

Nikolausstr. 35
50259 Pulheim
Germany

THORSTEN M. WALOSCHEK



office@thorstenwaloschek.com
www.thorstenwaloschek.com

Cell Germany: +49-173-288-5131
Cell USA: +1-908-938-9114

SENIOR MANAGEMENT EXECUTIVE - LIFE SCIENCES INDUSTRY Medical Devices, Pharmaceuticals, Diagnostics & Related Areas Increasing Revenue / Improving Profitability / Strengthening Operational Performance

- P&L and General Management
- Vision & Strategic Planning
- Operations Management
- Reorganization & Change Process
- Marketing, Business Development & Sales
- Product Development & Management
- Business Principles & Values
- Cross-Functional Team Building & Leadership

Results/outcome driven, ambitious, and resourceful senior executive with proven leadership talent, long term vision perspective, and a 30-year career showcased by continual advancement and achievements in delivering strong market, financial and operational results. Hands-on experience in all relevant business functions, and international background across the globe (Asia, Europe, North and South America); excel in cross-functional environments. Solid understanding of financial parameters and highly regulated healthcare sectors. Dual citizen (German/US American) with excellent cross cultural skills.

START-UP EXPERIENCE AS INDEPENDENT CONSULTANT (www.CCIAO.DE)

NEOPREDICS, Basel, Switzerland - Regensburg, Germany and Fort Lauderdale, FL, USA (2020 - current)

NeoPredics is developing a predictive analytics for maternal and neonatal applications to provide clinical decision support platform (software-as-a-service) to identify patients during the first 1,000 days of life who will be in a critical situation in the future (<https://neopredics.com>)
CEO

SKINCUBATOR NEOCARE, Israel (2024 - current)

Skincubator is revolutionizing neonatal care with a series of technologies built around connection instead of separation (<https://www.skincubator-neocare.com>)
Member of the board

SENCILIA, The Netherlands (2024 - current)

Intravenous (IV) infusion monitoring sensors to ensure stable IV therapy and prevent accidental over/under dosage in vulnerable patients with a first focus on neonates (<https://sencilia.nl>)
Commercial advisor

HARMONY, Boston, MA, USA (2023 - current)

Harmony is using cutting-edge biotechnology to create a formula naturally designed for humans (<https://harmonybabynutrition.com>)
Commercialization

NEUROBELL, Ireland (2023 - current)

NeuroBell is developing a dedicated neonatal EEG monitor (<https://neurobell.com>)
Member of the advisory board

KLUBA MEDICAL GMBH, Germany (2021 - current)

Kluba Medical is manufacturing newborn head positioning aids to avoid flat head syndrome (<https://kluba-medical.com>)
International Distribution setup and go-to-market in the US

LIBERATE MEDICAL LLC., Crestwood, KY, USA (2018 – current)

Liberate is investing into research and development of an innovative muscle stimulator to help wean patients off a mechanical ventilator (www.liberatemedical.com)
VP Marketing & Sales (interim)

ASPECT IMAGING INC., Israel and USA (2020)

Aspect Imaging is introducing a dedicated neonatal MRI scanner (<https://embracemri.com>)
Market research project

BABYBE GMBH, Stuttgart, Germany (2018 – 2020)

Babybe is a start-up company, developing innovative developmental care devices for premature babies (www.babybemedical.com)
CEO

NICVIEW, Louisville, KY, USA (2015 – 2017)

NICVIEW is a start-up company which was acquired by Natus under the lead of Thorsten Waloschek in January 2015. NICVIEW offers live video streaming of newborns in the hospital for families (<https://nicview.natus.com>)
Head of Commercial Operations (within Natus)

OKUVISION, Reutlingen, Germany (2013 – 2014)

Okuvision (meanwhile merged into Retina Implant) investing into an innovative approach to treat Retinitis Pigmentosa (www.retina-implant.de)
Marketing and Sales Advisor

ANM ADAPTIVE NEUROMODULATION GMBH, Cologne, Germany (2012 - 2013)

ANM (now Desyncra) is a start-up company, marketing a number of innovative non-invasive treatments based on neuromodulation of the brain. Among other applications treatment of tinnitus is one focus area. (www.desyncra.com)

Vice President, Marketing & Sales

INFANDX AG, Cologne, Germany (2010 – 2024)

InfanDx is a start-up company, investing into research and development of an innovative clinical diagnostic tool to detect neonatal asphyxia (www.infandx.com)

Founder, Investor and Member of the Supervisory Board (until 2020)

PROFESSIONAL CORPORATE EXPERIENCE

NATUS MEDICAL, San Carlos, CA / Cologne, Germany (2014 – 2019)

Natus is a \$500 M, 2,000+ employee global company that develops, produces and markets medical devices for Neurology, Newborn Care and Audiology.

