

ERWIN M. FLETCHER

www.linkedin.com/in/efletcher

188 Highland Drive ▪ Mystic, CT 05746 ▪ efletcher@verizon.net ▪ 784.654.2547

EXECUTIVE DIRECTOR | INFORMATION TECHNOLOGY

~ Offering over 15 years of IT leadership experience with track record of significant cost savings ~

Information Technology Leader with expert knowledge of leading large scale IT projects that consistently meet or exceed budgetary, operational, and business objectives. Skilled in managing large portfolio of high profile projects and budgets. Proven ability to guide strategic technology initiatives and provide oversight for project concept, design, and delivery including daily support of technology systems. Noted for strong process management and process improvement background using industry accepted process frameworks. Recognized as superior internal service provider to multiple key stakeholders and business units. Strong aptitude for management of IT staffs that consistently meet productivity goals.

- Strong capabilities in developing and managing long-term IT strategies and budgets relating to key operations, systems, and multi-million dollar integration projects.
 - Skilled in driving information integration across IT applications portfolio and aligning business and IT leadership partners on opportunities that improve operational efficiency and business growth.
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| ▪ Strategic Planning | ▪ Staff Management | ▪ Global IT Strategy |
| ▪ Budget Management | ▪ IT Infrastructure | ▪ Data Management |
| ▪ Program Management | ▪ Project Management | ▪ Process Improvement |

PROFESSIONAL EXPERIENCE

SPECIALTY PHARMA, INC. ✦ HARTFORD, CONNECTICUT ✦ 1996 TO PRESENT

SENIOR DIRECTOR, RESEARCH & DEVELOPMENT BUSINESS TECHNOLOGY (2008 TO PRESENT)

Oversee Information Technology integration associated with acquisitions, divestitures, and restructuring as related to Specialty Pharma, Inc. Research and Development. Work collaboratively with Senior Leadership in Finance and Research & Development to ensure attainment of savings targets to be reported to Wall Street and management of multi-million dollar budgets; monitor project timelines enabling seamless execution of integration efforts with limited impact on daily operations.

- Managed 7 acquisition, divestitures, and restructuring efforts; currently overseeing 6 simultaneous projects with annual budget of \$95M and up to 375 employees including Specialty Pharma and 3rd party consultant workforce.
- Directed IT integration for major acquisition. Delivered project on time and below \$125M budget while managing 400 employees throughout process; resulted in business savings of over \$105M.
 - ✓ Championed process improvements for integration; analyzed previous integration shortfalls and established strict guidelines to overcome prior perceptions and hit 100% of all synergy targets.
 - ✓ Worked closely with over 95 key stakeholders in areas of Research & Development, Finance, and Procurement departments leading to project completion 3 months prior to projected completion date.
- Led major Specialty Pharma restructuring with budget of \$80M and 300 employees aimed at cost reduction.
 - ✓ Leveraged new, established integration protocols to refine IT processes under heavy deadline pressures from Wall Street; resulted in IT savings of \$35M and company savings of approximately \$1.8B.
- Completed IT integration for medium-sized acquisition 6 months ahead of schedule and 50% under budget.

SENIOR DIRECTOR, RESEARCH BIOLOGY BUSINESS TECHNOLOGY LEAD (2006 TO 2009)

Supported Biology Division as Senior IT partner with supervisory accountabilities for 30 direct reports. Served as member of Biology Discipline Board and Advanced Screening Council. Led development and implementation of global IT strategy for Research Biology including support of Primary and Secondary Pharmacology in Discovery, Pharmaco Dynamics & Metabolism, Comparative Medicine, and Molecular Medicine.

Senior Director, Research Biology Business Technology Lead – Continued

- Standardized Biology Screening process and globalization of supportive software systems; streamlined application footprint from 7 specific site processes to single global process.
 - ✓ Improved ability to communicate globally with each system based on standardized metrics and resulted in multi-million dollar savings.
- Guided strategy of global Biology Electronic Notebook to replace outdated, manual notebook utilized in Biology research; enabled ability to capture Secondary Pharmacology data in electronic format.
 - ✓ Significantly reduced need for records management and reduced record storage space; improved accuracy of data and standardized analytical processes.
- Directed development and integration of global system that supported Comparative Medicine; built single inventory system replacing multiple applications.
 - ✓ Decreased inventory waste and ensured compliance with USDA regulations.

ASSOCIATE DIRECTOR, DISCOVERY RESEARCH INFORMATICS (2004 TO 2006)

Created and managed strategic plans for Global Screening Data Management Informatics Group challenged to identify portfolio synergies across multiple biology research lines. Managed portfolio, development projects, and strategy for High Throughput Screening and Materials Management business lines at largest Research & Development site in Pfizer.

- Line managed development and implementation of key informatics systems for establishment of Materials Management Center of Emphasis at Kings Heights facility.
 - ✓ Standardized IT framework and rewrote systems to drive automation efforts enabling Scientists to focus on research and key objectives.
- Served as key business partner to several Business Councils; communicated informatics strategies through high level presentations with Senior Leadership and discussed impact on business lines.
- Oversaw management of cross-project dependencies and timeline development for rationalized multiple project delivery as member of Closed Loop Initiative to standardize early Research processes.

GLOBAL PROGRAM MANAGER, DISCOVERY RESEARCH INFORMATICS (1998 TO 2004)

Held accountability for creation and management of various development projects associated with Global High Throughput Screening. Managed development of innovative biology screening system for global data capture and directed global strategies for HTS Data Access.

- Drove strategy implementation through active involvement with internal stakeholders and Global HTS business line.
- Facilitated presentations and drafted written correspondence to maintain communication with HTS business lines at 7 legacy sites; coordinated informatics presentations for Global HTS Summits.

Early career as Senior Systems Analyst and Senior Software Engineer at Sonalysts, Inc.

EDUCATION & PROFESSIONAL DEVELOPMENT

PhD Candidate, Mathematics | UNIVERSITY OF MICHIGAN, Ann Arbor, Michigan

Bachelor of Arts in Mathematics | OHIO WESLEYAN UNIVERSITY, Delaware, Ohio

Technology Snapshot: Microsoft Office Suite, Java, C, C++, Perl, Unix, Windows, Oracle, validated systems including CFR21 Part 11, and GCP/ GLP IT regulatory requirements.