**YOU-06-014** **SR DIR, ORGANIZATIONAL DEVELOPMENT**

Prospect Name: John J. Hanson
Current Title: Quality Management Analyst at Pfizer
Current Company: Red Rock Consulting Services, Inc.
Current Home: 9650 Oakview Road
Kempton, PA 19529
Contact Info: 610-285-3412 (H)
610-442-5211 (M)
860-686-8965
EMail: jhanson@ptd.net


Date Identified: **18-OCT-2006**

KG Agent: **Jane Houston**

| QUALIFICATION | MATCH? | EXPLANATION |
|---|---|---|
| Masters Degree | **YES** | Masters in Computer Science (MCIS) from Cleveland State University, 1980 |
| Experience in project management | **YES** | |
| Experience in people management | **YES** | At Aventis Pasteur managed 25 people. At Novartis had 5 direct reports |
| Ten (10) years of organization development consulting or change management experience working in a major external consulting firm, large company, or pharmaceutical/health sector | **YES** | More than 10 years of experience in change management |

| DESIRED: | MATCH? | EXPLANATION |
|---|---|---|
| Masters in Industrial/Organizational Psychology | **NO** | Masters in Computer Science (MCIS) from Cleveland State University, 1980 |
| PhD in Industrial/Organizational Psychology | **NO** | |
| Understanding of SAP implementation | **YES** | |

| | |
|---|---|
| **RELOCATION** | NO (not required) |
| **TYPE OF PROSPECT** | ACTIVE |
| **SOURCE OF NAME** | RESEARCH |
| **NOTES** | - Satisfied with current job, open for better opportunity<br>- Not in process with any other company<br>- Never interviewed with “Your Company” before.<br>- Willing to travel 30-40% |

# SURVEY:

1. **Tell me about a situation where you demonstrated exceptional leadership skills applying organization development. What were the results of your leadership contributions?**

   Prior to getting involved in a SAP implementation at Aventis Pasteur, he helped them on a project for implementing a change management package as the company did not have a project life cycle when he joined. He developed a project lifecycle and then defined change management for the whole company, which was an enterprise wide change management plan where he held regular change management meetings and defined how to implement changes in projects. The most significant work was that he defined the whole change management program.

2. **In your position, how do you define "doing a good job"?**

   The project should be implemented within the correct time frame and the clients should be satisfied with the project.

3. **Describe the largest project you have managed. How did you approach the project? What tools/techniques were used to manage the project? What were the results? What would you do differently?**

   The largest project that he has managed was with Dun & Bradstreet. He implemented a system that did telephone soliciting. The company had to contact other companies and get their information. Annually they get back to those companies and try to find out updates to build an information database. The system created questionnaires that were mailed out. He wrote the side of the system that sent out the questionnaire. After the questionnaire came back to the system they were scanned and OCR'd into a digital format. Then they were sent to the call center. The people at the call center would then call on these questionnaires to fill all incomplete information. The Project had a budget of $3,5 million and lasted for 2 years. He had 17 people reporting.

4. **Could you briefly explain about your ERP implementation experience (SAP, Oracle, PeopleSoft etc)?**

   At Novartis he helped them implement a global SAP module. He designed an implementation kit for the project. The implementation team went from site to site and implemented it. His role was in working with the project manager and in identifying the platform. He also identified the IQ, OQ before the implementation and the PQ after implementation. Then he had to put together an implementation package that also included the testing protocols. He was part of the project for one month.

   At Aventis Pasteur he helped the project management get organized and get started in the whole testing phase of SAP. They were implementing 9 different modules. He had to help them identify validation issues and wrote test scripts for validation of all of the nine modules. He was part of the implementation for 6 months and he had 25 people working for him with 16 testers and others were people involved in different phases of Implementation.

5. **Why are you interested in this opportunity? Why are you looking to leave your current position/company?**

   He wants to use his deep consulting experience in a permanent and stable position. He likes the idea of being a leader in an area and then being able to do a global implementation that would involve lot of different work from different area, which he has done lot of time in the past and enjoys doing it again that also help him become smarter in his area of expertise.

   Currently working in Connecticut, which is far from his home at Pennsylvania. If he gets the opportunity at "Your Company" he would be close to his home which is just 60miles from Whitehouse Station and is commutable.

6. **What compensation do you require, at minimum, to make a move?**

   Current Compensation: $145K (base) with no bonus structure
   Expected Compensation: $150K (base) with bonus

   Available to start 2 weeks after offer.