Senior Director Global Marketing & Business Development, Newborn Care (01.2014 – 01.2019)

As Senior Director Marketing & Business Development and member of the Newborn Care business unit senior leadership team, shared responsibility for attainment of consolidated global Natus Medical profit. Own entire P&L (turnover, costs, profitability) for the NICVIEW™ video screening for newborns system, which has been acquired in early 2015. Define global portfolio and new business strategy, including mergers & acquisitions, licensing and co-promotion activities. Accountable for people management, including staff development, performance measurement, retention, and further development of high performers. Supervise a 20-person team in the US and Europe.

- **Sales Growth.** Grew global revenue of a product line by more than +300 % in the first year after acquisition
- **Portfolio Management.** Harmonization of portfolio across all business units and new positioning of BU Newborn Care
- **Organization.** Restructuring of the upstream product marketing organization with successful implementation of cross functional product steering boards
- **M&A.** Seamless integration of acquired start-up company into organization while keeping all staff members on board

DRAEGER MEDICAL / DRAEGER MEDICAL SYSTEMS INC., Telford, PA (2006 – 2012)

Draeger Medical is a \$1.8B, 6000+-employee global company that develops, produces, and markets medical devices for the acute point of care in several segments. Draeger Medical Systems, Inc. is a \$250M, 500-employee U.S. affiliate of Draeger Medical.

President, Strategic Business Field Neonatal Care & Thermoregulation (2008-10.2012)

Vice President, Draeger Medical Systems (2008-10.2012)

As President of the Strategic Business Field (SBF) and member of the global management team, share responsibility for attainment of consolidated global Draeger Medical profit. Own entire P&L (turnover, costs, profit) for all SBF product groups on a global basis. Drive global market strategies in alignment with Regional Heads, and lead global business strategies and business objectives regarding budget, cost, assets, quality, resource planning, data reliability and inventory according to national and international legal requirements (FDA, ISO). As the VP of Draeger Medical Systems, serve as a member of the Board of Directors. Supervise a 12-person team and lead a cross-functional matrix team of 200.

- **Budget Over-Attainment & Profit Improvement.** Grew global profitability by +33 % and increased profitability of US based product line +25% by streamlining the product portfolio. Launched 2 new products out of own R&D (combined sales of €20M) with improved profitability. Provided short-term fill of portfolio gaps and improved profitability by fostering strategic cooperation with several third party manufacturers.
- **Marketing Expense Reduction.** Lowered marketing expenses 15% via organization streamlining and bundling responsibilities while introducing a new social media based direct to patients (parents) educational marketing platform.
- **Change Process.** Assumed a leading role in driving change process after major reduction and layoffs in R&D. Engaged team in developing a new strategy, focused on short-term wins, and redesigned the SBF strategy to align with new limited resources, resulting in a stable sales forecast despite lack of major innovation.

Director, Product Management (2006-2008)

Increased profitability and market success of the SBF portfolio by providing direction and leadership for all aspects of product management, including portfolio strategy and marketing mix – top down in line with SBF strategic direction and bottom up with input from product management and regions. Drove annual marketing and budget planning, and consolidated target setting of product key performance indicators. Analyzed and monitored portfolio performance and defined marketing mix measures to ensure portfolio performed according to plan. Conducted analysis of market trends, customer needs, and competition, and approved marketing and sales materials. Managed a team of 7 Product Managers. Accountable for overall performance of product related product steering boards, including setup, management, and customer orientation.

