting process between sales and business managers. Identifies areas of **product gaps and feeds into Innovation**. Leads project management assignments and helps negotiate and close deals with large customers



**Leverage deep consumer insights to deliver business outcomes:** Build a consumer insights organization that develops a **deep understanding of target consumers**. Anticipate market, content, technology changes and trends, envision how these advances will bring about new opportunities and/or challenges and translate these insights into initiatives to advance business and consumer goals, sales strategy and execution plans.



**Deliver Data Driven Outcomes through Deep Analytics:** Leverage data and analytics to drive decision making in order to gain **strong customer insights**, so as to establish effective and robust brand strategies, maximize the impact and ROI of implementation. Work with multiple category and business units to **mine both internal and external data** to proactively identify potential areas of opportunity for future.



**Manage Diverse Stakeholders:** Collaborate with senior stakeholders to help accelerate bringing best in class practices and where required, advocating changes in thinking to meet the market needs. Able to break down silos among teams, communicate with diverse groups, and influence change throughout the organization, while solving most complex problems. Ensures the sales teams manage and meet requirements of Core Responsibilities. Mentors, coaches and provides required feedback and need based training & development to all Sales Managers Manage Diverse Stakeholders:

# Role Attributes: DNA of a Successful Candidate

**Commercially Astute; Proven Experience  
Building and Leading High-Performance  
Sales Teams**



**Entrepreneurial sales leader; proven track  
record / experience in rapidly scaling up an  
IP driven ingredients B2B business**



**Builds Trust & Credibility, Provides Holistic  
Advice Geared Towards Deal Success and Not  
Just Completion**



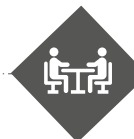
**Driven, Outcome Oriented, Winning  
Mindset, Takes Accountability and  
Ownership**



**Rapid Problem-Solving Skills and Project  
Management Skills, Can be Tactical when  
Required**



**Strong Communicator, Executive Presence  
& Proven Interpersonal & Influencing Skills**



**Change Management Expert, Adaptable, No  
Ego, Carries People Along**



**Strategic, Astute, Understands the Big Picture  
but is Hands On and an Eye for Detail.  
Leverages New Technologies**



## Focus Areas:

- **Has proven credibility & experience** driving sales strategies and selling materials into consumer product or regulated markets, preferably personal care (B2B background).
- **Experienced developing and executing tactical and strategic sales plans** including growth strategies and account objectives
- Personally led sales growth, deal closures, managing large customers

## Focus Areas:

- **Has knowledge of the Personal Care Industry, strong consumer market orientation** and a track record of leveraging technologies to innovate, create & deliver **superior customer experiences**
- Recognized as a **‘proven performer’** with experience in consumer, pharma, personal care product companies
- High performance leaders with experience in **executing sales strategies, sales management and strategic sales planning**



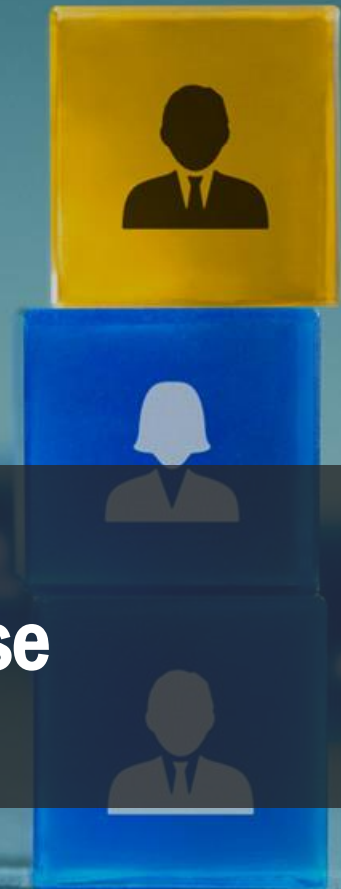
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- Ability to uphold the values of **empathy, integrity, agility, excellence, and ownership**
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## Focus Areas:

- **Collaboration** – fosters an open and inclusive team dynamic
- **High-Performance Sales Culture** – establishes clear, challenging performance goals and metrics for the year
- **Mentoring** to direct reports and the wider team in order to enable, empower and enhance cutting edge performance and development

## **Search Strategy:** Illustrative Search Universe



# Illustrative Search Universe – Director R&D and National Sales Head

Extensive coverage of successful Leaders in **Personal Care Ingredient Manufacturing, Specialty Chemical and Natural Personal Care Product/Cosmetic Manufacturing** companies in North America

