

Applicant Information

Name	RICHARD KONDO
Address	[REDACTED] [REDACTED]
Email	[REDACTED]
Home Phone	[REDACTED]
Cell Phone	[REDACTED]
Occupation	New Business Development/Marketing - Medical Device Industry
Employer	Becton Dickinson

Questionnaire

Have you lived in the City of Northglenn for at least 12 months?	Yes
Are you a registered voter?	Yes
Are you aware of the time commitment for serving on Council and will your schedule permit your regular attendance at meetings?	Yes
Are you related to any employee, appointee, or elected official of the City?	No
List your skills, abilities, related volunteer community service and interests relevant to the City Council position.	A review of my credentials reveals: <ul style="list-style-type: none">• 33 years of leadership roles in Navy, Federal & private industry organizations• 23 years in various Marketing & New Business Development executive roles• 5 years FEMA National Incident Management System (NIMS)-based experience• Accomplished public speaker (10-year member of Toastmasters) Interests: Sustainability; Emergency Planning; Inclusion, Diversity & Equality

Why do you want to be appointed to City Council?

Given my education, professional career and my long-standing ties to Northglenn (cumulative 38 years), I would like to apply the leadership and management skills to the betterment of my community and Northglenn at large. I would like to lend my marketing and new business development experience to strengthen the city's appeal as a destination for families and businesses alike.

How will your education, training, experience, and knowledge of the community make you a suitable candidate to serve as a member of the City Council?

Early years' education and experience cultivated fundamental leadership traits grounded on high ethical standards; leading by example; and making sound fact-based decisions. "Honor, Courage & Commitment" are bedrock Navy principles that serve as my moral compass influencing how I consider issues and decision-making. MBA education and healthcare industry experience has equipped me with the business and financial acumen to assess the worthiness of projects that create durable stakeholder value while judiciously using resources.

In your opinion, what are the most important issues facing the City and how would you propose they be addressed?

Higher incidences of crime, homelessness, and aged infrastructure such as the Greenway trail present opportunities for near-term action. On these 3 opportunities, I propose the following:

- 1) Engagement between city council, NG police department & citizen-volunteers to expand participation in the Neighborhood Crime Watch prevention program. Budget permitting, promote a partial subsidy/rebate program to install more video-camera doorbells.
- 2) Continue use of the former Northglenn Recreation Center for night-time occupation by homeless. Explore opportunities with adjacent cities, ADCO, NGOs & faith-based organizations to provide services and counseling to help economically disadvantaged get back on their feet much like the annual San Diego "Stand Down" (<https://vvsd.net/standdown/>) for military veterans.
- 3) Collaborate with residents, city Parks/Recreation/Cultural Services, CODOT, RTD & utilities (e.g., XCEL, Xfinity, etc.) to remediate portions of the Greenway trail subject to graffiti, uprooted vegetation from vehicle access, and aged infrastructure/vegetation to upgrade and landscape conversion that not only conserves water; promotes CO2 sequestration but also sustains essential animals (e.g., pollinators) & keystone species. Engagement with external stakeholders, especially with Adams School District 12 provides opportunities for young people to learn the importance of civil engagement, good citizenship and stewardship of the environment/community.

What vision do you have for the City of Northglenn?

Since this position is an interim fill of a seat, I believe it is appropriate for me to support the existing vision and 8 pillars of the 2019-2023 Strategic Plan being implemented. Given the areas of focus mentioned above, I would like to help realize achievements in the Priority Areas of Public Safety; Business Retention & Growth; Sustainability; & Infrastructure. In so doing, I hope to support city council's goal of realizing the vision of Northglenn being a prime destination for families and businesses.

In reviewing the City's 2022 Budget, what are you most excited about and why?

The fact that personnel remuneration comprises 60% of the city is notable given the one-time \$1.5M 2022 revenue bump from the Karl's Dairy farm project. Since there are about 9.5 FTE 2022 hires in support of recreation programs, it may be prudent to figure out how to market the award winning Recreation Center offerings to residents/organizations/businesses in and around Northglenn as a way to generate a stable revenue stream through membership dues or potentially partnering with special groups (e.g. boy/girl scouts, organized sports teams, and local organizations like Friday Night Out to provide a venue as a way to realize more cash flow to off-set the recreation center's operating expenses.

