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# IRINA I. AGOULNIK

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## TRANSFORMATIVE LEADER & BUSINESS DEVELOPMENT EXECUTIVE

Authentic leader with strong experience in Biotech and Biomedical initiatives, from start-up to mature organizations. Valued for developing corporate vision and strategy, translating objectives into actionable plans and for providing leadership to multidisciplinary biomedical programs and initiatives. Professional interests include development of innovative approaches, strategies, and world-class business solutions to real world challenges in biomedical research and business development.

**Individual Leadership Style** – Company formation with strong Advisory Board and IP protection. Strategic planning for Product Development and Marketing (software for biomedical research). High-energy leader with experience building and managing complex-matrix teams (up to 100) within larger organizations. Capable of tailoring style to situation to maximize performance.

**Relation Business Development** – Dependable, self-motivated with strong sense of basic ethics and integrity, enjoys the culture of innovation and productivity to recognize initiatives and build new ventures.

**Business is About Customers** – Customer satisfaction oriented drove process definition and improvement towards higher quality and cost efficiency. Adept at business transformation including change management, technology, communication, driving projects from concept to completion.

**Energized by Problematic Challenges** – Highly methodical, with ability to draw on a unique, broad range of multidisciplinary experiences, both technical and managerial. Strong analytical skills and program management roles built on undergraduate and graduate training in physics and biology.

**International Perspective** – Experience in building business relationships for scientific projects in Russia, Germany and Netherland. Easy traveler with outgoing cosmopolitan attitude.

## PROFESSIONAL ACCOMPLISHMENTS

**Leadership: Startup/Mature Organizations** – Change management approaches during company shutdown, department re-structuring or re-locations with sustainable production pipeline. Co-founded a start-up company with first product on the market.

**Non-Profit Government Programs: Innovation** – Evaluation of Interdisciplinary Research Consortium (IRC), with 7 participating research institutions and \$24M five-year budget. Performed this evaluation as a member of NIH evaluation working group formed to assess impact of interdisciplinarity on innovation in 9 NIH-funded IRCs; Results were reported locally, nationally and internationally, which helped to form a well informed decision to re-allocate NIH funds.

**Customer/Partner/Supplier Relationships** – Key member of the Technology Transfer team for transferring gene expression microarray technology to a partner-company, which brought revenues of over \$2.6M within one year; Orchestrated grant-funded acquisition of the Next Generation Sequencer HiSeq2000 as IRC shared equipment with over 10% savings in sample processing costs for IRC participants at the hosting facility.

**Process Focus: Technologies** – Definition and implementation of processes for gene expression data quality assessment, both cDNA and Affy microarray platforms, with improving throughput of up to 1,000 chips per month and \$8M in savings.

**Communication Infrastructure: Productivity** – Streamlined cross-functional, interdisciplinary programs by defining, implementing, and directing a communication system with regular meetings, retreats, seminars, wiki- and websites, which resulted in increased research productivity with over 150 publications, including interdisciplinary ones, in four years.

## PROFESSIONAL EXPERIENCE

- CEO / President / Co-founder** 2014 – Present  
**Vesti Intelligence Corp.** – Burlington, MA  
Led company's formation with strong Strategic Advisory Board, IP provisional filing, and successful product development. Business development involves establishment of partnership-channels, and targeted-market sales via subscriptions and site licenses.
- Sr. Director, Operations** 2012 – 2013  
**PanGenX, Inc.** – Newton, MA  
Reporting to President ran operations of the company by outsourcing Finance, HR, and IT, and closely working with Chief Scientific Officer, Chief Technology Officer, and VP of Marketing.
- Director of Operations** 2008 – 2012  
**SysCODE, BHW/HMS** – Boston, MA  
Played a key role through value-added process-oriented administration of this NIH Road Map Interdisciplinary Research Consortium: cross-functional, multi-institutional, innovative system-biology approach for building artificial organ parts from stem cells.
- Project Manager** 2004 – 2007  
**CACS, DFCI/HMS** – Boston, MA  
Deployed scientific programming initiatives and assisted with strategic planning for CACS. Prepared government, corporate and philanthropic support documentation in collaboration with DFCI Research Administration and Business Development Department.
- Group Leader, Scientist I** 1998 – 2003  
**Millennium Pharmaceuticals, Inc.** – Cambridge, MA  
Led TRACE production process improvements, developed and implemented short and long-term strategic quality plans. Played a key role in technology transfer to a company-partner.
- Staff Scientist** 1993 – 1997  
**Princeton University, Molecular Biology Department** – Princeton, NJ
- Research Associate** 1991 – 1993  
**Medical University, Institute of Biology** – Lübeck, Germany

## EDUCATION

- BS:** Physics, Optics & Spectroscopy, Kazakh State University, Almaty, Kazakhstan  
**PhD:** Biology, Novosibirsk State Agricultural University, Novosibirsk, Russia  
**Certificate:** Business Strategy: Achieving Competitive Advantage, Cornell University, eCornell  
**Certificate:** Women on Boards: Getting On and Adding Value, Harvard T.H. Chan SPH

## INTERESTS

Travel and art (<http://www.irisponddesign.com>), active supporter of various cancer research initiatives, including those at Dana Farber Cancer Institute, Children's Hospital Boston, Brigham and Women's Hospital.