### Dear Mr. Kaeslin

I have read your job posting for the role of **PROJECT PORTFOLIO MANAGER for DSS** with utmost interest due to its fit with my experience and aspirations.

First and foremost, I am compelled by Datwyler consistent strategy execution based on market segments with growth potential, opportunities for differentiation and high entry barriers, exemplified by the Premier Farnel acquisition; on top, as I look to an environment where to apply my energies for the next stage of my career, I am attracted by Datwyler long-term strategic focus.

My extensive experience in world-class organizations like GE Healthcare and Dow Chemical provides me with the toolbox necessary to setting up a Project Management Office, the related project management methodology and an efficient project portfolio management.

I have documented track record in project management in complex global businesses, talent recruitment and development, and experience in presenting to executive management, useful to lead the individual projects managers in front of the Executive Committee during the regular projects review sessions, and maintain regular contact during implementation to highlight issues and obtain resources to deliver per expectations.

I am used to manage complex stakeholders constellations across geographies, functions and seniorities, and win support thanks to clarity, strategic mindset and interpersonal effectiveness while, at the same time, having sufficient seniority to assessing the individual project managers work and provide work directions to them.

Importantly, I am used to lead teams remotely, thus enabling the execution of global projects maintaining the team motivated and eager.

Thanks to my result-oriented working attitude coupled with teamwork skills and natural customer focus, I am able to execute with autonomy and initiative, and ideally qualified to establish a standardized and professionally executed project portfolio management process for DSS.

I therefore look forward to the opportunity of meeting in person and discuss more in detail how to contribute my expertise for Datwyler growing success. In the meantime please receive my

Best Regards
Antonio Pavese

# **ANTONIO PAVESE**

Erikastrasse 12, 8003 Zuerich (CH). E-mail: antonio.pavese@gmail.com; cell. +41 795008373

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Growth-oriented business leader, used to driving multi-functional teams and working closely with senior management in transformational missions in the global bio-pharmaceutical and advanced materials arena. Documented track record of effective business development empowered by intimacy with the crucial competencies (Manufacturing, R&D, Supply chain)

#### **OBJECTIVES**

Lead the change within advanced organizations able to to make a difference in people's life, with an aim towards a GM role

## **COMPETENCIES**

Exec. Account Management

Relationship owner for two of GE Healthcare Life Sciences and Dow accounts incl. growth and innovation agenda leadership and lead of contract negotiations

Strategy Portfolio Management Preparation, review and execution of business cases of strategic alternatives for executive management audiences, incl. Finance, R&D and Strategy reviews

Pharma bio-process
Business Development

Introduced new products and service categories including Single Use technologies supporting a top Bio-pharma Co. towards delivery of sterile manuf. processes

P/L management

Global PM and profit accountability for a 500 M USD value center, incl. asset & product line life cycle management, new business development, CapEx strategy

Project Management Delivered new asset strategy, branding, and channel strategy post- acquisition for a global business, winning case for for re-investment in the Pharma API segment

**Global Leadership** 

Remotely leading local teams, in 3 years doubled ion exchange resins sales in China through re-positioning and new commercial channels. Launched an EU-made API in USA by securing Capital Investment and regulatory filing for the FDA

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Erikastrasse 12, 8003 Zuerich (CH). E-mail: antonio.pavese@gmail.com; cell. +41 79 500 8373

PERSONAL DATA Birth date: 24 January 1968 Nationality: Swiss and Italian

Civil Status: married, one child born Jan 2011

LANGUAGE SKILLS Fluent in Italian, English, French and Spanish, intermediate level in German

(Goethe Institute B1 certificate)

**EXPERIENCE** 

Since Oct 2013 GE Healthcare Life Sciences, Zurich (Switzerland)

Director- Global Account Management

Design and execute global joint growth strategy with Novartis Bio-Pharma, by elevating relationship to senior level and orchestrating GE corporate-wide resources to enable Novartis growth plans in the fast growing bio-pharmaceutical marketplace

**Innovated GE chromatographic purification resins offering** through a Security of Supply program to de-risk prompt availability of crucial GMP production step

- Impact: sign-off of a road-map for HYCLONE cell culture media introduction

**Signed & executed global deal to migrate Novartis R&D protein analysis instrument fleet to new series** including Value Proposition to lab heads for buy-in and orderly transition -Impact: 7m\$ in the 2015/2018 period

Negotiated global commercial model for supply to Novartis Cell & Gene Therapy and negotiated global contract; framed joint innovation road-map supporting a breakthrough Immuno Oconlogy therapy

- Impact: 2 M\$ in year 1, 4 in year 2 and 12 in year 3

2010- Feb 2013

Dow Europe GmbH, Horgen (Switzerland)

Sales Director, Western Europe – Dow Coating Materials

Lead of a sales organization of 15 across main WE countries for revenues of ~350 m USD, incl. full admin and functional lead and talent development responsibility.

