

GLEN JULES LOW

EXPERIENCE

THE EARTH GENOME

(Environmental non-profit tech start-up)

**San Francisco, CA
January 2014 - Present**

Co-Founder

- *Launch.* Co-created the organization, whose vision is to make natural capital as ubiquitous as financial capital
- *Incorporation.* Led our incorporation as a 501(c)(3) organization in early 2015 along with co-founder Steve McCormick, former president of the Gordon and Betty Moore Foundation and former president/CEO of The Nature Conservancy
- *Strategy/technology.* Guided the strategy and execution of the new venture, currently in the process of creating the world's first tech platform for natural resource data and analytics being co-created directly with corporate and financial end users
- *Fund raising.* Defined the funding strategy and have already successfully raised over \$3M+ in philanthropic grant funding
- *Partner strategy.* Mapped the competitive landscape and established partner relationships with Esri, Microsoft, World Resources Institute, Bloomberg and Arizona State University
- *Initial pilot.* Launched a breakthrough corporate water tool with the World Business Council for Sustainable Development and seven member companies (Dow, Monsanto, PepsiCo, Kering, Veolia, Arcadis, and CH2M). Tool released in early 2016
- *Organization.* Have successfully hired our Chief Data Scientist (hired from the White House/NASA) and on target to hire 2-3 more individuals in the next 6-12 months
- *Marketing/branding.* Our work has so far been featured on *CBS News*, *BBC*, *NPR*, and *The Guardian* ("Can you put a price on nature? A Californian nonprofit thinks it can")

BLU SKYE

(Boutique strategy consulting firm focused on solving global sustainability challenges)

**San Francisco, CA
July 2009 – Dec 2013**

Principal, San Francisco Office Head

Leadership and Achievement

- Promoted to San Francisco Office Head in 2011, leading daily operations of the firm's primary office. Responsible for firm people assets and financials working directly with company founder and owner
- Served as client delivery partner on multi-million dollar consulting engagements, focused on environmental strategy design and implementation. Also provided advisory support on nearly all major Blu Skye consulting projects since 2010
- Guided the Leadership Team to help create and adapt Blu Skye strategy, given significant rapid developments within the corporate sustainability landscape
- Redesigned significant firm operations, including firm human capital processes (hiring, professional development/training)

Client Experiences (select engagements and results)

- *Fortune 100 fossil fuel company.* Worked with CEO and top 20 senior executives over ~1 year engagement to successfully launch a new Shared Value strategy throughout the company and all major business units
- *Fortune 5 retailer (Wal-Mart Stores).* Worked with multiple business units to craft and roll-out Walmart's corporate sustainability strategy, spanning product sustainability, sustainable agriculture, and sustainable supply chains. Served as the strategist and architect behind Walmart's initial Sustainability Index effort, working directly with the Walmart lead to launch the initiative and help stand up The Sustainability Consortium (TSC)
- *Fortune 75 media entertainment company.* Assisted the corporate sustainability function to set new five year goals across the company and within multiple business units, built on a detailed analysis of megatrends affecting all segments
- *Fortune 150 apparel company.* Advised on the refinement of impact area strategies focused on energy, water, waste, and chemicals for one of the world's most sophisticated sustainability leaders
- *Sustainable Apparel Coalition.* Served as advisor on the design, launch, and standing up of independent operations of a multi-stakeholder collaborative effort, which has successfully created product level environmental and social indexing of products (now adopted by ~100 companies and organizations representing 35%+ of the global apparel industry)

BAIN & COMPANY

(Top strategy consulting firm with 53 offices in 34 countries)

Principal / Manager / Case Team Leader / Consultant

**San Francisco, CA
Singapore & Dubai UAE
Chicago, IL
Sept 2001 – July 2009**

Leadership and Achievement

- Partnered with senior management of clients to successfully execute on strategy, operational improvement, organizational design, corporate development, and M&A/merger integration initiatives. Presentations often made to CEO or c-level executives

- Achieved successful multi-year track record of managing client relationships and analytical value creation, from client proposal to implementation, for complex engagements across a broad range of industries (primary focus: technology companies)
- Managed teams of 4-8 consultants, consistently earning top quartile marks on professional development of junior team members
- Accumulated extensive international experience, having directly worked in ~10 countries
- Provided opportunity to be promoted to Manager in two Bain offices (Singapore 2004, San Francisco 2005)
- Awarded “Best of Bain” (top project in Bain West Coast for that year): Winner 2003, Finalist 2005

