

DIRECTOR OF CHANNEL MANAGEMENT / DIRECTOR OF GLOBAL SALES / PRODUCT MANAGER

Executive Profile

LEADING INTERNATIONAL SALES TEAMS TO RAPID REVENUE GROWTH, FASTER MARKET PENETRATION & IMPROVED PROFITABILITY Dynamic, top-performing Sales and Marketing professional with extensive international experience. Proven track record for identifying new growth opportunities, exceeding sales objectives, and driving strategic expansion. Strong, transformative leader and deal closer with an established history of breaking down barriers to seize profitable new business, and accelerate market penetration. Highly experienced at introducing new technology solutions for the life science, biomedical device and opto-electronic markets. Entrepreneurial manager, skilled at building high-performance, global work teams and managing complex, high-value OEM and channel partnerships. Published authority on rapid commercialization & effective new product introduction.

Skill Highlights

- Global Sales & Product Management
- Start Up / Turnaround / Fast Growth Experience
- Cross-Functional Team Management
- Financial and Contract Negotiations
- Strategic Partnerships and Alliances Organizational Development / Change Management Emerging Market / New Business Development OEM Account Relationship Management

Core Accomplishments

- Exceeding sales targets: At Excelitas Technologies, delivered over \$13 million of new orders and LTAs in Q4, 2015, leading all other global Sales Directors in revenue generation by over 50%.
- New orders yielded book-to-bill ratio of > 2.0.
- Motivating for Success: Led global sales team in generating 2014 revenue of \$32 million, bookings of \$36.5 million.
- Exceeded sales targets by double digit growth.
- Achieved YoY growth of 14.5% within mature product lines.
- Excelitas).
- Restructuring for improved market penetration: At PerkinElmer, revamped global distribution network, eliminated under-performing channel partnerships, and captured competitively held accounts to deliver an increase of \$8M annually.
- Pioneering New Opportunities: At NanoSciences Inc., created a consultative sales team from the ground up, built a world-wide network of nanotechnology service providers and generated new revenue of \$2M by year 1.

Professional Experience

01/2007 to Current

Director of Channel Management / Director of Global Sales / Product Manager Kickhaefer Manufacturing Company 1/4 Port Washington , WI

- Globally operating company providing products and manufacturing services for bio-medical device & industrial market sectors.
- Brought on board to turnaround underperforming product lines, build new sales teams & distribution networks.
- Selected to head sales force harmonization project combining 4 separate sales organizations and product lines following a series of acquisitions.
- Combined sales organization generates >\$500 million per year.
- Built a global sales team focused on increased prospect / proposal generation, LTA negotiation and up-selling.
- Accountable for \$70M+, Regional Sales Managers, channel partners & Apps Engineers in North America, Asia & Europe.
- Created an e-Commerce site to capture direct, end-user sales and improve margins on mature products; led to a new revenue stream with a corresponding improvement in EBITA.

01/2003 to 01/2007

Vice President of Sales Koppers Inc. 1/4 Florence , SC

- US-based nanotechnology start-up providing software solutions, nanomaterials, engineered products and capital equipment Selected to establish global sales and marketing team focused on semiconductor, life science and chemical markets.
- JAMES T.
- CLEMENTS Page 2.
- Created all branding, collateral, go-to-market plans, marketing communications (including public relations), and technical product placements focused on NEMS, BioMEMS, lab-chip & microfluidic market applications.
- Generated \$2M in new sales by year 1.
- Negotiated 5 year LTAs with key customers in Europe/US.
- Won global industry recognition, and received award as one of year's most influential start-ups by NanoBioNexus in 2006.

01/2001 to 01/2003

Key Accounts Manager / Regional Sales Manager Adt Security Services, Inc 1/4 Houston , TX

- US-based firm providing modeling & simulation software for biomedical, drug discovery, & nanotechnology applications.
- Recruited to pioneer new markets and penetrate new applications with a novel materials science software solutions.
- Led region in new account generation & revenue growth for 2001; including the nation's largest bioinformatics and consulting contract.
- Achieved \$1.2 million in new sales within first eight months.
- Delivered strategic partnership and long-term OEM agreement with Agilent Technologies, Inc.

- for a molecular visualization software package to integrate with their Synapsia® informatics workbench.

01/1998 to 01/2001

Regional Sales Manager HERRMANN ULTRASONICS, INC 1/4 City , STATE

- US-based supplier of capital equipment for ultra-high precision bio-medical device and gene-chip applications/manufacturing Challenged to turn-around underperforming territory and rapidly increase market traction for new systems.
- Consistently led all regional sales managers in new account generation for 8 consecutive Quarters.
- Increased annual sales by 45% to \$5.6M by year 2.
- Responsible for driving all sales / marketing of systems, software & instrumentation.

01/1996 to 01/1998

Marketing Manager AZUR ENVIRONMENTAL FORMERLY MICROBICS CORPORATION 1/4 City , STATE

- U.S.
- U.K.-based Beckman pre-IPO spin-off, focused on biosensors, and on-line environmental monitoring applications.
- Recruited to drive market introduction for capital equipment product line; creating foundation for an eventual IPO.
- Supervised staff in U.S.
- amp; U.K.
- Produced marketing plan, identified capital requirements, and designed successful global launch strategy for a new \$5M/year bio-sensor product line, targeting on-line environmental monitoring.

01/1985 to 01/1996

Product Manager / Western Regional Sales Manager / Manager ALCOA CHEMICAL CO 1/4 City , STATE

- Global provider of fine chemicals, catalysts, and systems for life sciences, environmental control & petrochemical applications Selected by BU president to head up NPD efforts and pioneer / establish new markets and new revenue streams.
- Direct P&L responsibility for commercializing new \$8M/year fine-chemical product line.
- Successfully managed all global sales and marketing to expand program to include distributors, technical sales reps and agents in over 12 countries.
- Drove global sales & marketing campaign, delivering first year revenue increase of more than \$1M within a \$10M region.
- Led product development team in receiving R&D 100 recognition as one of 1994's key innovations.
- Conceived and established SAFe®, a brand new global reuse / recycle program, utilizing a Class 1 environmental waste (spent catalyst) from chemical processing to create a new raw material supply stream.
- Savings exceeded \$20M / year.

Education

1994

M.B.A. / M.S : Technology Management Pepperdine University Technology Management

1978

B.S : Chemistry University of California 1/4 City Chemistry

1978

B.S : Biological Sciences University of California 1/4 City Biological Sciences

Professional Affiliations

Board of Directors (2005-2007) - NanoBioNexus - San Diego, California, USA Board of Directors - Orange County - BioMedical Engineering Council (ASME) - Irvine, California, USA Industrial Advisory Council - Frontiers Initiative on BioNanotechnology - Enschede, The Netherlands

Skills

acquisitions, branding, Change Management, consulting, Contract Negotiations, driving, e-Commerce, Fast, Financial, Functional, marketing plan, marketing, Market, marketing communications, materials science, modeling, negotiation, networks, New Business Development, novel, Organizational Development, product development, Product Management, proposal, public relations, receiving, Relationship Management, selling, Sales, simulation, strategy, Strategic, Team Management, technical sales, workbench