

MENARD, Daniel (Ph.D.)
TEL: (514) 627-2347 (mobile)
Email: dpmenard2307@msn.com (private)
445 S. 210th St
Seattle WA 98198

GENERAL INFORMATION

CITIZENSHIP : American/Canadian
LANGUAGES : French, English

HIGHLIGHTS OF QUALIFICATIONS:

- 18 years global pharmaceutical industry experience in R&D
- Achievements in project management end to end Candidate Drug (CD) nomination and Investigational New Drug (IND) filing
- Clinical and fundamental experience in CNS, PNS, CV, oncology, infectious diseases, metabolic diseases and inflammatory disorders
- *In vivo, in vitro* pharmacology, toxicology and DM/PK (ADMET) experience
- Background in Administration, Operations and P&L
- Expertise in laboratory, equipment and new facility design and set up
- Contract Research Organization (CROs) evaluation, negotiation, recruitment, in-licensing, due diligence and acquisition
- Business Development support for North America, Asia and Europe
- Trained in lean and six sigma
- Experience in IT/IS server and database administration
- Oversee MDS Pharma Service's most extensive range of pharmacology services for profiling compound's specificity and selectivity, and for determining the potential for adverse events, ADME, and PK/PD in chronic disease models
- Managed a global organization including sites in Bothell USA, Montreal Canada and Taipei Taiwan
- Experienced in private pre-clinical CRO (ALGOS Pre-Clinical)
- Experienced in public non-clinical CRO (LAB research, toxicology)

EXPERIENCE

LAB Research Inc.
President

2009-2010

MAJOR AREAS OF RESPONSIBILITY

- Responsible for all scientific operations including laboratories, toxicology operations, pathology, human resources, finance, quality assurance, building, IT/IS and business development
- Accountable for full profit and loss for the Canadian site
- Responsible strategic planning, site management and development, site revenues and profitability, human resources management and development

ALGOS Therapeutics Inc.
President & CEO
President, CSO & COO

2007-2009
2008-2009
2007-2008

Algos is privately held research company located in St. Paul, Minnesota with a well-respected and growing pre-clinical pain research contract service organization. Algos provides a comprehensive offering of high quality pre-clinical pain research services, specializing in behavioral pain models. Clients include many of the world's leading pharmaceutical research organizations.

MAJOR AREAS OF RESPONSIBILITY:

- Managed the scientific staff, work closely with Algos' board and clients
- Led the development of the strategy for the company's growth
- Streamlined operational efficiencies, identified and developed new service offerings, and positioned the company for continued, sustainable and profitable growth
- Developed and guided key business strategies for attaining the company's goals
- Coordinated research operations staff
- Prepared and managed annual operations budget
- Oversaw hiring, supervision and training of scientific staff
- Oversaw facility improvements

MDS Pharma Services
MDS Pharma Services (Early Stage Development)
Vice President, General Manager, Pharmacology & DM/PK

2001-2006
2004-2006

MAJOR AREAS OF RESPONSIBILITY:

- Screening, HTS custom assays, cellular assays, ion channels in Bothell WA.(USA)
- Pharmacology profiling, Taipei Taiwan
- Due diligence, strategic alliances, in-licensing, acquisitions and integration
- Global business development and marketing
- DMPK, ADME Montreal, Canada

- Managed a team of 260 employees

**MDS Pharma Services (Early Stage Development)
Vice President Pharmacology Operations**

2003-2004

MAJOR AREAS OF RESPONSIBILITY:

- Directed the research activities to attain overall Pharmacology objectives, in line with the mission and the orientations of MDSPS
- Coordinated pharmacology operations for efficiency while meeting budgetary controls.
- Kept abreast of scientific and technological developments in the field enabling pharmacology to make use of all applicable innovations
- Conceptualized innovative approaches and methods
- Provided scientific, technical and consulting services in pharmacology to scientific and managerial personnel at pharmaceutical company clients
- Provided CD results interpretation, made recommendations for new and alternative uses applications, resulting in compound new therapeutic indication
- Enhanced effectiveness of product and service sales team by providing technical support
- Maintained close relationships within the drug development industry to increase the visibility of MDS Pharma Services

