

Brett Teale

I have over 15 years experience at the executive management level in scientific and medical start-up ventures, and 24 years experience in university, commercial and research based Pathology fields specialising in Molecular Biology and Genetic Testing. I am a specialist with a broad base of skills in scientific and analytical roles, with management and legal knowledge applicable to project oversight and have helped grow medical, scientific and biotechnology companies and managed ASX-listed entities from IPO into operations.

EDUCATION

2004

JURIS DOCTOR

T.C. Beirne School of Law
University of Queensland

1999

DOCTORATE OF PHILOSOPHY

Dept. Of Pathology/Surgery
University of Queensland

AWARDS

2005

MHGSA

Human Genetics Society of Australasia

EMPLOYMENT

Feb 2013 - present

CONSULTANT, BIOTECHNOLOGY INDUSTRY

Position: Consultant/CSO Contract
Clients: AVAAL Group Pty Ltd -TV Presenter "How Can it Be?"
Peak DNA Pty Ltd -Genetic Test Design
Cell Biotherapies -Implemented allogeneic Stem Cell Therapies
-Oversight of Stem Cell Banking
Far East Empire Group -Company Start-ups
-Technology transfer

Experience:

Genetic/Pathology/Scientific

-Writing and Implementing Quality Systems/SOPs
-Array and SNP Assay Design and Implementation
-Training Strategies for senior staff to analyse genetic outputs

Corporate

-Investor presentations to achieve Stage 1 funding

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- Media (TV/Radio) to present expert opinion
- IP review and commercial positioning
- Scientific and Corporate legal advice to bring assay designs to commercial level use

May2016 - Dec2016

BIOSCIENCES COORDINATOR, FACULTY OF HEALTH, QUT

Position: Professional Staff Manager Contract Full-time

Experience:

Pathology/Scientific

- Oversight and implementation of financial tracking of the Haematology, Anatomy, Physiology, and Cadaveric Facility by technical staff for costing academic support and teaching objectives (Fiscal KPI setting and tracking)
- Restructuring and implementing Quality Systems/SOPs in a university environment to ISO/NATA level governance
- Through QUT wide Committee involvement implemented Chemwatch Database tracking of all chemicals in Faculty, and oversaw rollout of training and tracking systems
- Through QUT wide committee commence impact assessment and implementation of the iProcurement (Oracle database) solution to dovetail with Chemwatch system
- Brought laboratory storage/temperature tracking up to Diagnostic Industry and WHS Standards
- Creating and Implementing QUT wide Policy and Procedures to achieve Legislative Compliance to the *Anatomy and Tissues Act* in Cadaveric and Medical Engineering Facilities on behalf of QUT

Feb 2010 - Feb2013

UNIVERSITY OF QUEENSLAND VET SCHOOL, GATTON

Position: Laboratory Operations and Facilities Manager

Experience:

Executive

- Oversaw construction completion of \$93m facilities at Gatton and defects period for School and clinical facilities
- Planned and oversaw decant, logistic and startup of Pathology Laboratories (St Lucia-Gatton) to prevent client service downtime
- Design and Construction oversight for \$2.3m Dayboro Vet Hospital
- Achieved position on School Executive to manage operational issues from a whole-of-business perspective
- Represented School on Biosafety Committee and introduced campus-wide biosecurity strategic procedure for Hendra
- Business transformation of Pathology Laboratory to increase

research based income streams to offset client loss due to location

- Implemented Space/Collaborative lab use strategy with costings

- Structured lab facilities oversight (Wet/Dry/PC2/Biologicals)

Accreditation

- Creation and Implementation of Quality Systems and NATA assessment level documentation

- Implemented teaching and laboratory processes to achieve school AVMA accreditation

Operations Commercial/Research/Academic

- Legal/Regulatory issues (IP/OHS/WHS)

- Service contracts

- Introduced Sub-contract testing for DAFF clients

 - Laboratory process improvement

 - Staff recruitment/supervision/performance evaluations

 - Academic course design/practical oversight

- Restructured School/Vet Pathology financial model to attribute staff time/use and COGs for teaching materials to the relevant courses, bringing service to cash positive position

Research and Development

- Introduced a pay-for-use contract staff model to assist academics on small grants (unable to employ staff) to achieve research goals

- Implemented the Molecular Pathology section in Vet Pathology to take advantage of research and client initiated test requests

Laboratory

- Oversight of all Senior Scientists in Pathology Sectors for Commercial Research and Teaching