Client Experiences (select engagements and results)

- *Payment processor, strategic costs.* Managed the restructuring of core technology capabilities for a \$1B IT and infrastructure organization. Realized \$150M+ in savings and cited by client as key enabler to gaining industry wide technology leadership
- *Enterprise software, merger integration.* Managed the integration efforts of customer facing operations for the largest software merger in history. Specific focus on integrating the sales organization in the client’s largest geography (~\$2B annual revenues)
- *Agricultural/renewable energy, strategic planning.* Created multiyear strategic plan for a recently merged agricultural and clean tech equipment provider. Launched six strategic initiatives credited by the PE owners to yield a ~25% increase in EBITDA
- *Semiconductor, product strategy.* Performed customer segmentation for a leading semiconductor company, resulting in efficient use of development resources and the successful launch of products now comprising ~25% of company revenues
- *Global logistics provider, growth strategy.* Designed Middle East/Asia growth strategy for a leading global shipping company, focused on recommendations to core operational and adjacency strategies leading to ~\$40M increase in annual EBIT
- *Network equipment provider, salesforce effectiveness.* Optimized salesforce operations via detailed analysis of sales outcomes, time studies, and customer insights for a Fortune 100 company. Yielded opportunities to increase sales effectiveness by 15%
- *Private equity portfolio, capability sourcing.* Analyzed back-office and IT capability sourcing potential within select portfolio companies for one of the world’s largest private equity firms. Identified ~\$100M+ in annual cost savings
- *Mobile and retail services, merger integration.* Identified and launched 10+ taskforces to identify synergies resulting from a merger of mobile and retail services companies. Resulted in strategic initiatives that identified \$100M+ in EBITDA potential

CELERITY

Milpitas, CA

(Start-up, ranked Inc. 500 top 50 fastest growing companies for 3 consecutive years. Later purchased by TPG.) 1994 - 1999

Project/Product Engineer, Systems Engineering

- Led interdisciplinary teams of up to ten people on gas distribution system projects for the semiconductor equipment industry
- Managed complex sales, materials, manufacturing, and customer relationships in prototype design and manufacturing of a copper deposition chemical delivery system. Awarded first ever company-wide "Team Player Award" due to success
- Launched production of Kinetics IGS, which reduced critical tool size footprint by 30%. Technology later selected by Applied Materials as a standard platform for next generation 300mm tools

EDUCATION

UNIVERSITY OF CHICAGO, BOOTH SCHOOL OF BUSINESS

Chicago, IL

Master of Business Administration

1999 - 2001

- *Awards:* Dean’s Honor List (both years); *Concentrations:* Strategic Management, General Management, and Economics
- *Activities:* Co-Chair, Corporate Management and Strategy Group; Steering Committee, Dean's Student Admission Committee

UNIVERSITY OF CALIFORNIA, BERKELEY

Berkeley, CA

Bachelor of Science in Mechanical Engineering

1990 - 1994

- *Awards:* UC Berkeley Alumni Scholar; 1994 Leonard Farbar Award (academic achievement and leadership)
- *Activities:* President, ASME student chapter; Order of the Golden Bear, an honorary campus-wide leadership organization

PERSONAL

Select publications/ speaking/ lecturing engagements

- “Seeing is believing: CEOs experience sustainability challenges firsthand”, *The Guardian*, December 2013
- “Individual Matter” panel discussion, *The Commonwealth Club of California*, February 2013
- MBA Course 292C: Strategic Corporate Responsibility and Consulting Project, *UC Berkeley Haas School of Business*, Guest-Lecturer, January-May 2014. Also guest speaker for 5+ Haas undergraduate and executive education classes since 2011
- “Public-Business-Financial sector collaboration model around natural capital” panel discussion, *The World Bank*, April 2015
- “One Great Idea: Translating Big Data to Improve Corporate Decisions”, *GreenBiz16*, February 2016

Personal Passions

- Avid traveler. Have visited 25+ countries across six continents. Favorite trips include Cambodia (Angkor), Egypt (Giza), Peru (Machu Picchu), Guatemala (Tikal), Spain (Alhambra), Greece (Delos), China (Xi’an)
- Hands-on dad. Favorite activities include teaching fun life lessons and trying to be as silly as my two elementary school kids