

## Personal Information

### G. Grant Russian

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## Summary

**Established leader with demonstrated ability to motivate teams to deliver results and high level strategies that translate customer needs into actionable outcomes. Strategic thinker with ability to build alignment among key stakeholders, reach consensus, and drive results across cultures. Skilled negotiator.**

## Professional Experience

### AstraZeneca Pharmaceuticals

#### **Global Category Lead, Indirect Procurement**

**07/13 – Present**

Responsibilities: Accountable for European and North America Facilities Management, MRO and Utilities categories.

Manage a team of six procurement professionals located in Sweden, United Kingdom and North America responsible for a \$518M portfolio of spend. Enable critical business decisions and direction based on a clear and shared FM vision that drives global consistency utilizing AstraZeneca's full buying power, compliance, best practices and governance. Reshape both internal and external strategic partnerships ensuring implementation of critical sourcing decisions with business partner engagement leveraging current and future market awareness and trends. Proactive investment in people development optimizing organizational effectiveness and opportunities for individuals internal and external to Procurement. Forge industry standard for integrity and customer perspective building a future oriented, innovative vision based on a portfolio view of risks and opportunities. Invest in change management and talent development to create highly effective procurement focused teams utilizing sourcing processes and tools to achieve company goals and vision.

Significant Achievements:

- Created and led 2020 Facilities Management vision to consolidate spend into a globally managed approach delivering a heightened compliance profile, overarching governance process, vested supplier approach and best in class value proposition. Supported business partnering and collaborations to simplify facilities management supply chain between hub-region sites and rest of world sites across the business, i.e. commercial, research & development and operations. *Savings: 10% -15% of total spend.*
- Delivered European 2015 sourcing initiative for facilities management which defined a clear and shared vision with key stakeholders through workshops, external benchmarking and supplier workshops. Final recommendation resulted in extension of incumbent contracts which delivered new innovations, avoided internal resources and transition costs and enhanced "Great Place to Work" objective. *Delivered: 5.5% savings.*
- Structured and developed collaboration and business partnering with AstraZeneca China sites. Implemented contract best practices, key performance indicators and introduced global suppliers. Approach created new facilities management workshops and sourcing event opportunities. *Delivered: 6% - 8% annual savings.*
- Led India site reconciliation and sourcing program avoiding compliance violations, risk mitigation implementation and continuity of supply. Engaged global preferred supplier to assess the situation, develop short term action plan and stabilization program which allowed the site to remain open. *Reduced spend by 10%.*
- Recognized as developer and exporter of talent. Seconded team member to gain additional experience and skills which developed into new role and promotion. Identified and transitioned high potential team member into Senior Supplier Relationship Manager vacancy.

#### **Regional Category Lead, Indirect Procurement**

**02/12 – 07/13**

Responsibilities: Accountable for Facilities Management and Engineering category spend for North America managing a team of ten procurement professionals. Lead the development and execution of long term strategic objectives that deliver business value while ensuring underpinning process improvements leveraging best practices. Oversight of Strategic Relationship Management and successful implementation of critical sourcing decisions with business partner engagement incorporating current and future market awareness and trends. Compliance champion for AstraZeneca's Code of Conduct and Responsible Procurement, ensuring team members understand and practice ethical behaviors that utilize best practices to monitor suppliers and contractor work in a manner consistent with AstraZeneca expectations/requirements. Strong focus on people development optimizing organizational effectiveness and opportunities for individuals in and external to Procurement. Recognized as change management and talent development leader.

Significant Achievements:

- Led organizational restructuring and transformational change of ten mid-level managers into a highly functioning team of three senior level managers. Optimized team skill set to deliver strategic solutions supporting AstraZeneca global initiatives, established best in class supplier management processes, and created Return on Investment (ROI) improvements including world class procurement capabilities.
- Exceeded 2012 savings stretch goal of 5% value generation and innovation targets against addressable spend by 8%.
- Established key year on year value generation base line of 5% savings and innovation targets which exceeded 2012 stretch goal targets against addressable spend.
- Lead benchmark Out Source Provider (OSP) program integration for North American site maintenance under an accelerated time line that transitioned existing staff, delivered 10% savings with no site operational disruptions.
- Championed robust Supplier Relationship Management (SRM) Program that restructured supplier strategy and expectations creating a total cost of ownership approach emphasizing innovation, quality, and value creation. Established clearly defined and agreed governance model, roles and responsibilities, and key performance indicators supporting year on year objectives.

### **Global Category Manager, Direct Procurement**

**05/10 – 02/12**

Responsibilities: Lead global procurement sourcing strategies for North America, Sweden, and China delivering benchmark performance in the areas of quality, compliance, customer service and best value. Primary link between business partners and suppliers, leveraging market conditions and developments driving focus on total cost of ownership and supplier value, and the negotiation of critical supply agreements. Responsible for continual supplier metric deliverables and business results through the use of procurement best practices, data analysis and innovation that align with AstraZeneca responsible procurement guidelines. Transformed primary plastics packaging category from transactional to strategic.

#### Significant Achievements:

- Recognized by the CIPS (Chartered Institute of Purchasing and Supply) 2011 awards committee for the Better Bottle project exhibiting outstanding “Team Work and Collaboration”.
- Key member of the Better Bottle development and implementation team that delivers a 5 year NPV of \$1.2 MM, preferred consumer functionality, global standardization, sustainability, innovation, supply reliability and enhanced anti-counterfeit measures.
- Negotiated \$500 M cost savings against a \$12 MM spend utilizing industry benchmarking, feedstock management, and should cost modeling.