Draeger Medical / Draeger Medical Systems Inc. – Continued:

- **Global Advisory Board.** Established the first neonatal global advisory board consisting of 7 international key opinion leaders.
- **Customer Needs & Product Development.** Collected and prioritized customers' needs for product development.
 - Interviewed over 400 customers (neonatologists, nurses, respiratory therapists, biomedical engineers, parents) in 100 hospitals in more than 25 countries on all 5 continents.
 - Documented each visit with pictures and developed and delivered the presentation "NICU's Around the World," which has been presented in front of up to 500 clinicians in Japan, Germany, and the U.S.
 - Established international customer focus groups and validated product concepts.
 - Categorized, analyzed, and translated product requirements for the R&D team, and transferred customer requirements into R&D product requirements database (Doors).

GROUPE NOVASEP SAS, Pompey, France (2001 – 2006)

€330M technology driven company providing a large portfolio of innovative, cost effective syntheses and processes to produce molecules for the pharmaceutical, food, cosmetics, agrochemicals, and specialty chemicals industries (formerly Dynamic Synthesis).

Director, Marketing Group Novasep (2005-2006)

Provided direction and leadership for the marketing function (marketing intelligence, public relations, corporate communications, etc.) during a period of dynamic change as one of only 2 former Dynamit Nobel managers who transitioned into Novasep following its merger with Dynamic Synthesis operations. Led a 7-person marketing and communications team.

- **Post-Merger Integration.** Led successful post-merger integration of 7 formerly independent production sites in 3 countries.
- **Corporate Identity Redesign.** Spearheaded new common market approach and redesign of corporate identity (Internet, publications, brochures, trade show/exhibitions, logo) after integration of Dynamic Synthesis into Group Novasep after merger.

Head of Marketing for Dynamit Nobel GmbH, Troisdorf, Germany (2001-2005). Acquired by Group Novasep in 2005

Spearheaded global life science marketing activities that generated outstanding results, including planning, marketing intelligence, public relations, and corporate communications and strategy initiatives. Directed a 7-person marketing team; served as Assistant to the company's CEO.

BAYER AG / BAYER VITAL GMBH, Wuppertal, Germany / Leverkusen, Germany (1992 – 2001)

Steady career progression with Bayer AG, a leading US\$74B integrated life science company, and Bayer Vital GmbH, the US\$3B German sales and marketing organization of the life sciences activities of Bayer AG.

Resource & Portfolio Manager – Bayer AG (2000-2001)

Product Manager, Diabetes Care – Bayer Vital GmbH (1999-2000)

Pharmaceutical Sales Representative – Bayer Vital GmbH (1998-1999)

Country Coordinator, Pharma Business Management Asia – Bayer AG (1996-1997)

Military Experience (1990-1992): Junior Non-Commissioned Officer – German Army. Stationed at international NATO headquarters BALTAP in Denmark; specialized in local automatic data processing organization administration.

EDUCATION / PROFESSIONAL DEVELOPMENT

- ORIEL STAT, USA (2018)
New Medical Device Regulation in Europe
- PATENT No. DE 40-2008005677.9 (2010)
Method and apparatus for controlling a warming therapy device
- BASON COLLEGE, USA (2010)
Leading the Entrepreneurial Enterprise
- MALIK INSTITUTE ST. GALLEN, RUTGERS UNIVERSITY, BABSON COLLEGE (2007-2011)
Management Education
- RUTGERS UNIVERSITY, USA (2006)
Advanced Leadership Development
- NIMBAS / UNIVERSITY OF BRADFORD, UK (1998-2000)
Master of International Business Studies (MBA)
- CHAMBER OF COMMERCE – Cologne, Germany (1992-1995)
Industriekaufmann (Equivalent to B.Sc., Economics)
Wirtschaftsassistent (Equivalent to Diploma in Economics)
Pharmareferent (License to sell Rx drugs in Germany)
- SCHILLERGYMNASIUM - Hannover , Germany (1983-1990)
Abitur, High School Diploma

ADDITIONAL INFORMATION

- Date of Birth – 20 November 1970
- Nationality – Dual Citizenship: US American and German
- Languages – German (native); English (fluent); Danish (basic); French (basic)

OFFICES

Germany:

CCIAO Thorsten Waloschek Sales and Marketing Consultancy HealthCare (Germany)
Nikolausstr. 35, 50259 Pulheim, Germany
(VAT) Umsatzsteuer-Identifikationsnummer: DE291510940

USA:

CCIAO L.L.C. (USA)
5341 Tennis Lane, Delray Beach FL 33484, United States