



CURRICULUM VITAE

PERSONAL INFORMATION

Name **Henry Hess, Dr. rer. nat.**
Birthday 28 March 1963
Address **Sonnenstrasse 7 • D-55743 Idar-Oberstein, Germany**
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E-Mail henry_privat@yahoo.de
Citizenship German; US permanent residency

CORE VALUES

Candor, courage and action. Face issues head-on. Provide people with opportunity; give them the tools they need and then get out of their way

OBJECTIVE

Assume leadership for business and strategy realization in corporate or R&D

SYNOPSIS

- Founder of the innovation project 'ExoGold', Merck Corporate Strategy & Transformation
- >20 years of post-doctoral pharmaceutical industry leadership experience in R&D and corporate
- Knowledge of and experience in all phases of drug development, business development and corporate strategy
- Track record of successfully moving small molecules and biologics from discovery through phase 2
- Business development acumen, highly effective in building external networks, scouting for licensing opportunities and due diligence
- Scientific competences in autoimmunity, immunology, respiratory and oncology with record of innovative laboratory research
- Change management at 3 major bio-pharmaceutical companies

CORE STRENGTH

- Leading high performing teams; responsibility; decision making; developing people
- Networking
- Immunology/inflammation, (auto)immune diseases, cancer-immunology
- Ability to work effectively in a collaborative team where results are achieved through influence and change
- Communication with impact

PROFESSIONAL EXPERIENCE

July 2016 – present **Director, Corporate Strategy and Transformation office**

Merck KGaA
Frankfurter Strasse 250
64293 Darmstadt,
Germany

Alliance manager and Founder of ExoGold a new business for extracellular vesicle/exosome separation: A novel cross-sectoral BD project'

Chairman of a Think Tank on individually-tailored medicine.

Work stream leader for two corporate innovation field assessments in the areas of 'microbiome' and 'personalized medicine'. Provide corporate strategy input; design alliances with thought leaders, externally and internally. Facilitate cross-sectoral strategy design and implementation. Impact on corporate business model adaption to future medical care realities.

June 2008 – June 2016 **Director, Immunology and Pharmacology**

Merck KGaA
Division Merck Serono
Frankfurter Strasse 250
64293 Darmstadt,
Germany

Member of the senior management and therapeutic area leadership team, responsible for the business unit's discovery strategy.

Chairman of the systemic lupus erythematosus (SLE) disease task force, leading concept generation, target validation and portfolio management of the therapeutic area (TA) 'Autoimmunity'. TA licensing officer and strategic alliance/business development liaison.

Core team member and research lead on a global phase 2/3 clinical development program. Design and implementation of a research master plan to ensure product differentiation and commercial leverage. Leading exploratory biomarker team lead and authorship of regulatory support documentation.

Global head of Immuno-Pharmacology (staff 25+).

Leadership successes

- Respected industry thought leader with strong network of external experts and active presence in academic circles
- Created a sustainable pipeline of early development candidates in the field of autoantibody-mediated immune disorders and implemented novel concepts for therapeutic intervention
- Created a working culture that fosters creativity and implements conceptualized animal modeling, resulting in successful translational medicine approaches and biomarker identification
- Authored 5-year strategic business plan for the autoimmune disease focus area and identified several business development opportunities
- Author and orchestrator of the atacicept (TACI:Fc, a B cell-targeting biologic, currently in phase 2/3 for SLE and other autoantibody-mediated diseases) research master plan (> \$ 1 Mio. budget)

- From scratch, built preclinical infrastructure (rheumatology; inflammatory bowel disease; airway inflammation; adaptive immune function; FACS core facility; clinical chemistry and hematology) for preclinical value chain creation (MOA, efficacy profiling, translational and biomarker research) and clinical development support
- Influenced the clinical development strategy for atacicept
- Chairman of scientific advisory board meetings (atacicept, SLE, primary Sjögren’s syndrome, B cell symposia)
- Invited speaker at scientific conferences
- Conducted pivotal studies leading to scientific innovation in the field of plasma cell biology.
- Crafted statistical analysis and biomarker development plans