### **McNeil Consumer Healthcare (Division of Johnson & Johnson)**

#### **Commodity Manager, Direct Procurement**

**05/05 – 05/10**

Responsibilities: Provide strategic sourcing direction to North American OTC rigid plastics spend of \$28 MM supporting \$2.4 B in sales. Manage supplier strategic business relationships and supply agreements for rigid plastics category. Provide leadership through extensive interdependent partnering, benchmarking, leveraging best practices, and strategic alliances with cross-functional partners. Ensure supplier compliance to FDA regulations and J&J policies through partnerships with Quality, Safety, and Environmental Engineering. Supervise full-time and contract employees supporting supplier maintenance, cost saving initiatives, innovation, business continuity, and supplier diversity.

#### Significant Achievements:

- Led in-depth J&J sourcing initiative that delivered world-class value proposition of \$6 MM CIP’s against \$30 MM spend.
- Negotiated year upon year cost improvement savings pipeline of 4.5% annually.
- Implemented robust Business Continuity Plan to support and protect \$2.4 B in sales.
- Negotiated \$1.6 MM in Total Cost of Ownership savings (through mold maintenance, free freight, promotional samples, signing bonuses, and certified incoming).
- Developed and implemented Supplier Quality Agreements that are now the J&J standard.
- Developed innovation platforms supporting sustainability, consumer preferred, and drive top line growth of \$10 MM in sales.
- Facilitated numerous supplier CDA’s supporting innovative packaging concepts to drive top line growth while maintaining a robust and proven compliance profile.
- Developed Supplier Relationship Management program (SRM) to identify and exploit supplier innovation, improve quality, cost improvement programs, LEAN and process excellence initiatives.

### **Engineering Project Manager, National Engineering**

**12/99 – 05/05**

Responsibilities: Provide technical expertise in the areas of design, development, testing and production scale-up of new patentable packaging components and systems. Manage departmental budget of \$5MM. Utilize process excellence to identify, lead and implement packaging projects in the areas of innovation, process improvement, cost savings, source reductions, child-resistant packaging, and tamper evidence. Supervise full-time and contract employees.

#### Significant Achievements:

- Technical lead for cross-company J&J Electronic Article Surveillance and Radio Frequency Identification team. Managed integration of EAS/RFID supply chain and standardization. Utilized Process Excellence tools to maximize ROI and speed to market.
- Led Process Excellence project to ensure accurate dosing for Infants Tylenol liquids. Utilized DMAIIC tools to ensure success. Increased production values by 3%, set standard for infants compliant dosing and incremental sales of 4% annually.
- Engineering project manager supporting the Tylenol Rapid Release Gelcaps launch. Partnered with internal and external business partners to develop and launch new product platform utilizing innovative technologies. Increased both top line and bottom line sales while establishing adjacent brand growth opportunities.
- Supervised and managed the packaging development, stability collection, validation, and start-up for the Pepcid Complete RX to OTC switch delivering \$200MM in sales.

## **Campbell Soup Company**

### **Senior Packaging Engineer**

**11/93 – 11/99**

**Responsibilities:** Supervise and manage multiple programs and projects simultaneously with cross functional teams. Participate in new product development activities from feasibility through production to support launch strategies while supervising technicians and engineers to ensure timely and effective utilization of resources. Recommend process, equipment and package designs consistent with company objectives. Knowledge in both domestic and international distribution requirements and packaging systems.

## **Kellogg's**

### **Packaging Specialist**

**01/92 – 11/93**

**Responsibilities:** Plan, manage, and implement projects to ensure timely and effective systems and packaging materials were identified, secured, tested, and validated. Assisted corporate engineering in the layout / utilization of packaging equipment systems. Develop packaging specifications for new and existing products. Test materials utilizing in-house equipment and vendor's test facilities. Provide technical support to multiple company functions

## **Chef Francisco, Inc. a division of Labatt Brewing Company Ltd.**

### **Purchasing Agent**

**01/87 – 01/92**

**Responsibilities:** Procure all finished goods packaging components using PM38 while achieving minimal inventory level goals to deliver required turns of inventory. Manage Maintenance, Repair and Operating supplies (MRO) and various contract services. Negotiate all packaging component and service contracts with the authorization to award or terminate the vendor contracts. Facilitate the settlement of contractual disputes involving rejected and defective materials.

## **Education**

Michigan State University  
 East Lansing, Michigan  
 Bachelor of Science  
 Package Engineering June 1986

## **Continued Education**

Process Excellence – Certified Green Belt DMAIIC Six Sigma  
 Bazerman and Karass negotiation  
 Project Management

## **Achievements/Awards**

Chartered Institute of Purchasing and Supply (CIPS) award nomination finalist (2011)  
 Johnson & Johnson Standards of Leadership (2004)  
 Exxon Mobil Golden Pyramid Award (2003)  
 Johnson & Johnson PACE Award (2003)  
 McNeil Engineering Excellence Award (2001)  
 Campbell's John T. Dorrance Award (1998)  
 Campbell's Research and Technology Award for Outstanding Achievement (1997)