If the Council is debating an item that is, for you, a particularly strong emotional issue, how would you maintain your objectivity?

Having served as a nuclear submarine officer and graduated from Harvard where "Veritas" can be found in the university's logo, I find that speaking truth to power and making fact-based decisions is core to good governance whether it is in private industry, public sector and local government. Having upheld higher ethical standards and being accountable to the Uniform Code of Military Justice has imbued in me a balanced sense of quiet restraint but also a willingness to objectively explore/deliberate issues that results in win-win outcomes. As an interim member of the city council, I will uphold myself to these principles in order to remain impartial to bias and above the fray of the polarization we are witnessing today.

Supplemental Information

Supplemental Document

<https://northglenn.formstack.com/admin/download/file/12612563050>

What is the supplemental document you are submitting? Resume

Signature



RICHARD ATSUHIKO KONDO

SERVANT-LEADER | OPERATIONAL EXCELLENCE | GLOBAL INFLUENCE

33 years leading medical device, US government and military entities up to 320 personnel in size. Led marketing, NPD, strategic planning, culture change, M&A and international commercial operations. Visionary, results-driven, and truth-seeking nature inspires collaborators to innovate and solve complex challenges in the pursuit of excellence. Dual careers in Medical Device and US Navy ingrained strong core values, high standards and a collaborative leadership ethos.

HALLMARK COMPETENCIES

- Leadership
- Strategic Planning & Business Development
- Culture Change & Resiliency
- International Military & Commercial Operations
- Cross-Functional/Divisional Collaboration
- Talent Development/Communications Mentor

PRIVATE SECTOR & FEDERAL EMPLOYMENT HISTORY

2018-present	Director, New Business Development – BD PERIPHERAL INTERVENTION	Denver/Phoenix
2017-2018	Owner, Principal – EXCELSIOR CONSULTING LLC	Denver
2016-2017	VP International Marketing – GLOBUS MEDICAL, INC. ¹	Philadelphia
2015-2016	Business Director, Japan – ALPHATECSPINE, INC.	San Diego
2011-2015	Chief Operations and Training Officer – FEDERAL EMERGENCY MANAGEMENT	San Diego
2009-2011	Associate Director Business Development – C.R. BARD, INC.	Phoenix
2006-2009	Senior Business Development Manager – BOSTON SCIENTIFIC, CORP.	Los Angeles
1999-2006	MEDTRONIC, INC.	
	Cardiac Navigation Ventures Director & Business Development Manager	Boulder
	Ear Nose Throat (ENT) Business Director & New Product Development	Boulder
	Cardiac Rhythm Management Japan Market Development Manager	Minneapolis
LIEUTENANT ~ CAPTAIN (RET.) U.S. NAVY – a 3% promotion rate over 30-year career		Japan/Hawaii/San Diego

2015-2018	Chief of Staff – PACIFIC FLEET LOGISTICS ENTERPRISE
2009-2015	Commanding Officer – UNDERSEA WARFARE COMMAND
2006-2008	Assistant Chief of Staff – SUBMARINE GROUP 7
2004-2006	Commanding Officer – AMPHIBIOUS CONSTRUCTION BATTALION
2002-2004	Commanding Officer – FLEET ANTI SUBMARINE WARFARE
1993-1997	Foreign Liaison, Training, & Operations – SUBMARINE GROUP 7
1990-1993	Submarine Assistant Chief Engineer & Operations Officer – USS WILLIAM. H. BATES

ACHIEVEMENTS

LEADERSHIP	<ul style="list-style-type: none">• Led C-level and VP-level alignment & decision making for strategic marketing and international operations; Initiatives drove 16% orthopedic spine sales growth• Commanding Officer (General Manager-role) for 6 distinct Navy units, 40 sailors-strong over 11 years; 98% retention and 93% personnel fitness for duty• Chief of Staff for 2 navy and federal government entities<ul style="list-style-type: none">○ Organizational oversight of a 180-sailor logistics team for the US Pacific Fleet○ Executed 11 intra-agency nuclear disaster-response exercises - \$18M production cost; 0 mishaps
STRATEGIC PLANNING & BUSINESS DEVELOPMENT	<ul style="list-style-type: none">• M&A for IP and products to drive revenue growth for BD, C.R. Bard, Boston Scientific & Medtronic. Due diligence, deal structuring, negotiations and post-acquisition integration for:<ul style="list-style-type: none">○ Pristine Access Tech. acquisition brings a novel, longer life dialysis catheter to BD portfolio○ SenoRx Inc. acquisition enabled C.R. Bard's entry into breast cancer therapy○ FlowCardia Inc. acquisition for Bard's Chronic Total Occlusion product line○ Breakaway Imaging, O-arm distribution agreement culminated in full Medtronic acquisition