Home: 610-285-3341
**JOHN J. HANSON** Cellular: 610-442-8712

## SUMMARY OF QUALIFICATIONS

- Hold Masters in Computer Information Science Degree
- Director of Information Services in a Hospital requiring 24/7 operations coverage and in charge of 17 full time employees
- Project Management experience
- Acted in a Project Consulting capacity and trainer for the Informatics System Life Cycle at Pfizer
- Acted as Project Manager (Over 20 yrs), for Mainframe based projects of varying sizes
- 8 years of experience validation within the pharmaceutical industry
- Extensive experience in Computer Validation and the GxPs (GLP, GCP and GMP)
- Reviewed and approved Project Validation Documentation for a GxPharma implementation (GxPharma is a Documentum based application)
- Developed a Global 21 CFR 11 Policy and managed Global Validation Project for the Remediation to the FDA rule 21CFR 11. [See Pfizer, Wyeth, Aventis Behring, Aventis Pasteur, Bristol, Bristol-Myers Squibb, Schering Plough and Taratec]
- Managed the Validation/Remediation (to 21 CFR 11) process for several Lab systems.
- Responsible for generation of all Validation documentation including: Validation Master Plan, Functional Requirement and User Requirement Documentation, Traceability Matrix, IQ, OQ and PQ protocols, Test Summary reports and Validation Summary report.
- As Global Validation Manager for Part 11 remediation, designed and managed the Validation Planning and protocols.
- Designed and approved Validation test protocols and Validation documentation which then was extended to encompass all system (not limited to lab systems or FDA regulated systems.)
- Written and reviewed the Validation Master Plans (VMP), Project Management Plan (PMP), Requirements Doc, Design Doc, System Test Scripts, System Test Summary Reports, UAT Scripts, UAT Summary Reports, Val Summary Report (VSR), IQ, OQ, PQ, etc. appropriate SOP's.

## PROFESSIONAL EXPERIENCE

**RED ROCK CONSULTING SERVICES, INC.** **1997–Present**

QUALITY MANAGEMENT ANALYST – Pfizer 09/04–Present

- Managed the enforcement of the Corporate Information System Life Cycle, for all global discovery and supply chain applications
- Responsible for the completion, collection and proper archival of all Project Life Cycle documents
- Responsible for Global projects encompassing 9 sites in 3 countries (UK, US and Japan)
- Responsible for ensuring the inclusion of appropriate Regulatory Requirements on all system
- Responsible to ensure that all requirements are appropriately and adequately tested through the IQ, OQ and PQ protocols
- Responsible for the retrieval of all appropriate docs in the event of an audit (either internal or FDA)
- Responsible for the writing and approval of the final Project Validation report.
- Provide guidance and leadership in the use of the Corporate System Life Cycle.
- Ensure that all documentation and other project validation evidence (such as testing and results) verified the compliance of these systems to corporate and Federal regulations
- Become familiar with all of the appropriate GLPs, GCPs and GMPs. (GxPs)
- Responsible for ensuring all project were validated to Federal Regulations including 21 CFR 11 following a risk based approach.
- Participated in maintenance and modification of the Corporate Life Cycle policies.

VALIDATION ENGINEER – Schering Plough 10/03–09/04

- Responsible the for collection and analysis of the User specifications and Design specifications for a Global document management system (using Documentum).
- Responsible for the technical writing of the aforementioned User and Design specifications

SOFTWARE QUALITY VALIDATION ENGINEER – Wyeth 04/03–09/03

- Reviewed and approved Project Validation Documentation for a GxPharma implementation (GxPharma is a Documentum based application)
- Reviewed and approved Project Validation documentation for a LIMS implementation.
- Primary concern in review was for compliance to FDA regulatory issues, such as 21 CFR 11 and the GxPs.

SENIOR VALIDATION CONSULTANT – Taratec Development Corp. 09/99–03/03

- Managed Global remediation to 21 CFR Part 11.
- Global Remediation included 12 sites in 6 countries (US, UK, Germany, Austria, France and Japan)
- Responsible for coordinating global meetings (usually video conferences) with all of the above mentioned countries and sites. As necessary responsible for organizing global face-to-face conferences and training seminars.
- Managed and over saw the GAP analysis of applications across all 12 sites. A total of approx 200 applications were assessed for 21 CFR Part 11 compliance.
- Provided technical leadership, project management, sales support and high-level consulting on computer system validation within the pharmaceutical industry.
- Conduct client and vendor audits, usually around 21CFR Part 11 issues.

SENIOR PROJECT MANAGEMENT CONSULTANT – Lucent Technologies (Microelectronics Division) 09/97–09/99

- Responsible for all Y2K repair activities at all their Lehigh Valley land New Jersey locations, including the inventory, assessment and repair of over 1.4 million lines of code on both Mainframe and PC Applications.
- Also including the inventory, assessment and repair of over 4,000 desktop units and their “core” software along with the local and wide area network with over 500 servers

**DUN & BRADSTREET** **1988–1997**

PROJECT MGR/SENIOR BUSINESS CONSULTANT/SENIOR SYSTEMS ANALYST

Project Mgr for a warehousing system using Dataware and Powerbuilder as the primary programming tool. Project Manager of an Imaging System, wrote and presented the original Project Proposal for this $800,000 project. Designed, Developed and Implemented the system. Designed and Developed several PC Systems using Visual Basic and M.S. Access. Developed and Implemented policies and procedures for this leading edge technology. Frequently responsible for presentations to Senior Management. Previous projects included: a PC based Direct Mail system and a Mainframe based Quality Verification System.

## EDUCATION

- Cleveland State University **1992**
  Masters in Computer Science (MCIS) / GPA 3.84
- Cleveland State University **1987**
  BS – Mathematics