

## Thierry Merckling

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married, 3 children



### **International Business development Management of Business Unit and start-up ventures Life Sciences, Food Industry, Biotechnology**

## SKILLS & STRENGTHS

- **Entrepreneurial drive: after a successful international career with an Industry leader, I have created and run my own consulting business. I have now joined AGRAQUEST, a US Biotech to create and develop the International Division.**
- **Specialist in business development and business ventures in innovative industries.**
- **Management of projects and project teams in biotechnology, agro-industry and food chain.**
- **Operational experience in financial engineering for new business and start-up companies.**
- **Business fluency: English, French, German.**

## PRESENT

### EMPLOYMENT

2006

#### **AGRAQUEST Inc. – Business Director Europe/Middle East/Africa [www.agraquest.com](http://www.agraquest.com)**

- Agraquest Inc. US biotech company founded in 1995, developing Biopesticides for the high value crop markets: fruits, vegetables & ornamentals.  
95M\$ of invested capital (lead investor: TPG group)
- EMEA Business Director position created in 2006:
  - Drive and develop the sales regional business to a 10M \$ contribution by 2012.
  - Develop the sales of the lead product Serenade ®: speed up market penetration in key countries: Italy, France, Spain, UK, Germany, Turkey and expand distribution in new geographies: Med Area, South Africa → 130% sales growth achieved in 2007
  - Distribution contracts established for South Africa, Germany, UK, Egypt, Slovenia
  - Develop and execute the strategic plan for external growth
  - Member of the industry association IBMA [www.ibma.ch](http://www.ibma.ch)

## CONSULTANCY

2003 - 2006

#### **TMBD Consulting – Consultant, strategic management for new technologies and innovation**

- Development of a Consulting business; creation of TMBD Consulting in 2005.
- Advising companies for new business ventures and business development projects in Biotechnology, Food chain, Environment - France and Europe :
- **Recent projects conducted:**
  - Assisting a Seed company for the acquisition of a proprietary hybridizing technology.
  - Strategic Business Plan for a Biotech start-up company: Development of new proprietary biological actives for crop protection.
  - Development of a range of new Bioproducts for the Home & Garden market. Feasibility study, decision on product options, access negotiations. A full range of 14 new products was launched 6 months after project started.
  - Design and implementation of a diversification strategy for a Contract Research Organization.
  - Commercial development of a novel Digital Video System for scientific businesses.
- References: BIOTRANSFER – SAATEN UNION – DEVGEN – INNOVACT - OR BRUN – INRA – BIOPHYTECH – ILIXO.
- **Business Development Manager for a biotech start-up, spin off from the CNRS – Grenoble France**
  - Development of new molecules and active ingredients for crop protection, nutraceuticals and health sectors.
  - Business Plan, partnership and licensing strategy, financing.

## PREVIOUS EXPERIENCE

1980 - 2003

#### **MONSANTO COMPANY – Specialty Products for agriculture**

1999 - 2003

#### **Director, Product Development and technology - Europe/Africa region – (Sales 600M€)**

- Member of the European management team, in charge of the Product Development organization: Crop protection, seed business, biotechnology. - 110 people, Budget: 8M€.
- **Implementation of a strategic plan to participate to the fast growing biofuel and non food markets**
- Introduction of novel technologies into the cereal market: peak revenues 35M€
- Streamlining program of the R&D organization. Annual savings achieved: 4M€/ p.a.

- Leading a scientific Outreach programme on biotechnology: Social & economic benefits
- Representing the Europe organization at the company global R&D strategic committee: technology project review, resources allocation, prioritization (global R&D budget: 400M\$)
- Member of the European Industry Association (ECPA): Agri-Environmental and Food Policy team: The team has actively participated to the review of the strategic communication initiated by the European Commission on the sustainable use of crop protection products.

1997-1999

**Hybritech - Seed Division: Seed Production Technology Manager, Europe**

- Reorganization of the seed production: +70% increase achieved in 3 years
- Negotiation of production contracts with Coops and distribution channels
- Obtained approval from the French authorities securing the use of enabling technologies.
- Implementation of an extensive traceability program to monitor 3000has of production.

1995-1997

**Solaris - Garden Division: New Product Manager, Europe - Sales 60M\$**

- In charge of the business negotiations for 3<sup>rd</sup> party product access
- Design and execution of the New Product Strategic Plan For Europe: 10% of sales revenue
- Introduction of 5 new products: herbicides, insecticides, fertilizers in France, UK, Germany.
- Design and implementation of the Solaris Environmental Pledge.

1992-1995

**New Product Division, Europe: Herbicides technical Manager**

- Development of new products for the European cereal market in joint venture with the Japanese company KUREHA.
- Coordination of programs and business relationships with the Japanese JV partner

1987-1992

**Product development Manager France - CA 100M\$**

- Implementation of the growth strategy for the lead brand Roundup® -
- Development of new products for market segmentation
- Team & budget management – 12 people, 2M\$.

1984-1987

**Product Development Mngr, North Europe-South Africa**

- Coordination of country teams: Germany, Benelux, Scandinavia, South Africa.

1980-1984

**Project supervisor – France**

- Technical communication and training for sales forces.
- Delivering information and data inputs for marketing programmes.
- Coordination with the Product management function.

1977-1980

**AGRICULTURE OFFICIAL EXTENSION SERVICES – France - Farm Consultant**

1976-1977

**RESEARCH INSTITUTE FOR OIL CROPS, Senegal - West Africa: Seed Breeder**

- In charge of a breeding program for groundnuts.

*EDUCATION*

**Ingénieur Agronome ( MSc Agronomist )**

**National Institute for Agronomy & Life Sciences Paris INA PG – France (1975)**

**Post graduate education programmes :**

Consumer Marketing	KELLOG Univ. Chicago
Strategic Marketing	Univ. Illinois London
Dimensional Sales training & Sales Management	MOORE Paris
Strategic Management of Product development	NAVIGANT London
Risk Communication	Pr COVELLO Brussels
R&D strategic Management	M.C.E Brussels

*OTHER INTERESTS*

**Computer skills**

MS office  
 Experimental data management systems: PRM, ARM  
 Project Management, Net Meeting, LotusNote DB, WebEx

**Professional & social networks:**

Agro-food Consultant network ARCADIA  
 Lyon Bioadvisor Network  
 UNIAGRO University Alumni association: Board member; assisting young graduates in job search.

**Mobility:**

Expatriate positions : Belgium: 7 years - Senegal/West Africa: 1 ½ years  
 Extensive Business travelling : Europe (West and central/east Europe), USA, Japan, South Africa.