\*Representative sample of companies for the purpose of discussion only



Personal Care Product / Natural  
Cosmetics Manufacturing  
Companies



Personal Care Ingredient Manufacturing  
and Specialty Chemical Companies

## Guiding Principles of the Search (to be added)

Focus on companies that manufacture ingredients that go into Personal Care Products and are undergoing rapid inorganic growth

Focus on surfacing **entrepreneurial, growth mindset leaders** that have successfully led innovation, R&D and developed sales strategies

Focus on candidates that have **personally driven change and transformation, strong leaders, have executive presence and integrity of purpose and mission**





**Search Strategy:** Sample Prospects, Director of Innovation, R&D



## Prospect 1

Chief Innovation Officer

Leading Biotechnology Research Company in Nutrition and Health



30 Years



North Carolina

## Professional Summary

An industry expert and a **highly accomplished and seasoned R&D professional who is currently the Chief Innovation Officer at a leading Global Biotechnology Research Firm** in Nutrition and Health. In her present role she is responsible for managing the company's entire innovation portfolio, accelerating innovation across the company and developing new business opportunities to help deliver Purpose-Led, Performance driven strategy. She also oversees the company's Innovation Center and, together with the Chief Technology Officer, continues to nurture the exceptional scientific expertise they have with more than 1800 scientists in research and innovation centers across 10 countries.

Prior to this, she worked as the R&D Head at a global agrochemical company, where she led a team of approximately 5000 scientific professionals in over 90 countries while also creating the R&D strategy and streamlining the innovation pipeline. She introduced 15 new pipeline products in crop protection expected to generate peak sales worth over \$6 billion and ensured that the R&D department saw its highest productivity levels in the industry. She worked alongside her team of specialists and marked an exciting period in the innovation journey of the company as cutting-edge science drove significant value creation in the short, medium and long-term across all technologies.

A high-performance leader with proven innovation, R&D orientation, she combines deep knowledge of building R&D teams, creating new products, collaboration with multiple stakeholders to ensure sustainable and profitable growth path for the company

## Education



BS. Agricultural Chemistry  
University of Glasgow 1986

MS. Toxicology  
University of Surrey 1988

## Experience



**Biotechnology Research Company**  
Chief Innovation Officer 2019 – Present

**Biotechnology Research Company**  
Non-Executive Director - Innovation 2017 – 2019

**Leading Agrochemical Company**  
R&D Head 2003 – 2017  
Lawn and Garden R&D  
Corn and Soybean R&D Head



## Prospect 2

Vice President of Product Development, Research and Innovation  
Leading New Age Lifestyle and Personal Care Brand



30 Years



New York

## Professional Summary

He is an **Entrepreneurial and Innovative Research and Development Executive with over two decades of experience launching innovative products for 20+ brands at multiple Fortune 500 Companies** ( including leading personal care, skin care and FMCG companies). **Currently, he is the Vice President of Product Development, Research and Innovation at a new age lifestyle brand where he leads product development and innovation for Beauty & Wellness** - Skincare, Haircare, Makeup, Body, Fragrance, Sexual Wellness, Nutritional Supplements and Health Foods. He is **driving disruptive growth with "Cleanical" efficacious products** that encompass best of Science & Nature.

Previously, **he was the Vice President Research and Innovation at a Top Personal Care Product/Beauty Company - leading skincare across a diverse portfolio of luxury, mass and professional brands where he was responsible for driving exponential and double-digit business growth in US and key international markets.** Prior to this, **he was the Vice President – Research and Development at a leading Skincare Product Company where he headed all functions of R&D**, including product development, formulation, packaging, safety, clinical testing, product integrity and regulatory.

Before this role, **he led new product development for a portfolio of over 100 skin care products** for women and men valued over \$2B at one of the world's leading manufacturers of quality skin care, makeup, fragrance and hair care products. Here, **he sparked the creation of an entirely new product category through a partnership with a pharmaceutical firm** to develop a patented formula for a prescription-strength product. **In the early part of his career, he was an R&D Pharmacist**, developing prescription and OTC pharmaceutical, cosmetic creams, ointments, gels, lotions, oral liquid dosage forms, anti-dandruff shampoos, mouth washes and sprays. **A high-performance R&D executive, he brings deep knowledge of product development, R&D processes, operational responsibility, transforming teams and hiring and building talent.**