Commercialization of innovation pipeline: Led tier 1 customers enrollment in joint R&D programs to reformulate deco paints premium lines to incorporate novel Dow technology—Impact: activated joint technology programs with top 5 accounts in year 1

Corporate Account Executive for AKZO NOBEL: global sales management, design and execution of joint growth innovation strategy; member of executives joint steering team.

—Impact: + 5 points of EMEA epoxy resin supply share; entry in AKZO NOBEL Marshall deco paints in Turkey with additives supply

2005-2010

Dow Europe GmbH, Horgen (Switzerland)

Product Director ion exchange resins - Dow Water & Process Solutions,

Global P&L accountability for a BU of 500 m USD and sales in 65 countries; recruitment and lead of a dedicated global marketing team

Project leader for post-acquisition business & asset base consolidation;

optimized new DOW+ ROH asset base of 7 plants in 3 continents by cost / level of service

-Impact: 12 m USD savings in year 1, reduced lead time by 2 weeks on average

**Accelerated top-line growth of ion exchange business**, by designing and executing a business strategy based on selling-out assets in mid-tier water & food markets and penetrating China and Eastern Europe with full product range

-Impact: moved revenue top line CAGR from GDP% to 7% in 2005- 2010 period

**Rescued and upgraded the pharmaceutical product line** by forging a joint task force with CMO to comply with new c-GMP and FDA protocols and qualify for export business in USA; secured business support for 1m USD CapEx

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2002-2005 Dow Europe GmbH, Horgen (Switzerland)

EMEA Marketing Manager, Synth Lubricants, Metal Working Fluids, Heat Transfer Fluids EMEA strategy execution; revenues and margin growth responsibility for a 120 m USD specialty chemicals portfolio; Key account management for a 30 m USD/ yr relationship Clobal strategy design and commercial launch of Industrial Performance Fluids in

Global strategy design and commercial launch of Industrial Performance Fluids in O&G and PetChem industry

-Impact: 2m USD new product sales in 1<sup>st</sup> year, 4 m in 2<sup>nd</sup> year, 6m in year 3, transition from US to European-based supply with retention of all heritage accounts and capture of new business worth 5 m USD/yr leveraging US relationship to European business

Global strategy design and execution for a specialty monomer, securing

management approval to CapEx decision and associated capital investment of 10 m USD —Impact: identified and pursued new markets to consume new capacity and generate 10 m USD additional cash flow while maintaining even market price in spite of improved supply

2001- 2002 Dow Europe Dow Europe GmbH, Horgen (Switzerland)

EMEA E-Commerce leader

CRM methodologies (SIEBEL) launch to track customer interaction; Sign-up of tier1 customers to commerce and interactive platforms (ELEMICA <sup>TM</sup>, MyAccount@Dow <sup>TM</sup>)

1996–2001 Dow Italia Srl, Milano, Italia

Performance Chemicals, Southern Europe Sales; Diversified industries; Launch in Italy of new service / business model - SAFECHEM TM; Extensive

distribution network management; 40 m USD Bulk commodities / spec. chemicals sales

1994-1996 Ring-O Valve Spa, Colico (CO), Italia

Investment goods and durables for Oil & Gas and Power market

Head of 3<sup>rd</sup> party manufacturing; contract and project management for a 10 m USD spend

**EDUCATION** 

**2003 – 2010** *Executive education* 

Breakthrough Innovation - MIT Boston, 2010 High Performance Leadership - IMD Lausanne, 2009

Channel management strategies - Harvard Business School, 2004

Advanced Financial Skills - INSEAD, 2003

1987 – 1994 Politecnico di Milano, Italia

Master degree in Electronic Engineering, specialization in Business Administration. Degree Thesis on manufacturing management: "MRP II - closing the planning loop"