

# Linda N. Elkins

[lindanelkins@gmail.com](mailto:lindanelkins@gmail.com) • (408) 835-3785 • [linkedin.com/in/linda-elkins/](https://www.linkedin.com/in/linda-elkins/)

## Board of Directors Candidate

### Experienced Board Director & Executive

- Tech-savvy leader with product experience from concept generation to successful commercial launch, including FDA approval.
- Optimized manufacturing and overhead to achieve ROI through high-level roles of increasing scope.
- Led value realization for digital transformation in \$5B private company; managed multi-hundred-million P&L.
- Effectively drove organic and inorganic innovation within the overall portfolio to foster strategic growth.
- Signed three strategic partnerships and initiated a microequity investment program to promote entry into new markets.
- Initiated and maintained vendor relationships and strategic partnerships to support growth targets and efficient scale-up.
- Well-versed in financial analysis, as evidenced by successful product launches, and creation and implementation of KPIs for tracking savings due to process optimization and ERP implementation.
- Deep knowledge in multiple industries including medical devices, biotechnology, manufacturing, and industrial products.
- Dynamic, engaged, and experienced-people leader; highly collaborative team member.

### KEY COMPETENCIES

Corporate Innovation | Process Optimization | Regulated Environments (FDA) | Product Development | Venture Capital (VC) | Digital Transformation (ERP) | Organizational Change | Partnerships (Contract Manufacturers & Startups) | Strategic Planning | Operational Excellence | P&L | M&A | Startup Advising | Cross-Functional Team Leadership | Value Creation | Business Growth

## Board Experience

Norman Noble, Inc. (medical device manufacturing – private co.)   Inaugural Advisory Board of Directors	2025 – present
Bozeman Health (integrated health care system - nonprofit)   BoD Finance and Strategy Committee	2025 – present
USA Swimming (national governing body - nonprofit)   BoD Investment Committee	2025 – present
Montana Surf (youth soccer organization - nonprofit)   Board of Directors and BoD Finance Committee	2024 – present

## Professional Experience

### Consulting

Montana State University – Mentor in Residence	2025 – present
Mentor university research translation teams to support them in their commercialization efforts	
BioSens8 – Business and Operations Advisor	2025 – present
Advise early-stage startup on GTM strategy, business operations, and initial equity raise	
Lehrkinds, Inc.	2024 – present
Conduct comprehensive operational audit of CPG facility and present a report outlining the top optimization strategies	

### W. L. Gore & Associates, Remote and Santa Clara, CA

Contributed 15 years in Medical Products division in engineering and technical leadership roles, seven years leading corporate innovation, and two years leading digital transformation.

Head of Value Realization and Financial Management – Enterprise Transformation	2023 – 2024
Captured savings via implementation of ERP system enterprise-wide; reported to CIO/developed content for CFO & Board of Directors.	

- Established annual savings targets (by operational improvements, direct labor, overhead, and variable costs) based on external benchmarks and led initiatives to generate ROI.
- Led data-driven approach to prioritize 50+ manufacturing optimization projects which reduced operational complexity, increased capacity, and efficiently used capital assets.
- Secured cost reductions (\$25M in savings) by optimizing relationships with key system integrators and contract manufacturers.
- Planned and maintained multi-year, multi-hundred-million-dollar budget, deploying improved tracking and reporting methods to decrease spending and achieve under-forecast at year-end.

New Business Development Leader and Head of Gore Innovation Center	2016 – 2023
Discovered and validated new market opportunities while driving organic innovation and external partnerships.	

- Founded and led internal startup through Round A approval and executed multiple win-win strategic partnerships.

- Designed and established the Gore Innovation Center in Silicon Valley, implementing mission/strategic vision/KPIs; built and led cross-functional team, transferring promising opportunities (100+ prospects) to internal business units.
- Turned to customer interviews, financial modeling, and hands-on testing to confirm ideal beachhead for new biomanufacturing technology; identified best market entry point to test feasibility of team's technology.
- Formulated and deployed global operating model for corporate innovation, including a strategic roadmap for establishing ecosystem in EMEA and APAC regions.
- Coordinated on Micro Equity Investment program to determine execution path for investments under \$1M in startups as part of joint development agreements.

#### Plant Technical Leader (Medical Products Division)

2012 – 2016

*Led manufacturing and technical operations for facility focused on Medical Device operations.*

- Accomplished highest manufacturing yield among all FDA-regulated plants (consistent yields above 90%, high retention rates).
- Implemented/ enforced protocols to maintain safe working environment and compliance with quality/regulatory requirements.
- Significant impact as a people leader, including direct and cross-functional leadership of 20+ and influencing 100+, which drove individual growth, cross-team collaboration, and fostered a culture of innovation and excellence.
- Provided R&D oversight and technical review for multiple products leading to successful commercial launch.

#### Engineering Project Manager (Medical Products Division)

2007 – 2012

*Launched Iliac Bifurcated Endoprosthesis device on time and on budget; secured FDA approval for product requirements and strategy.*

- Managed cross-functional team from ideation to successful commercialization for 510(k) Class III Medical Device in 18 months.
- Integrated design for manufacturing principles to ensure seamless transfer from development to manufacturing.
- Worked directly with contract manufacturers to reduce cost and efficiently scale production.
- Awarded two patents for innovative technical inventions.

#### R&D Engineer & Manufacturing/Quality Engineer (Medical Products Division)

2000 – 2007

*Led product design as well as daily monitoring and firefighting of cleanroom operations.*

- Executed verification and validation testing and determined sampling plans to demonstrate product fitness for use.
- Regularly applied LEAN principles in manufacturing; resolved multiple CAPAs and NCRs.

#### Professional Triathlete

2004 – 2008

Competing worldwide, raced for Team USA (sponsor—Luna Chix). Four-time competitor in Ironman World Championship (Hawaii).

## Education

Master of Business Administration (MBA), Dual Major in Strategic Management and Innovation and Entrepreneurship

University of Pennsylvania, Wharton Business School

Graduated with Honors (top 20%) | Voted by peers to represent class as Student Advisory Council

Master of Science (MS), Dual Major in Biomedical Engineering and Mechanical Engineering

University of Michigan, Rackham Graduate School

Bachelor of Science (BS) in Mechanical Engineering

University of Notre Dame

Activities: Varsity Swimming (four years) – Captain, All-American

## Additional Relevant Experience

#### Honors

- Top 100 Women of Influence - Silicon Valley Business Journal (2019)

#### Affiliations

- Life Science Accelerator - MedTech Innovator, Judge, Mentor, and Pitch Reviewer (2025 – present)
- Private Directors Association (2024 – present)
- Innovation Executive Forum (peer to peer Innovation Leader collaboration) Co-Chair (2019 – 2023), Member (2016 – 2023)
- UCLA Magnify Incubator, Advisory Committee Member (2018 – 2020)

#### Certifications

- Corporate Governance: Maximize Your Effectiveness in the Boardroom (Wharton Online: 2025)
- Venture Capital University (University of California, Berkeley: 2020)
- Board Effectiveness Training (How Women Lead: 2019)

#### Patents

- Iliac bifurcated endoprosthesis medical apparatus and method of deploying same, US 8945200
- Implant assembly with tactile indicator, US 9387097