## Education



Bachelors in Chemistry and Pharmacy  
**KLE College of Pharmacy, Belgaum** 1990

MS. Industrial Pharmacy 1993  
**Long Island University**

## Experience



**Leading New Age Lifestyle and Personal Care Brand** 2021 – Present  
Vice President Product Development, Research and Innovation

**Beauty Intelligence Newsletter** 2021 – Present  
Co-Founder

**Top Cosmetic/Skincare Company** 2018 – 2021  
VP R&D, Head of Skincare

**Top Personal Care/Skincare Company** 2016 – 2018  
VP R&D and Product Development

**Leading Manufacturer of Skincare, Haircare Products** 1994 – 2016  
Executive Director of R&D  
Director Skincare  
Manager of Innovation and Applied Technology  
Group Leader R&D  
Senior Chemist

**Consumer Self-Care Company** 1992 – 1994  
R&D Pharmacist, Head of Skincare



## Prospect 3

Chief Science Officer

Group of Leading Premium Clean Personal Care Product Companies



25 Years



New Jersey

## Professional Summary

He is a results-driven R&D leader with 25+ years of experience in high performing organizations. **Currently, he is working as Chief Science Officer at a Collective of leading Personal Care Product Companies**, and as part of his role, **he oversees the research and development (R&D) department, which is responsible for creating new products and technologies. He acts as a strategic partner for innovation and technology and ensures that the R&D team is structured and organized.**

Prior to this, **he worked as Executive Vice President and Chief Scientific Officer at an innovative and entrepreneurial personal care product company.** Through his experience, **he has developed expertise in all aspects of Research and Development – Formulation, Raw Material Assessment, Technology Feasibility, Product Development, Claims, Scale-up etc. Previously, he worked as a Global VP, R&D at an industry leading lawn and gardening products company where he played a leadership role in Business Development and laid the R&D roadmap for the organization. In the early part of his career, he worked as a Director of R&D at the global top 5 beauty/personal care product and FMCG companies** and is well versed in developing plans, strategies and initiatives to drive next level innovation.

He is an innovative **strategic business partner who has a deep comfort level with the product development, innovation and research process.** With a track record of leveraging technologies to drive innovation, **he has a robust understanding of team dynamics and is experienced at building teams that deliver results.**

## Education



BS. Chemistry The University of Tulsa	1991
PhD, Inorganic Chemistry University of Illinois at Urbana	1996

## Experience



Group of Leading Personal Care Products Company Chief Science Officer	2021 – Present
Entrepreneurial Personal Care Products Company EVP and Chief Science Officer	2015 – 2020
Top Lawn and Gardening Products Company Global VP R&D	2013 – 2015
Leading Adhesive Technology, Beauty, Home Care Manufacturing Company VP R&D	2006 – 2013
Top Personal Care/Cosmetic Company Director R&D	2001 – 2006
Top FMCG Company Manager R&D	1996 – 2001



## Prospect 4

Vice President of Research and Development  
Global Cosmetics and Personal Care Product Company



27 Years



New York

## Professional Summary

She is a seasoned R&D expert with 25+ years of formulation and managerial experience in skincare, complexion and color cosmetic development. Currently she is VP of Research and Development at a Global Cosmetics and Personal Care Product Company responsible for the Formulation Development Group and R&D Process Development Group, supporting end to end process from concepts to the market for Leading Global brands. She ensures that the Innovation/R&D teams are structured and organized to drive advances that address consumer needs

Prior to this, she was the Executive Director of Makeup Development in the same company, managing Complexion and Color Cosmetics from concept to launch. She led product development teams on new innovative products including Concealers, Liquid Foundation, Tinted Moisturizer, Bronzers, Illuminator, Lipstick, Lip gloss ,Eye shadow, Mascara and Powder products. Previously, she managed a leading personal care and beauty brands innovation where she supported R&D of new products and provided technical support to product development and marketing team. In the early part of her career, she was a Senior Chemist at a Top Luxury Goods Brand where she formulated and developed skin care and toiletry products.

She is a well positioned and innovation obsessed R&D executive with established credentials in driving innovation, building new products and leading high performance teams. With almost three decades of experience in the Personal Care Industry, she has developed expertise in building R&D teams and promoting a culture of innovation.