**MDS Pharma Services (Drug discovery, Development, and Preclinical)
Director of Pharmacology**

2002

MAJOR AREAS OF RESPONSIBILITY

- Managed for the scientific portfolio of pharmacology services
- Served as drug development consultant to multiple client companies
- Provided business development support for North America, Europe and Asia
- Led the development team new assays and biometrics
- Acted as the Scientific Global Marketing representative for MDS Pharma Services
- Served as chairman of the product line development and target identification team
- Supervised of 10 scientific directors in various drug development sectors
- Developed the guiding principles for the growth of pharmacology assay revenue and profitability

**MDS Pharma Services (Drug discovery, Development and Preclinical) 2001-2002
Associate Director of Pharmacology**

MAJOR AREAS OF RESPONSIBILITY

- Provided Business Development support for North America, Asia and Europe
- Served as scientific subject matter expert for product catalog and services
- Responsible for the scientific support of all biological assays
- Led the implementation of the Xenogen technology project (oncology and infectious diseases)

AstraZeneca (merge with Astra in 1999)
AstraZeneca R&D Montreal
Assistant Director Pharmacology

1994-2001

MAJOR AREAS OF RESPONSIBILITY

- Headed *in vivo* pharmacology and administrator of the animal facility
- Led of general pharmacology (in vitro) and toxicology teams.
- Served as companywide representative of management for individual and team performance for AZ.
- Nominated CD from R&D libraries and selected follow-ups
- Managed drug development from animal to human (proof of concept)
- Evaluated Toxicology and CROs, recruitment and data analysis
- Authored documentation for pre-CD, CD nomination and IND

Astra Pain Control
Astra Research Centre Montreal (ARCM)

- Assistant Director 1997-2001
- Group Leader (in vivo pharmacology and DM/PK group) 1996-1997
- Section head (in vivo pharmacology and DM/PK group) 1995-1996
- Administrator/ negotiator 1994-1995

PREVIOUS EMPLOYMENT HISTORY

- 1992-1994 Post-doctoral Fellow
Dr Rémi Quirion's Neuropsychopharmacology Laboratory
Douglas Hospital Research Centre, Verdun
McGill University
- 1992 Training / Post Doc
Dr Khem Jhamandas's Laboratory
Queen's University, Kingston Ontario
Dept. Pharmacology and Toxicology
- 1992-96 Ph.D. Program
Supervisor: Dr Francois Jolicoeur
Centre Hospitalier Universitaire, Sherbrooke
Psychiatry, Ophthalmology and Pharmacology Dept.
- 1988-91 Research Assistant (Senior) and Student
Dr Francois Jolicoeur's Laboratory
Centre Hospitalier Universitaire, Sherbrooke
Psychiatry and Pharmacology Dept.
Dr Bernard Belleau

Biochem Pharma

EDUCATION

Ph.D.	Neuropharmacology Centre Hospitalier Universitaire Sherbrooke	1996
Post-Doctoral Fellow	Neuropharmacology Douglas Hospital Research Center McGill University	1994
M.Sc./Ph.D. Pharmacology	Centre Hospitalier Universitaire Sherbrooke	1992
B.Sc.	Neuropsychology Université de Sherbrooke	1987

CONTINUING EDUCATION

MEDICAL

- Pain Education Day (3 MAINPRO-M1) University of Calgary
- Pain 2000 (14 MAINPRO-M1) University of Calgary
- Mechanisms of treatment of neuropathic pain, International meetings and science inc.

MANAGEMENT

- Management courses (5) at Astra
- Passed MDSPS Corporate Evaluation with mark of excellence
2002
- MDS Inc, Leadership of excellence program
2002
- MDS Inc. Executive Management Team, Leadership Forum
2003/2005
- Balance scorecard implementation
2004
- Lean Sigma process (Green belt training) 2006

REFERENCES

Available upon request

DOCUMENTATION

Many MDS PS data reports and due diligence
45 internal AstraZeneca documents
23 publications
43 communications
Bibliography available upon request