

Personal

Date & Place of Birth: April 15th 1969 in Aschersleben (Germany)
Nationality: German
Marital Status: married, 1 child
Hobbies / Interests : my family, hiking, Japan, modern architecture, chess, opera, technology
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Experienced professional with proven ability to effectively communicate, negotiate and fascinate across different departments and all levels within the own company as well as at customer or supplier side. Open minded, result oriented and knowledgeable in multiple areas like engineering, research & innovation as well as business development. Proven track record in strategic thinking and developing "out of the box" solutions. Ability to build-up people, form multicultural teams and drive them to success. Broad application experience in different industries, more specifically in the life science sector.

Objective

Assume an executive position as CTO, Director of Technology, Vice-President Engineering within an highly innovative, technology oriented company with international exposure, preferably focused on medical devices. Further personal growth and acquisition of necessary skills and experience to be prepared for long term career aspiration: Leader of a technology oriented business / business unit with P&L responsibility.

Professional Education

Dipl.-Ing. (German degree comparable to Master of Science) in Mechanical Engineering / Biomechanics
University of Rostock (Germany) Sept 1990 - Nov 1995

Languages

German: native speaker
English: fluent (written and oral)
French: fluent (written and oral)

Training (last 5 years only – complete list available on request)

- Engineering Advantage Master class (Norgren internal training programme) 2010
- Business Ethics Training "IMI Way" 2009, 2010
- Pricing Fundamentals 2009
- Financial Training "Unlocking profitability", 2008
- Professional coaching, 2007-2009
- Team building, 2006
- 5 WHY - Root cause analysis, 2006
- APQP – Advanced Product Quality Planning, 2005
- IMI Business Leadership course (strategy, finance, leadership), 2005

Public Presentation

- “Different ways of achieving PEEP control in Ventilators” presentation performed during SMEF (Shenzhen Medical Equipment Fair) China, April 2008; organised by technical journal “China Design News” and held in front of around 100 people.

Professional experience & achievements

Fluid Automation Systems (FAS) – a Norgren company Versoix (Geneva) / Switzerland

Dec 2009 – today

FAS has 300 employees and focuses on fluid control solutions in resilient markets as life science, industrial inkjet and rail. The recent successes due to the consequent execution of our “Engineering Advantage” strategy were recognised by the 2010 Frost & Sullivan 2010 “European Solenoid Valve Customer Value Enhancement Award”

Director R&D and Head of Projectmanagement

- Reporting to Managing Director of FAS
- Same tasks/responsibilities as in previous position
- additional responsibility for Project management with 3 interdisciplinary project managers
- Member of executive board of Fluid Automation Systems (FAS)
- Assumes overall responsibility (schedule, costs, quality) for whole range of product development activities of FAS. The project pipeline comprises solenoid valves as well as subsystems for medical, analytical and industrial applications.
- Managed to significantly increase percentage of customer funded development efforts by proposing participation in NRE (non recurring engineering). Total value increased within one year from less than 5% to almost 20% of the whole R&D budget.
- Pilot for Development and Technology process according to ISO 9001:2008 and responsible for definition of effective sub-processes
- Got further, significant investments for laboratory and FEA-simulation equipment approved (~ 250kCHF)

Norgren Fluid Controls – Fluid Automation Systems (FAS) Versoix (Geneva) / Switzerland

Sept 2005 – Nov 2009

New defined branch inside Norgren consisting of 4 companies with about 1.200 employees in 3 countries and a turnover of about 130 Mio. EUR. (FAS: 400 employees in 2008; turnover: about 70 Mio. CHF is one of the 4 businesses).

Technical Director

- Reporting to President Norgren Fluid Controls / MD of FAS
- Additional functional reporting from 2007 to 2010 to Norgren Vice President Engineering
- Member of executive board of Fluid Automation Systems (FAS)
- Management of R&D department with 30 engineers and technicians (mechanics, electronics, software)
- Member of New Projects Acceptance Committee
- Budget responsibility of about 4.5 Mio. CHF
- Participates on definition of global product strategy and technology road maps
- Negotiates on top management level with development partners, suppliers as well as customers
- Largest managed project : 4 Mio. CHF prospected yearly turnover
- Leads or participates in interdisciplinary problem solving task forces
- Defines objectives for team members and co-ordinates follow-up
- Coaching of direct reports and whole engineering staff to help them to achieve their objectives
- Defined and implemented new structure in R&D in order to support Norgren's global strategy
- Drive successfully cultural change – R&D is the department with the lowest number of voluntary leaves after the acquisition

