

RICHARD (Rick) CLAYTON

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Residence: (613) 291-6578

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Extensive technical expertise and organizational management skills

Technology Management

- Intellectual Property evaluation, management, patent infringement and reverse engineering analysis
- Business and technical consulting for venture capital companies, privately funded companies, public companies, and universities – including writing grant proposals
- Evaluation, implementation and management of research and development programs.
- R&D build-up and management of early phase, venture backed, companies
- All aspects of technical management including strategic planning, goal setting, mentoring, coaching, performance monitoring and reviews.
- Technology evaluation and transfer in support of major mergers and acquisitions.
- Identification and integration of multiple technologies to achieve product goals
- Multi-site, multi-time zone organization and management
- Broad view and understanding of optical communication systems market and architectural requirements
- Management of multiple technology families: III-V actives, SiO₂/Si planar waveguide, III-V electronics, EDFA amplifiers, Hermetic packaging, Pluggable modules, Advanced materials

Technology Implementation

- Technology transfer and integration
- Semiconductor processing and process design
- Diode laser design and characterization
- Device reliability and qualification
- Electronic circuit design: IC standard cell and circuit board based
- Hermetic packaging design: optics and RF
- Optical system design: bench top and instrumentation
- Instrumentation: design, construction and optimization
- Motion control, human interface, and analytical software
- Solid state, optical and general physics
- Extensive "Hands on" lab experience
 - In-depth engineering experience in the areas of optics, optical device design, optoelectronic packaging, electrical circuit design, testing and automation hardware and software, high speed electronics and fiber optic measurements.

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CAREER BRIEF

2008 – present Annidis Health Systems (www.annidis.com)

Director of Product Development

Oct. 2009 – present

Directing a team of 9 (HW, SW, Optics), responsible for engineering delivery of the product, including implementation of enhancements, production support processes and tools, finished goods troubleshooting, change control and technical support.

Product Management / Science & Regulatory

Oct. 2008 – present

PM: Responsible for ensuring product features match market requirements, identifying market opportunities, creation of marketing collateral, monitoring and optimizing the presentation of the product through commercial introduction, and providing marketing support at tradeshow.

Regulatory: FDA approval planning, document production and editing

2005 – present CLAYTON & ASSOCIATES (www.clayton-assoc.com)

Telecommunications Industry Consultant

2005 – present

- Market, technology and Intellectual Property consulting projects for venture capital firms, privately funded companies, public companies and universities.
- Chapter author, editorial advisory board member and representative speaker for MIT Microphotonics Center *Communications Technology Roadmap*.
- Chapter editor/author of Optoelectronics section of iNEMI 2007 Technology Roadmap.
- Prepared successful Ontario ORF grant proposal on Solar Power Technology for the client consortium of university and commercial companies. (2008)

2006 – 2008 Early phase venture backed company

Vice-President of Advanced Materials

Oct. 2006 – Mar. 2008

Responsible for establishment of entire materials operation: hiring, space planning, budgeting, equipment acquisition, technical strategy, performance specifications, material understanding, process implementation, Board presentations, etc.

2002 – 2005 BOOKHAM (acquired Nortel Networks Optical Components)

Chief Technical Advisor to CTO

2002 – 2005

- Responsible for R&D program integration during merger, ongoing IP management (with legal), ROADM strategy, advanced transmission strategy.
- Worked with PLM to define and maintain the pluggable optics strategy.
- Technical support to Defense sales.

1982 – 2002: BNR through to NORTEL NETWORKS OPTICAL COMPONENTS

Chief Technical Advisor to VP, R&D

2000 – 2002

Negotiated IP transfer from Nortel to Bookham, evaluated investment and M&A opportunities, coordinated IP management, coordinated technology council, produced and maintained division strategy, initiated advanced pluggable module strategy, expert technical resource for device, packaging and reliability designers and engineers

Technical Advisor & Manager, Advanced Laser Design Group

1999 – 2000

Increased and retained staff (from 6-8), ensured design approaches met targets, identified and assigned R&D activities, negotiated priorities for resources with production managers, full range of staff management. Instituted new management structure for device design groups.

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Key technical evaluator leading to Nortel's purchase of a tuneable laser company

Project Leader, Photonic Integration 1998 – 2000

Analyzed future requirements & developed photonic integration strategy

Initiated and coordinated technology elements to support the strategy

Current products use processes resulting from this activity

Manager, Optoelectronic Device Test & Verification lab 1997 – 1998

Expanded and modernized the T&M facility.

Dramatically improved capabilities and service

Staff, procedures and facilities planning and management

Nortel Representative on National Research Council SSOC 1996 – 1998

Technical oversight and contributions to joint research.

Included committing Nortel resources to projects

Technical Lead on 980 nm Pump Laser 1993 – 1996

Responsible for all aspects of device for fit to service

- design, fabrication, test, reliability, qualification

- direct and indirect management of ~ 8 people

- design and implementation of new high throughput characterization tools

 - o designed tests, procured hardware, wrote software (control and GUI)

Various R&D projects involved with optoelectronics design 1982 – 1993

Extensive device and packaging design and T&M experience

Project examples available on request

ADDITIONAL RECENT ACTIVITIES

Contributing member of the MIT Microphotonics Consortium 2002 – 2010

Editorial Advisory Board member 2005 – 2006, 2008 – 2010

Chapter author: Photonic Interconnect, Packaging, Integration & Test 2009

Chapter co-author: III-V Integration 2005

Chapter editor/author: iNEMI 2007 Tech'y Roadmap - Optoelectronics 2006

Member of the Board of the Canadian Photonics Consortium 2003 – 2005

Executive Committee 2004 – 2005

Member of the Technical Committee, IPRA 2005 2005

OTHER INFORMATION

(details available on request)

4 granted patents, 7 invited presentations, 12 peer reviewed publications

Nortel "Top Talent" 2000

EDUCATION

BASc 1981 (Engineering Physics: mechanical engineering option), University of British Columbia, Vancouver, Canada