- Molecular Pathology

- Clinical Pathology

- Bacteriology

- Anatomical Pathology

- Serology/Immunology

- Post-Mortem Laboratory

- Media Laboratory

- Assay development and implementation

Apr 2009 – Sept 2015

SECURE DNA TECHNOLOGIES, BRISBANE

Position: Chief Scientific and Operations Officer

Experience:

Executive

- Company strategic planning
- Research and Development direction
- Startup and Funding Presentations

Accreditation

- Company Quality Systems design and implementation
- Laboratory Quality Systems design and implementation
- NATA assessment documentation

Operations

- Legal/Regulatory issues
- Service contracts
- Sub-contract engagements
- Project management and reporting

Production

- Staff recruitment/supervision
- Assay evaluation/validation
- Testing platform evaluation/validation

Research and Development

- Assay design
- Product development pipeline
- Evaluation of Third Party Intellectual Property

Jan 2007 – Nov 2009

CEO/MANAGING CONSULTANT, KANGAROO METALS LIMITED

Position: Consultant Permanent Full-time

Experience:

Corporate

- Broker/Shareholder relations
- IPO listing on ASX
- Company strategic planning
- Marketing
- Acquisitions/Mergers
- Business Development
- Collaborative/Joint Venture operations

Operations

- Legal/Regulatory issues
- Staff recruitment/supervision/training
- Company process improvement
- Company/Staff performance evaluations
- Facility maintenance
- Service contracts

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- Sub-contract engagements
- Benchmarking (process efficiencies)
- Client Liaison

Sept 2006 – Oct 2007

AUSTRALIAN GENOME RESEARCH FACILITY, BRISBANE

Position: Senior Research Scientist Permanent Full-time

Experience:

Production

- High throughput sequencing
- DNA testing (SNP Discovery)
- Assay evaluation/validation/optimisation
- Testing platform evaluation/validation

2003 - 2006

GENETIC SOLUTIONS PTY LTD, BRISBANE (NOW ZOETIS)

Position: CSO/COO Permanent Full-time

Experience:

Executive

- Company strategic planning
- Marketing
- Research and Development direction
- Intellectual Property portfolio
- Collaborative/Joint Venture strategy

Accreditation

- Company Quality Systems design and implementation
- Laboratory Quality Systems design and implementation
- NATA assessment
- International proficiency testing program

Operations

- Legal/Regulatory issues
- Staff supervision/training
- Company process improvement
- Company/Staff performance evaluations
- Facility maintenance
- Service contracts
- Sub-contract engagements

Production

- Staff recruitment/supervision
- DNA testing (SNP and Marker Profiling)
- Assay evaluation/validation
- Testing platform evaluation/validation

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-Benchmarking (testing/processes)

-Client Liaison

Research and Development

-Assay design

-Product development pipeline

-Evaluation of CSIRO Intellectual Property

-Staff recruitment/supervision

Jan 2001 – Dec 2003

QUEENSLAND UNIVERSITY OF TECHNOLOGY

Position: Medical Biotechnology Casual lecturer

Experience:

-Diagnostic Molecular Pathology

-Medical Biotechnology

July 2000 – Feb 2007

ONLINE ENGLISH PTY LTD

Position: Consultant Scientific Editor Contract

Experience:

- >750 Journal papers

- >150 Book chapter

- >20 Theses

Nov 1998 – Aug 2002

MOLECULAR PATHOLOGY, SULLIVAN NICOLAIDES PATHOLOGY

Position: Laboratory Manager Permanent Full-time

Experience:

Human Genetic, Microbial and Virological Testing

- Diagnostic Testing

- Assay development and validation

- Quality Systems

- Business Development

- HR/Staff/Student Recruitment and Supervision

- NATA Documentation and Accreditation

May 1997 – Nov 1998

MOLECULAR GENETICS, ROYAL BRISBANE HOSPITAL

Position: Scientist (PO4) Permanent Full-time

Experience:

Human Genetic Testing

- Diagnostic Testing
- Assay development and validation
- Quality Systems
- Business Development
- HR/Staff/Student Recruitment and Supervision
- NATA Documentation and Accreditation

Mar 1995 – May 1997

IMMUNOLOGY, ROYAL BRISBANE HOSPITAL

Position: Scientist (PO3.02) Permanent Full-time

Experience:

- Flow Cytometry
- Immunoserology
- Immunohistochemistry
- Immunoassay
- Cell culture and storage

Mar 1989 – May 1999

**QUEENSLAND INSTITUTE OF MEDICAL RESEARCH, BRISBANE.
MOLECULAR ONCOLOGY UNIT**

Position: Research Assistant, Grade I.
Research Scholar, (M.Med.Sci.)
Research Scholar, (PhD)