

Gonzague de Thé

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INTERNATIONAL BUSINESS DEVELOPMENT. HEALTHCARE. SKIN HEALTH

- ◆ General Management of multicultural teams (USA, Latin America, Spain)
- ◆ P&L and Financial KPIs management in challenging markets
- ◆ Excellence in Finance (13 years), Marketing & Commercial (11 years)
- ◆ Business acumen in Prescription, Consumer OTC, Aesthetics
- ◆ Distribution channels' development: pharmacies, chains, prescribers...
- ◆ Business Development and Integration of new businesses, teams and clients
- ◆ Implementation & Management of Commercial Partnerships

NESTLÉ SKIN HEALTH (*Nestlé Business Unit in Dermatology, Skincare & Aesthetics; Sales €2.5 Bn; 5,500 employees*)
GALDERMA (*Joint-Venture L'Oréal/Nestlé until 2014 – fully owned Nestlé subsidiary since 2014*)

Director Alliances & Commercial Partnerships; Consumer Division Executive Committee 2015-2017

- Renegotiated 3 partnerships with startup and small companies for the “new business” category

Regional Director - Latin America; 17 countries (sales of 55M€ to 125M€) - MEXICO 2011-2015

- Increased regional sales by +127% through internal and external growth strategy
- Led 5 Spanish speaking subsidiaries and 12 distributors through economic and social instabilities
- Managed a team of 5 country General Managers and more than 250 people
- Hired and trained local executive teams (GM, CFO, BU Heads, Marketing, Regulatory, etc...)
- Successfully merged new businesses in Aesthetics and Skincare. Launched new prescription drugs
- Negotiated strategic licensing deal for the Aesthetic BU in Mexico
- Renewed the Mexican executive team with new managers, culture and skills

Manager Regional Marketing & Commercial Operations Latin America 2010-2011

- Defined and implemented innovative marketing strategies in 3 Latin America Business Units
- Provided operational support to local teams for new products and Business Units development

Product Manager - Market Research & Business Development - Dallas - USA 2006-2010

- Gained 5% pts market share for a 30 M\$ prescription drug through Commercial/Medical excellence
- Led all pre-launch research activities for the biggest US launch in Prescription business
- Negotiated one licensing deal in Aesthetics and one co-promotion in Prescription

Economics Manager, Corporate Services 2001-2006

- M&A financial advisor: signed major co-promotion in Japan/ improved NPV by 15 M€ for a license
- Assessed financial value of R&D projects and provided decision support for R&D Portfolio Management

L'ORÉAL (*Cosmetics, Skin Health and Luxury; sales €25 Bn; 83,000 employees*)

Financial Controller Active Cosmetics Division - Madrid - SPAIN 1998-2001

- Responsible for piloting and monitoring the P&L of Vichy & La Roche-Posay brands (sales of 35M€)

International Internal Auditor 1995-1998

- Performed 15 audits, five of which in Latin America (specifically in Chile)

ANDERSEN (*Accounting*)

Auditor: Financial audits in various industries (Luxury, Banking, Construction) 1993-1995

EDUCATION & LANGUAGES

IMD, Switzerland: “Leading Digital Business Transformation” 03/2017

Officer in Alpine troops (27th Alpine Troops Battalion, Annecy - military service) 1992-1993

INSTITUT D'ETUDES POLITIQUES DE PARIS (Economy & Finance) 1990-1992

Paris X Nanterre, Law degree 1987-1990

French: mother tongue/**English:** bilingual/**Spanish:** bilingual