- Proposed to change the whole organisation into a matrix structure to better support the highly project oriented business of FAS, which has been agreed. As a result I was in charge to outline the job description and to hire a Head of Project Management, what has successfully been accomplished.
- Changed development process and adopted simultaneous engineering and APQP procedures in order to decrease time to market and put in place a process for the treatment of small projects within 5 working days (success rate >90 %)
- Built Relationship with key customers on top management level world wide in order to efficiently support engineering advantage strategy
- Suggested installation of new R&D laboratory infrastructure – got significant capital investments justified and approved; new laboratory is up and running
- Participated at Due Diligence process for R&D within a planned acquisition
- Hired 10 new engineers and technicians during whole period;
- Executed personal reduction measures in R&D in 2008
- Definition and Implementation of Performance Indicators for R&D

IMI Norgren – Fluid Automation Systems S.A.
Versoix (Geneva) / Switzerland

Jul 2004 – Aug 2005

Acquisition of FAS by IMI plc. in July 2004 after retirement of the 2 founders. IMI is an engineering company based in the UK with concentration on strong niche markets (16.000 employees, turnover 3 billion €). IMI plc. is listed on the London Stock Exchange. FAS has been immediately integrated in the Fluid Power business which is represented by Norgren (6.000 employees)

Director R&D Medical Components

- Same responsibilities / tasks / team size as in previous position (see below)
- R&D project team wins the (Norgren) President's Award in the category Innovation for a new proportional valve (jury statement: „you have created exceptional competitive advantage for customers ...“).

Fluid Automation Systems S.A.
Versoix (Geneva) / Switzerland

Oct 2001 – Jun 2004

FAS is technology leader in the development and production of miniaturised solenoid valves and well introduced supplier to OEM customers in various markets: pneumatic motion / factory automation, food & beverage, sanitary, medical & analytical, textile etc. (220 employees, turnover: 42 Mio. CHF – data from 2001)

Director R&D Medical (FAS medic)

- Reported to Managing Director (R&D / Sales) and co-founder of FAS
- Definition of product strategy for medical products working closely together with marketing
- Close customer contact world-wide (recommendation of products, new project proposals, problem tracking) in order to assure real partnership.
- Defined and proposed specifications for new platform development projects.
- Main task 1: Build-up dedicated engineering team for medical projects in order to increase number of treated projects and so generated turnover. Facts: turnover with medical related products rose from less than 4 Mio. CHF in 2001 (representing about 10% of total turnover) to more than 9 Mio. CHF in 2005 (about 20% of total turnover).
- Main task 2: increase complexity of products in order to increase turnover and margins. Facts: the (at the time being) most complex FAS product (a fresh gas blender for an anaesthesia workstation) has been developed and put into production under my responsibility in 2003 with a volume in turnover of 1.5 Mio. CHF and a good margin.
- Hired 5 engineers and technicians
- Created position for a simulation specialist
- Proposed solution and started very first project to develop a complete (medical) device at FAS. This project is ongoing. It is today the development project with the highest priority within Norgren Fluid Controls.
- Lead and co-ordinate FMEA and risk analysis according to EN ISO 14971

Dräger Medical AG & Co. KG a.A.
Lübeck / Germany

Jan 1996 – Sept 2001

Drägerwerk AG (~10.000 employees) develops, produces and markets devices to allow human breathing under extreme conditions. The medical branch is represented by Dräger Medical, who is mainly developing, producing and marketing anaesthesia workstations and ventilators for artificial respiration. Dräger Medical is listed on German stock exchanges and included in the German technology index TecDAX since it became a joint venture with Siemens Medical Solutions (after 2001).

R&D Intensive Care / Mechanical Engineer :

- Reporting to Head of R&D and group leader “platforms”
- Design, development and introduction into serial production of gas blending and dosing systems for intensive care ventilators
- Participated in creation of several concepts for different ventilator projects
- Design, development and introduction into serial production of a silencer system made of plastic injection parts for the integration in a turbine driven ventilator.
- Service support and task force missions in Germany, Japan, France. Tasks: problem tracking & repair, training of service personnel, presenting new devices to customers (hospitals, joint-venture partner)
- Sub-project leader (pneumatics, mechanics) for a re-engineering project including successful market re-launch
- Defined, built-up and performed verification and validation tests of components and complete ventilators for several development projects
- FMEA and risk analysis according to EN ISO 14971 to support certification documentation for CE, FDA 510(k), CSA.
- Responsible for production support and continuous improvement of a transport ventilator.
- Project leader for CE – certification for intensive care accessories according to directive 93/42 EEC at due date. Result: certifications including labelling were done on time - no delivery delays have been caused.
- Responsible for a development sub-project with external development partners and introduction into production (drag turbine as main pressure source including heat exchanger circuit). The developed device has been successfully validated and is used in an intensive care ventilator which is available on the market.
- Performed supplier audits as a member of interdisciplinary teams
- Responsible for tracking of new technologies including organisation of training for whole R&D department
- Responsible for a project to choose, acquire and implement a CFD software. The project has successfully been accomplished.