¹ Globus Medical acquired Alphatec Spine's International commercial operations in September 2016

- Pioneered a Navy war campaign planning service concept saving \$2M in the first year
 - Implemented orthopedic strategic planning process for 20 countries & \$100M of sales
- CULTURE CHANGE & RESILIENCY
- Integrated Alphatec's international operations post-Globus acquisition - recruited/trained staff to grow international marketing, regulatory and pricing/contract teams. Japan sales grew 16%
 - Drove Emergency Management policy and training changes to realize a Voice of Customer-focused culture and improved operational alignment. Doubled staff size servicing a 320-person Continuity of Business team for natural and man-made hazards
- INTERNATIONAL OPERATIONS
- Sole Japanese-speaking US nuclear-trained military special advisor to the Defense Ministry during the Fukushima Dai-Ichi Nuclear crisis response
 - Led implantable device market analysis, product launch, marketing support and medical education. Ran a cadre of internationally recognized cardiologists speakers and mentor-educators advocating Implantable Cardio-Defibrillator adoption in Asia – revenues tripled to \$33.6M
 - Led validation of a US-Japan submarine rescue initiative culminating in a first-ever mating between a US submarine and Japan Maritime Self Defense Force rescue vehicle
- CROSS-FUNCTIONAL /DIVISIONAL COLLABORATION
- Led NPD teams, 55 people-strong to develop and launch 2 clinical needs-focused Computer Aided Surgery (CAS) systems leveraging novel computer & sensor technologies for global markets
- Medical Device Industry 2007 award-winning, LandmarX element™
 - Portable iNAV™ CAS platform on cost-of-goods target & 20% under \$2M budget
- TALENT DEVELOPMENT/ COMMUNICATOR
- Executive Sponsor of Becton Dickinson Peripheral Intervention (BDPI) Toastmasters chapter
 - Co-Executive Sponsor of the Asian Associate Resource Group & BDPI ARG Mentoring Program
 - 2-time President: Toastmasters Public Speaking Club in Japan and at Harvard Business School
 - Staged an international exposition for over 70 VIPs in South Korea; briefed over 40 generals and admirals on debut of the SSGN submarine – a \$4B program
- FIDUCIARY RESPONSIBILITY
- \$14M Global P&L, 7% revenue and 14% EBIT 3-year CAGR growth for Medtronic ENT Navigation
 - \$20M cumulative Cost Center management across 10 medical device, federal and navy entities

EDUCATION

HARVARD UNIVERSITY GRADUATE SCHOOL OF BUSINESS ADMINISTRATION	Boston
Master in Business Administration Degree. President, Toastmasters Club.	
NAVY NUCLEAR POWER PROGRAM	Washington D.C.
Master Degree equivalent in Nuclear Engineering. Certified Nuclear Submarine Chief Engineer.	
UNITED STATES NAVAL ACADEMY	Annapolis
Bachelor of Science Degree in Aerospace Engineering, <i>with merit</i> .	

CERTIFICATES

American Red Cross Lifeguard & Water Safety Instructor, 05/18
 Radiological Emergency Planning, School of Public Health, Harvard University, 07/12
 Navy Department Head Leadership Course, 08/06
 Intellectual Asset Management, Licensing Executive Society, 06/05
 Medical Marketing Program, Anderson School of Business, UCLA, 07/02
 Fundamentals of Total Quality Leadership | Team Skills & Concepts, 03/97
 Ministry of Education, Japan Language Proficiency Test (JLPT) level 2, 02/97
 Federal Aviation Administration, Instrument Flight Rules (IFR) pilot, 02/93

PERSONAL Fluent in Japanese language & culture. Lived and worked near Tokyo, Japan for 6+ years. Top Secret security clearance. Certified IFR private pilot, scuba dive master. Violinist, 14 years.