

# ETHAN ALDEN-DANFORTH, PhD

<https://www.linkedin.com/in/Ethan-AD-PhD>

**OBJECTIVE** ♦ To establish myself as a cosmetic industry expert where I can utilize my deep experience in personal care R&D and cosmetic product manufacturing to serve clients needs.

**SUMMARY** ♦ Product innovation and R&D executive with 15+ years leading concept-to-commercialization development of regulated consumer products across OTC, personal care, and adjacent categories requiring rigorous quality, safety, and compliance frameworks. Proven track record translating consumer insights and scientific rationale into high-performing launches for high-volume manufacturing environments.

Deep expertise across formulation science, ingredient qualification, ISO/FDA regulatory strategy, CMO management, process scale-up, claims substantiation, cGMP operations, and commercialization. Recognized people leader who builds high-functioning teams and delivers measurable business impact in growth-stage and global organizations.

---

## PROFESSIONAL EXPERIENCE

### **AUTUMN HARP ♦ Essex Junction, VT ♦ Nov 2016 – Present**

Regulated consumer products contract manufacturer (OTC, personal care, cosmetics) operating at high-volume, multi-SKU scale with \$90+ million in sales and 280+ employees

### **Vice President, Research & Development ♦ Nov 2016 – Present**

Member of Senior Management team and co-responsible to set and implement company's strategic agenda, including budget, P&L, capital expenditures, and people management. Leader of all aspects of R&D including formulation, raw material sourcing, product safety/regulatory, and process engineering. Oversee technical support for Sales and NBD.

- Drove company growth from \$35M in 2017 to \$120M run rate in 2024 with 20% of annual sales each year coming from new product OTC and cosmetic launches and another 15% coming from technology transfers.
- Grew OTC category from 5% of revenue in 2016 to 35% of revenue in 2025
- Implemented Design for Manufacturability and QbD frameworks that reduced average batch time by 100 hours/week, improving time-to-market and product margin targets.
- Servant leader responsible for engagement, professional development, and happiness of 20 scientists, engineers, and regulatory staff.
- Managed annual R&D budget of \$2.1 million as well as ~\$300k annual R&D cap ex budget.
- Led project to build 1500 sq ft Production lab to bring in-house analytical and microbiological testing. Oversaw space design & build, equipment purchase, hiring, analytical method development, and ISO 17025 pursuit.
- Technical SME for Non-Sterile cGMP pilot and manufacturing operations under USP and FDA guidelines
- Testified to the Vermont Health and Welfare Committee as a scientific subject matter expert on Vermont Act 131 which regulates certain classes of chemicals used in cosmetics.
- Oversaw drug registrations for company's OTC drug platform. Managed Pharmacy Board certifications, CDER Direct Listings, FDA and Health Canada site registrations, and helped prepare audit-ready documentation

**L'OREAL ♦ Clark, NJ ♦ US R&D Headquarters of Paris-based Company ♦ 2010 – July 2016**

World's largest beauty corporation with \$44 billion in sales, 30+ global brands and 87,000+ employees

**US R&D Manager ♦ Dec 2015 – July 2016**

Created, maintained, and executed 3-year strategic vision for Maybelline's eye product innovation technology pipeline focused on mascara, eyeliner, and eyebrow products. Managed innovation team's research strategy, formulation platforms, and professional development.

Continued to lead development team as described in Group Leader responsibilities below.

- Over three years, directed 30+ global eye makeup launches that produced \$980 million dollars in sales domestically plus \$700 million dollars internationally for Maybelline.
- Oversaw translational R&D team to commercialize basic scientific discoveries for cosmetics and personal care

**US R&D Group Leader ♦ 2013 - 2015**

Collaborated with marketing management to shape brand strategy. Directed all facets of technical team's research and development of value-focused innovations to drive Maybelline's \$750 million annual global mascara business.

- Translated consumer insights and scientific discovery into scalable product concepts, partnering with marketing, regulatory, and packaging to deliver high-volume commercial launches.
- Spearheaded a Shanghai-based project for 4 months, managing technology transfer between R&D and manufacturing facilities in the US and Asia.

**US R&D Senior Scientist ♦ 2010 - 2012**

- Formulated mascara, body hygiene, antiperspirant, skin care and other makeup products using in silico modeling, high-throughput screening, and structure-activity relationship optimization strategies.
- Chaired an extracurricular innovation project team that identified and developed blue-sky product ideas that were presented to and reviewed by C-level management and won international company awards.

---

**EDUCATION**

**Doctor of Philosophy in Synthetic Organic Chemistry ♦ Johns Hopkins University ♦ Baltimore, MD**

**Master of Science in Chemistry ♦ Johns Hopkins University ♦ Baltimore, MD**

**Bachelor of Science in Chemistry ♦ Villanova University ♦ Villanova, PA**

**Minor in Business ♦ Villanova University ♦ Villanova, PA**

---

**LEADERSHIP & ACHIEVEMENTS**

Technical Consultant to the Private Equity, VC, Chemicals, and Consumer Goods Industries ♦ 2017 – Present

Testifying Chemistry & Manufacturing Expert Witness for Defendant and Plaintiff Cases ♦ 2024 – Present

Certified Scrum Master from the Scrum Alliance ♦ 2016

American Chemical Society Green Mountain Local Section Treasurer & Chair ♦ 2016 - Present

L'Oréal US R&D Makeup Sustainability Spokesperson Internally & Externally ♦ 2014 - 2016

Villanova University Inter-Fraternity Council President ♦ Villanova, PA ♦ 2005-2006

## **PATENTS & PUBLICATIONS**

Authored patents in formulation and delivery systems demonstrating translational innovation from lab research to product commercialization

Alden-Danforth et al. Perspiration and Odor Control Compositions. US Patent 8,663,611, **March 4, 2014**

Alden-Danforth et al. Mascara Compositions Comprising a Semicrystalline Polymer, a Silicone Elastomer, and a Hydrophilic Gelling Agent. US Patent 8,932,573 **January 13, 2015**

Alden-Danforth, E.; Scerba, M.T.; Lectka, T. *Org. Lett.* **2008**, 10, 21, 4951-4953

## **CORE COMPETENCIES**

Translational R&D • Innovation Pipeline Leadership • Technology Transfer • Claims Substantiation • Product Commercialization • Supplier & Raw Material Management • cGMP & USP Compliance • CMO Management • Microbiological & Analytical Testing • Regulatory Strategy (CMC) • Formulation Science • Consumer Insight-Driven Innovation • Continuous Improvement/Operational Excellence • Scale-up & Process Validation • Cross-functional Collaboration • R&D Infrastructure Development • Portfolio Management • D2C Product Strategy • Time to Market Acceleration • Agile Product Development • Technology Scouting • Data-Driven R&D Decision Making • Talent Development & Mentorship • FDA Compliance & Inspection Readiness • Risk Assessment & Mitigation