## Education



BS. Chemistry  
Mandalay Arts and Sciences University,  
Myanmar

Masters of Arts, Cosmetic Science 1992  
Fairleigh Dickinson University

## Experience



Global Cosmetics and Personal Care  
Products Company 2007 – Present

Vice President R&D  
Executive Director of Makeup  
Development  
Director R&D  
Senior Manager, Color Cosmetics  
Manager of Complexion and Color  
Cosmetics

Top Luxury Goods Brand 1995 – 2006  
Senior Chemist



## Prospect 5

Director of Product Development  
Personal Care and Fine Fragrances Product Manufacturing Company



12 Years



Santa Monica, California

## Professional Summary

The prospect is an innovative Product Developer and Chemist with a demonstrated history of working in the Clean Beauty and Cosmetics Industry. Currently she is the Director of Product Development at a Personal Care and Fine Fragrances Product Manufacturing Company, innovating and creating disruptive products in the safe beauty space from concept to launch with attention to Green Chemistry, Sustainability, focused on Circular Economy, Material Health, Hypoallergenic, minimal Packaging and Carbon Neutrality. She manages and leads concept, development, packaging, usability, safety testing, manufacturing and product strategy.

Prior to this, she was the Product Development Manager at an Organic Skincare and Makeup Company, where she lead development, Improvements and Reformulations of Clean Skin Care, SPF OTC products and Color Cosmetics while actively researching on innovative new technologies. Before this role, she was the R&D Formulation Chemist at a leading skin care, body care and hair care formulation lab where she was responsible for Research and development of Skincare, Treatments, BB/CC Creams, Cleansers, SPF, Organic, Vegan, OTC and Rx products.

Previously, she was a Haircare Chemist at a Top Personal Care Beauty and Cosmetics Company where he was leading research and innovation and developed Innovative anionic and cationic technology for hair care systems. She also reformulated shampoos, conditioners, masks and hair treatments to improve formulas per updated regulations. In the early part of her career, she has also developed and set up a new Research and Development Labs from start to finish.

Having a diverse mix of product formulation, R&D, and innovation roles, she has a deep comfort level with product development in the personal care industry and combines knowledge of building R&D/Innovation roadmaps, collaborating with multiple teams and leveraging new technologies to drive exponential growth

## Education



Bachelor of Pharmacy and Chemistry  
Narsee Monjee Institute of  
Management Studies

Master of Science - Industrial  
Pharmaceutics and Cosmetic Science  
Fairleigh Dickinson University

## Experience



Leading Clean Personal Care  
Products/ Fragrances Company  
Director of Product Development  
2019 – Present

Organic Skincare and Makeup  
Company  
Product Development Manager  
2016 – 2019

Skincare/Haircare Product  
Manufacturing Company  
R&D Formulation Chemist  
2014 – 2016

Top Cosmetics/Personal Care  
Company  
Chemist, Haircare Research and  
Innovation  
2013 – 2014

Skincare and Treatments Products  
Company  
Innovation and Development Lead  
2013

Cosmetics Company  
Formulation Chemist – Color  
Cosmetics  
2012 – 2013

Pharmaceuticals Manufacturing  
Company  
Organic raw materials Project  
Manager  
2010 – 2011





## **Search Strategy:** Sample Prospects, National Sales Director





## Prospect 1

Vice President Global Sales, Dietary Supplements  
Top Plant Based Human and Animal Nutrition Company



30 Years



Atlanta, Georgia

## Professional Summary

She is an accomplished sales executive with years of experience **developing sales strategies, managing national accounts, opening new markets, launching & building brands and reversing declining sales.** She has structured **winning business development and sales strategies** that surpass year-over-year revenue and profit margin goals. **Experienced in negotiated multi-year contracts generating six-figure savings** and execute programs for clients producing award-winning results.

Currently she is the **Vice President of Global Sales, Dietary Supplements at a Top Plant Based Human and Animal Nutrition Company.** Previously **she was the Vice President of Sales at a company that specializes in customized enzyme and probiotic-based formulations.** Before that **she was the Regional Sales and Industry Leader for Probiotics at a Top 5 Global Industrial Chemical Manufacturing Company** and was responsible for driving revenue and market share growth.

Prior to that, she was the **Vice President Sales at a Consumer Services Company where she recruited, trained and developed a team of 12 (up from 6) top-performing sales directors and key account executives located across the U.S., generating \$935 million in annual revenue** by 2016 representing 58.8% of total corporate revenue. She also developed strategic business plans, lead joint business planning initiatives and innovative marketing programs, and opened new revenue streams to expand pipeline. **She is an award-winning entrepreneurial leader who has business start up launch experience** and has successfully sold in start-up lines of business.

