



## **Mr. W. Scott Hine**

### **Vice President, Products & Solutions and Chief Innovation Officer**

Scott Hine is the Vice President of Products & Solutions and Chief Innovation Officer at Novus International, Inc. He is responsible for managing innovation, research and product development for Novus such that it is an integrated, collaborative service provider, producing and supporting a pipeline of products that achieve growth with differentiated, industry-relevant solutions. Previously, Scott served as the Vice President of Operations and Chief Information Officer, where he was responsible for establishing and managing global corporate-level strategic planning and implementation of Operations, Information Technology matters and Regulatory Affairs.

Scott joined the company in 2007. During his time at Novus he has implemented the global SAP project, significantly improved the profitability of Novus's Specialty Business, currently leads the Crisis Management Team, and developed Novus's internal process to cascade its critical success factors into tangible, annual goals for every employee. He has 25+ years of experience working with and for international companies and has lived and worked in a multitude of countries—including China (Hong Kong), Australia, Germany, Switzerland, Canada and the United States.

Scott's career started with Kraft Foods R&D in 1989 in the USA. After 10 years in global R&D roles, he became a Manager with Accenture in 1998. At Accenture, Scott was chiefly responsible for transformational projects involving both business process change as well as IT implementations. He also led a ground-breaking, retail research project regarding fresh food consumption behaviors in Asia.

Scott received his MBA cum laude from The Richard Ivey School of Business, Asia (Hong Kong) in 2004 and his Bachelor of Science in Chemical Engineering from the University of Michigan in 1989.