



# Ethan Leonard

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## PROFESSIONAL SUMMARY

Entrepreneurial and principled leader who consistently delivers financial and strategic objectives through development of high-performing cross-functional teams. Resourceful and creative driver of international business development with excellent communication, collaboration, and negotiation skills, as well as substantial experience working with C-level executives.

## SKILLS

- Strategic Marketing & Sales
- Product Life-Cycle Management
- Key Account Management
- Team Leadership & Development
- Cross-Functional Collaboration
- Negotiations and Contracts

## WORK HISTORY

### PANTHERYX

**Sr. Vice President, Early Life Nutrition and Quality** *10/2021 to 12/2022*

- Led Early Life Nutrition (ELN) business
- Developed a strategic plan for the use of bovine colostrum in ELN
- Supervised and coached an 11-person quality team
- Collaborated with operations head on material CAPEX projects
- Managed process-improvement initiatives to meet customer specifications
- Member of the PanTheryx leadership team
- Hybrid role split between Maryland and Arizona

### DSM NUTRITIONAL PRODUCTS

**Global Vice President, Early Life Nutrition** *02/2020 to 04/2021*

- Led restructured Early Life Nutrition (ELN) business unit
- Scope included full ingredients portfolio and nutritional premixes
- New ELN business unit accountable for >\$500M in annual revenue
- Developed five-year strategic business and growth plan
- Directly responsible for sales, marketing, and scientific affairs
- Revitalized innovation pipeline to support near and long-term growth
- Headed ELN workstream for Glycom acquisition integration
- Global role based in Columbia, Maryland

**Vice President, Global Key Accounts** *07/2017 to 01/2020*

- Managed 12 senior directors leading 20 global account teams
- Customer cohort delivered ~\$500M in annual revenue
- Accountable for revenue and profitability objectives
- Ensured development of three-year strategic plans for each customer
- Developed tiered regional customer classification system
- Designed and implemented global selling-excellence training program
- Co-led global initiative to improve customer service performance

- Established customer-first principles in non-commercial teams
- Member of DSM's Human Nutrition and Health Leadership team
- Commuting ex-pat role based in Kaiseraugst, Switzerland

#### **Vice President, Early Life Nutrition**

*02/2011 to 06/2017*

- Led global Early Life Nutrition (ELN) business
- Scope included all nutritional ingredients except nutritional premixes
- ELN business unit accountable for >\$350M in annual revenue
- Developed and implemented rolling three-year strategic business plans
- Accountable for nutritional lipids life-cycle management
- Directly responsible for global key accounts, marketing, customer service, technical support, and scientific affairs
- Negotiated multiyear contracts with international FMCG companies
- Led settlement of intellectual property disputes in N.A., Europe and Asia
- Member of DSM's Human Nutrition and Health Leadership team
- Reported to President, Human Nutrition and Health
- Global role based in Columbia, Maryland

#### **MARTEK BIOSCIENCES**

*09/2000 to 02/2011*

##### **Vice President, Pediatric Nutrition**

- Led pediatric nutrition team for Martek's nutritional lipids business
- 2010 revenue >\$300M
- Responsible for product life-cycle management for pediatric applications
- Increased global customer base from ~20 to over 90 accounts
- Cross-functional leadership to ensure market access and supply continuity
- Executed long-term sole-source contracts with multinational manufacturers
- Facilitated team which established Martek as an award-winning supplier
- Escalating positions from Marketing Manager to Vice President in 2008
- Global role based in Columbia, Maryland

#### **DEROYAL**

*11/1998 to 08/2000*

##### **Area Sales Manager, Healthcare Solutions**

- Acute care product sales and TracePak project management
- Increased territory revenue two-fold in 12 months
- Led TracePak operating room efficiency and cost-optimization programs
- Salesman of the Quarter - Northeast Region Q2, 1999
- Promoted to Regional Field Trainer after one year as Area Manager
- Selected for Regional Manager training program

#### **MONTGOMERY COUNTY PUBLIC SCHOOLS**

*08/1995 to 11/1998*

##### **Teacher, Secondary Education**

- Sixth and eighth grade history teacher in Montgomery County, MD
- Acting Team Leader for one of two 8th grade cohorts
- Program Coordinator for all after-school activities and soccer coach
- Member of Instructional Council leadership team
- Nominated and accepted into Leadership Development program

**U.S. OFFICE OF TECHNOLOGY ASSESSMENT**

*06/1993 to 07/1995*

**Research Analyst**

- Evaluated the educational impact of technology in K-12 classrooms
- Conducted field research in greater Washington, D.C. area
- Contributed to publication of two reports intended to shape federal policy
- Project liaison to U.S. Congressional oversight committees

**EDUCATION**

**Master of Arts | Teaching, Secondary Education**

*05/1993*

**The American University, Washington, DC**

**Bachelor of Arts | Political Science**

*05/1991*

**University of Massachusetts Amherst, Amherst, MA**