August 2001 – April 2008 **Head of Immuno-Pharmacology**
 Scientist II (2001 – 2004), Senior Scientist (2004 – 2007), Assoc. Dir. Pharmacology (2007 – 2008)

Biogen, Inc.
 14 Cambridge Center
 Cambridge, MA 02142, USA

Global head, immuno-pharmacology (staff of 10+). Responsible for establishing innovative animal models allowing for conceptualized efficacy and PK/PD profiling. Comparative database for efficient candidate selection.

Immunobiology ‘Senior Staff’ member; Rheumatology & Immunology Alliance Review Committee member (bio-partnering and licensing).

Research lead on a phase 2 joint development program (ICOS/Biogen, LFA-1 small molecule inhibitor), coordinated and executed innovative research activities supportive of the clinical program.

Member of the Institutional Biosafety Committee, the Institutional Animal Care and Use Committee and the Environmental Health and Safety Committee.

Leadership successes

- Forged a top performing team with excellent reputation for creativity, quality and customer focus.
- Successful talent acquisition from academia and sharp focus on developing people
- Research lead on clinical (psoriasis) phase 2 co-development program; core team member
- Established innovative cell-based screening assays; expanded PK/PD concept to include target disease modeling, MOA and biomarker research (elucidated a novel MOA for small molecule inhibitors of LFA-1; identified receptor surface expression as functional PD marker; effective communication of results with major impact on clinical development)
- Developed innovative models for arthritis and CNS inflammation

September 1999 – June 2001 **Head of Immuno-Pharmacology, Senior Scientist**

Pfizer Global Research & Development

Parke-Davis
Pharmaceutical
Research/IRJ, Warner
Lambert
3-9, rue de la Loge
94265 Fresnes, Cedex,
France

- Lead scientist to validate a congenic mouse library for target validation in the field of autoimmunity and inflammation
- Matrix operation with US and UK teams
- Site representative on two integration teams of the newly formed Pfizer Global Research and Development organization: 'Global laboratory animal science and welfare', 'Global Genetically Modified Animal Resources'
- Leading a team of 3 scientists and build in vivo immuno-pharmacology platform
- Successful synthesis of in vitro and in vivo immune system analysis
- Designing and implementing efficient immuno-pharmacology strategies covering animal models of arthritis, airway inflammation, graft-vs.-host disease and arthritis
- Providing a platform of *in vitro* immunology-based assays.

February 1997 – August
1999

Postdoctoral training

Roche Milano Ricerche
Via Olgettina 58
20132 Milano, Italy

- Postdoctoral scientist: Th1 development in T cell receptor-transgenic (TCR-tg), IL-12p40-deficient mice
- Hapten-induced colitis
- Collagen-induced arthritis
- Experimental autoimmune encephalomyelitis in mice

January 1993 – December
1996

Scientific staff / Research Assistant, Institute of Immunology

Johannes Gutenberg
Universität
Mainz

- Dissertation: Immunology
- Thesis Title: Investigations on the role of IL-12 in collagen-induced arthritis in mice
- Academic title: Doctor rerum naturalium (Ph.D. equivalent)

July 1992 – December 1992

Sabbatical at Biomira

Biomira
Edmonton, Canada

- Validation of radio-immuno assays for the detection of the ovarian carcinoma-associated tumor antigens (CA-125) in patient sera
- Investigating the influence of human anti-mouse antibodies on companion diagnostic
- Does repetitive administration of mouse anti-CA-125 induce endogenous humoral responses that mimic the tumor antigen by internal image-like antibody structures?

1982 – 1992

Academic training: 'Diplom-Biologe' (master in biology)

Johannes Gutenberg
Universität

Thesis Title: Investigations on collagen-induced arthritis in mice

