

# Robert Kazmer Latven, Ph.D.

1175 Park Place, #1-115, San Mateo, California 94403 [kaz.latven.com](http://kaz.latven.com)

(858) 442-0818

[kaz@latven.com](mailto:kaz@latven.com)

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**SUMMARY:** Experienced **VP/General Manager** with a broad career in the biotech and life-science industries and director of high-volume laboratory operations seeks to return to fixed bricks-and-mortar employment.

My chief philosophy for successfully achieving organizational goals is based first on understanding the **critical success factors** of the organization, followed by establishing **metrics** for all appropriate employee workgroups or departments. These metrics are regularly measured and continuously displayed, and yield an accurate benchmark of a team's progress. This is useful particularly for the working team itself. I've found that this policy typically enhances a workgroup's ability and motivation to contribute to the strategic objectives of the company.

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## Professional Experience

CLINITIVITY CONSULTING, San Diego, CA

4/2001 - 1/2007

### Consultant

- Provided solutions centered on designing and programming applications for business solutions. Examples include:
  - ▶ Created a complex 8,000+-program line networked database for a non-profit organization to computerize the management of their fund-raising function;
  - ▶ Designed and programmed Web-based e-commerce systems for on-line marketers and store-fronts;
  - ▶ Built computer-aided drafting and design (CADD)-based systems for real-estate in order to more accurately determine data used in analysis;
  - ▶ Implemented Geography Information Systems (GIS) and related tools to map and subdivide wilderness area plots adjacent to US Forest Service.

AMERICAN RED CROSS BLOOD SERVICES, San Diego & San Bernardino, CA

4/1999 - 8/2000

### CEO and Executive Director

- Managed American Red Cross' Southern California *National Testing Laboratory* system, including the *National Genome Testing Laboratory* in San Diego.
- Wrote responses to FDA, California State (CLIA), and internal QA findings.
- Directed finance, laboratory operations, training, HR, IT and Quality functional areas;
  - ▶ Collaborated with company-wide team to convert a newly-purchased facility from a private blood-banking laboratory to an operational FDA-licensed Red Cross facility; recruited highly experienced and effective management team.

QUEST DIAGNOSTICS (*formerly Corning and originally Nichols Institute*), San Diego, CA 1/1991 - 10/1998

### Vice President General Manager

- Managed \$20-30 million revenue operation with 300+ full time personnel for a clinical, forensic toxicology & anabolic sports testing operation.
- Met P/L requirements as well as all laboratory certifications, accreditations, and other licensing objectives.
- Directed the following functional areas: finance, general and laboratory operations, sales and marketing, human resources, and IT. Responsible for maintaining adequate Quality Control of site.
- Performed strategic planning, budgeting, financial analysis, and development marketing objectives.
  - ▶ Rebuilt operation's sales force which drove 25% compounded annual growth over six years while improving; transformed red ink to a sustained operating margin (EBITDA).
  - ▶ Maintained all state and federal certifications & accreditations with a pass rate of 100% for facility.

## Professional Experience

**AMERICAN BIOTEST LABORATORIES, INC.,** Santa Clara, CA

10/1986 – 12/1990

### President & CEO

- Co-founded Silicon Valley-based drug and steroid testing laboratory; wrote first business plan and raised capital for its formation.
- Developed business and marketing strategies in a highly competitive market.
  - ▶ Successfully positioned company as performance leader by being the first to implement robotics, bar coding, and automated specimen processing.
  - ▶ Built a national sales force, which generated revenues of up to \$3.5 million within four years.
  - ▶ Developed company into the most prominent and respected commercial sports testing laboratory of its era. Company sold to Nichols Institute in 1990.

**HEWLETT PACKARD CO.,** Palo Alto, CA (*now AGILENT TECHNOLOGIES*)

9/1981 – 10/1986

### Product Manager, GC/MS Systems

- Managed all marketing, applications, and software development activities for HP's research-grade and HP-1000-based gas and liquid chromatograph/mass spectrometer (GC/MS, LC/MS) product line.
- Oversaw product rollouts, software releases, technical seminars, sales, and customer training courses.
- Wrote company technical literature related to the application of these analytical systems. Presented technical papers worldwide.

### Sales Representative, Sales Support Specialist

- Served as vertical sales representative for HP analytical equipment for the northern California territory.
- Provided customer training and support for the HP-1000 RTE-6 operating system and GC/MS operation and applications.
- Recognized as first recipient of HP's MVP award, given to the "top individual contributor" within the Analytical Group's field sales and support. Award continued annually until the Agilent spinoff.

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## Education

**PhD, Chemistry – MICHIGAN STATE UNIVERSITY,** East Lansing, MI

*Dissertation: "Studies and Applications in Triple Quadrupole Mass Spectrometry"*

**BA, Chemistry; minor in Mathematics – UNIVERSITY OF NEW MEXICO,** Albuquerque, NM

**HARVARD UNIVERSITY,** Cambridge, MA (*non-degree*): Chosen by company to attend Senior Executive Program on Organizational Leadership

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## Technical Skills

### Laboratory:

- ▶ Experience in the use of all standard laboratory equipment, instrumentation, and techniques;
- ▶ Understanding of theory and operation of GC, LC, and their MS counterparts including MS/MS;

### Quality:

- ▶ QA audits at both the unit and department level for GMP/FDA compliance;
- ▶ Experience in auditing computer hardware/software and lab processes for validation compliance;
- ▶ Certificate in the creation of a Validation Master plan and validation auditing.

### Computer/IT

- ▶ Building multi-node networks; program html-based Web-based e-commerce systems;
- ▶ Applications: Most MS apps including, Office, FrontPage, ADOBE ; CADD; GIS; et al