In the early part of her career, she was the Senior CBM at a leading pharmaceutical manufacturing company where she cultivated multi-level retailer relationships to impact short- and long-term plans and growth goals, lead development of strategic business plan, **generated +\$100MM annually, grew the business by 82% and was recognized as the top corporate sales team in 2009.**

## Education

BS. Marketing  
The Ohio State University 1988



## Experience



**Top Plant Based Human and Animal Nutrition Company** 2022 – Present  
Vice President Global Sales

**Customized Formulation and Probiotic Enzymes Company** 2020 – 2022  
Vice President Sales

**Top 5 Global Industrial Chemical Manufacturing** 2017 – 2020  
Regional Sales Head  
North American Sales Leader

**Consumer Services Company** 2012 – 2017  
Vice President Sales  
Director of Sales

**Pharmaceutical Manufacturing Company** 2001 – 2012  
Senior CBM  
CBM

**Top 5 Pharmaceutical Companies** 1991 – 2001  
Area Manager



## Prospect 2

Senior Commercial Sales Director  
Global Additives and Specialty Chemical Ingredients Company



30 Years



Greater Philadelphia

## Professional Summary

He's a **proven senior sales leader with experience of directing and leading regional and global commercial sales teams in the specialty chemicals** and flexible foam industries. Currently he is the **Senior Commercial Sales Director at a global additives and specialty ingredients company**. In this role he has **full P&L responsibility and accountability for division performance**, consistently delivering best-in-class financial results for all stakeholders,

Previously, he was the **Vice President of Sales at a leading supplier of speciality chemicals to various industries like Consumer Goods, Packaging, Construction and Transportation**. Prior to this, **he was the Senior Vice President at a growing Innovative Manufacturing Company where he had full Profit & Loss responsibility** for the Foam Technologies Business Unit (IFT).

Before this, he was the **Global Business Director – Acrylics Construction**, at a Global Material Science Chemical Manufacturing Company **responsible for driving the strategic vision and managing the P&L for the Construction Chemical's Global Acrylic Polymers business** by overseeing the commercial, sales, research and applications development functions.

In the initial part of his career, he spent 14 years at a multi-billion dollar **pioneer of innovative technologies and solutions for the specialty materials industry**, in a variety of sales and marketing roles, driving programs, sales and account plans for products in paints and coatings as well as ion exchange resins business.

A proven sales leader known for creating innovation in mature markets by using his years of experience in general management and strategic sales and marketing. **He has proven success in B2B sales and new business development, is results oriented and displays ownership & commitment to improve outcomes and achieve growth.**

## Education



BS. Chemical Engineering  
Drexel University

1989

MBA, Marketing  
Villanova University

1999

## Experience



**Additives and Specialty Chemical  
Ingredient Company**  
Senior Commercial Sales Director

2020 – Present

**Leading Specialty Chemical  
Manufacturing Company**  
Vice President Sales

2018 – 2020

**Innovative Manufacturing Company**  
Senior Vice President

2017 – 2018

**Top Material Science Chemical  
Manufacturing Company**  
Global Business Director, Construction  
Chemicals  
General Manager, Construction  
Chemicals  
Sales Director, North America

2009 – 2017

**Billion Dollar Specialty Chemical  
Manufacturing Company**  
Industrial and Construction Sales  
Director  
Eastern District Sales Manager  
Americas Commercial Manager  
North America Direct Sales Manager  
New Projects Marketing Manager

1989 – 2009



## Prospect 3

Sales Director, North America  
Global Chemical and Material Manufacturing Company



21 Years



Greater Philadelphia

## Professional Summary

The prospect is a chemical engineer with a proven track record in B2B international business. **He is an experienced sales leader and is currently the Sales Director for North America at a multi billion-dollar top Specialty Chemicals and Material Manufacturing Company, heading US sales strategies, planning and directing all sales activities while achieving revenue and market growth yearly.** Previously at the same company, **he was the Global Business Development Manager** responsible for growth strategy, market analysis, new product development, project management, communication and digital strategy.

Prior to this, **he was the Global Business Manager at the same company and was responsible for strategy definition, global sales management, P&L management, price policy implementation, marketing studies, R&D program and new product development, production follow-up, EBITDA reporting, 5-year plan and budget and Recruitment.** In the early part of his career, he was played different roles like Account Manager, Global Market Manager and Project Manager at the same Material Manufacturing and Speciality Chemicals Company and was responsible for - market analysis / P&L management / business development / communication and team building.

