

ETHAN ALDEN-DANFORTH, PhD

<https://www.linkedin.com/in/Ethan-AD-PhD>

OBJECTIVE ♦ To establish myself as an industry expert with an expert matching platform where I can utilize my deep experience in personal care R&D and cosmetic product manufacturing to serve clients needs

SUMMARY ♦ Extensive international business strategy development and implementation. Seasoned product development experience, including project and staff management. Diverse technical background conducting and managing hands-on, innovative scientific research. Creative problem solving and troubleshooting. Strengths include:

New Business Development & Technical Sales
Strategic Business Leader / People Manager
Product Innovation Identifier & Accelerator

Scaling Chemical Technologies from 1kg to 10,000+kg
Scientific Communication to Non-Technical Personnel
Agile Project Management (Scrum) & Lean Manufacturing

PROFESSIONAL EXPERIENCE

AUTUMN HARP ♦ Essex Junction, VT ♦ Nov 2016 – Present

Personal care, cosmetics, and OTC contract manufacturer with \$90+ million in sales and 280+ employees

Vice President, Research & Development ♦ Nov 2016 – Present

Member of Senior Management team and co-responsible to set and implement company's strategic agenda, including budget, P&L, capital expenditures, and people management. Leader of all aspects of R&D including formulation, raw material sourcing, product safety/regulatory, and process engineering. Oversee technical support for Sales and NBD.

- Drove company growth from \$35M in 2017 to \$120M run rate in 2024 with 20% of annual sales each year coming from new product launches and another 15% coming from technology transfers.
- Implemented Design for Manufacturability system with process engineering group to bring continuous improvement to Compounding that resulted in reduction of avg batch time by 10% saving 100 hours per week
- Servant leader responsible for engagement, professional development and happiness of staff of 20 employees.
- Manage R&D budget of \$2.1 million annually as well as ~\$300k annual R&D cap ex budget.
- Led project to build 1000 sq ft Production lab that includes analytical and microbiological testing. Responsible for overseeing space design & construction, equipment purchase, personnel recruitment & SOP creation
- Leader of New Product Development pillar under Operational Excellence program for lean manufacturing including factory-wide Red Zone implementation in 2023.
- Thought leader, motivator, and impediment crusher for company's Agile transformation to Scrum PD process.
- Testified to the Vermont Health and Welfare Committee as a subject matter expert on the subject of Vermont Senate Bill S.25 which proposed to regulate certain classes of chemicals used in cosmetics
- Developed and currently manage database of analytics and metrics to optimize resource allocation of R&D department and to maximize productive work efforts for new product and business development.
- Served as technical subject matter expert (SME) for general production support in OOS, CAPA, and Deviation investigations

L'OREAL ♦ Clark, NJ ♦ US R&D Headquarters of Paris-based Company ♦ 2010 – July 2016

World's largest beauty corporation with \$44 billion in sales, 30+ global brands and 87,000+ employees

US R&D Manager ♦ Dec 2015 – July 2016

Created, maintained, and executed 3-year strategic vision for Maybelline's eye product innovation technology pipeline.

Managed innovation team's research strategy, formulation platforms and professional development.

Continued to lead development team as described in Group Leader responsibilities below.

- Over three years, directed 30+ global eye makeup launches that have produced \$980 million dollars in sales domestically plus \$700 million dollars internationally for Maybelline.

US R&D Group Leader ♦ 2013 - 2015

Collaborated with marketing management to shape brand strategy. Directed all facets of technical team's research and development of value-focused innovations to drive Maybelline's \$750 million annual global mascara business.

- Anticipated global chemical regulatory changes and proactively adapted product technology platforms. By doing so, generated \$575k in savings over two years in raw material and packaging costs.
- Selected among worldwide volunteers to spearhead a Shanghai-based project for 4 months, which included leading an international technical team. The mission was to create and develop products to compete with a local Chinese competitor.

US R&D Senior Scientist ♦ 2010 - 2012

- Formulated body hygiene, antiperspirant, skin care and other makeup products using in silico modeling, high-throughput screening, and structure-activity relationship optimization strategies.
- Chaired an extracurricular innovation project team that identified and developed blue-sky product ideas that were presented to and reviewed by C-level management and won international company awards.

EDUCATION

Doctor of Philosophy in Synthetic Organic Chemistry ♦ Johns Hopkins University ♦ Baltimore, MD ♦ 2010

Master of Science in Chemistry ♦ Johns Hopkins University ♦ Baltimore, MD ♦ 2009

Bachelor of Science in Chemistry ♦ Villanova University ♦ Villanova, PA ♦ 2006

Minor in Business ♦ Villanova University ♦ Villanova, PA ♦ 2004

LEADERSHIP & ACHIEVEMENTS

Technical Consultant to the Private Equity/VC, Chemicals, Legal, and Pharmaceuticals Industry ♦ 2017 - Present

Certified Scrum Master from the Scrum Alliance ♦ 2016

American Chemical Society Green Mountain Local Section Chair & Treasurer ♦ 2016 - Present

L'Oréal US R&D Makeup Sustainability Spokesperson Internally & Externally ♦ 2014 - 2016

Villanova University Inter-Fraternity Council President ♦ Villanova, PA ♦ 2005-2006

PATENTS & PUBLICATIONS

1. Alden-Danforth et al. Perspiration and Odor Control Compositions. US Patent 8,663,611, **March 4, 2014**
2. Alden-Danforth et al. Mascara Compositions Comprising a Semicrystalline Polymer, a Silicone Elastomer, and a Hydrophilic Gelling Agent. US Patent 8,932,573 **January 13, 2015**
3. Alden-Danforth et al. Testing System for Pathogens and Analytes. US Patent Application 20230060633, **September 2023**
4. Alden-Danforth, E.; Scerba, M.T.; Lectka, T. *Org. Lett.* **2008**, 10, 21, 4951-4953
5. Erb, J.; Alden-Danforth, E.; Kopf, N.; & Scerba, M.T.; Lectka, T. *J. Org. Chem.* **2010**, 75, 969-71
6. Paull, D.H.; Scerba, M.T.; Alden-Danforth, E.; Widger, L.R.; Lectka, T. *J. Am. Chem. Soc.*, **2008** 130 (51), 17260-17261
7. Paull, D.H.; Abraham, C.J.; Scerba, M.T.; Alden-Danforth, E.; Lectka, T. *Acc. Chem. Res.* **2008** 41 (5), 655-663
8. Paull, D.H.; Alden-Danforth, E.; Wolfer, J.; Dogo-Isonagie, C.; Abraham, C.J.; Lectka, T. *J. Org. Chem.* **2007** 72 (14), 5380-5382