**He is well positioned as a sales expert in B2B landscape, has a strong commercial and strategic acumen and brings deep knowledge of sales strategy, P&L management, recruitment, people management, international business, vision & strategy definition, key account management (KAM), customer relationship management (CRM), contract negotiations, voice of customer (VoC), new business development (NBD), project management, Digital transformation and sustainable development**

## Education

Chemical Engineering  
McGill University

2000



Masters in Marketing  
HEC Paris

2001

## Experience



Top Specialty Chemical and Material  
Manufacturing Company

2001 – Present

Sales Director, North America

Global Business Development  
Manager

Global Business Manager

Key Account Manager

Global Market Manager

Project Manager



## Prospect 4

Vice President of Sales  
Food and Personal Care Ingredient Manufacturer and Supplier



17 Years



Branson, Missouri

## Professional Summary

The prospect is a **seasoned sales professional with a demonstrated history of working in the Personal Care Ingredient Manufacturing Industry. Currently, he is the Vice President of Sales** at a global supplier of high-quality nutritional and functional food ingredients focusing on the nutritional & dietary supplement, functional food & beverage, personal care and cosmetic industries. As the VP of Sales he leads the **entire sales, P&L and market penetration activities including leading a small team of sales executives and go to market strategies.**

Prior to this, **he was the Regional Sales Director in the same company and was responsible for Identifying and acquiring new customers, as well as up-selling to existing customer bases** across the region ensuring achievement of annual sales and profits targets for his region. The prospect also has **entrepreneurial experience** and provided consulting services to companies in the natural products company for a decade. In some of his previous roles, **he was the National Sales Manager and Senior Account Executive at multiple Nutrition and Food Ingredient Manufacturing Companies.**

He is a **well positioned Sales Executive with a strong commercial, marketing and strategic acumen with an entrepreneurial orientation.** He has proven capabilities in executive Sales Strategies in the Personal Care Industry to drive growth by building high performance teams and leveraging new technologies.

## Education

BS. Marketing, Communications and Psychology  
2003  
University of Missouri - Columbia



## Experience



<b>Food and Personal Care Ingredient Manufacturer</b> Vice President of Sales Regional Sales Director	2018 – Present
<b>Natural Products Consulting Company</b> Owner	2013 – 2018
<b>Nutrition and Food Ingredient Manufacturing Company</b> Senior Account Executive	2014 – 2018
<b>Nutrition and Food Ingredient Manufacturing Company</b> Natural Retail Sales Manager	2013 – 2014
<b>Nutrition and Food Ingredient Manufacturing Company</b> Sales Manager	2010 – 2013
<b>Probiotics and Enzymes Company</b> Senior Account Executive	2005 – 2010



## Prospect 5

Senior Director, Sales

Top Global Food and Beverage Ingredient Manufacturing Company



20 Years



Greater Chicago Area

## Professional Summary

An accomplished **sales leader** with over 20 years of experience in the Food Ingredients Manufacturing Industry. **Currently he is the Senior Director of Sales at a multi billion-dollar Food, Beverage and Pharmaceutical Ingredient Manufacturing company.** As part of his role, he leads **key growth accounts for the Meat, Appetizer and Plant Proteins end use market and manages a team of 5 people.**

Previously, **he was the Senior Director of Sales for CPG accounts** in the same company and managed a team of 3 that focused a large global and regional CPG accounts. **He developed sales plans and executed sales strategies to drive growth.** Prior to this, **he was the Director of Sales for the Meat Systems group at the same company and had direct account responsibility for large meat and appetizer processors.** Before this, he managed multiple accounts across different locations in the US across the Food and Beverage Industry. **In the initial part of his career, the prospect was a Food Scientist and led multiple successful projects from benchtop to commercialization and successfully launched new innovative products.**

A high-performance leader, **he has proven success in B2B sales; maximizing revenue growth and new business development. He is a strong team leader who has developed top performing sales teams.** Skilled in Food & Beverage Ingredient Sales, Customer Insight, Coaching, Mentoring and Strategic Planning, he is strong sales executive who has built strong relationships with key customers across all levels of the organization.

## Education

BS. Food Science  
University of Illinois Urbana

2002



## Experience

**Top Food and Beverage Ingredient Manufacturing Company**

2002 – Present

Senior Director Sales  
Director Sales  
Sales Manager  
Account Manager, Midwest  
Account Manager, West Coast  
Food Scientist



**Food Manufacturing Company**

2002

Food Science Research and  
Development Intern