

# BUSINESS MANAGEMENT PROGRAMME For

# ARMED FORCES 2019-20



सिद्धिमूलं प्रबन्धनम्  
भा. प्र. सं. इन्दौर  
IIM INDORE



CERTIFICATE COURSE IN BUSINESS MANAGEMENT FOR DEFENCE OFFICERS  
PLACEMENT BROCHURE 2019-20



# ABOUT CCBMDO

The present course is the 16th edition of the 'Certificate Course in Business Management for Defence Officers' (CCBMDO) consisting of 58 Armed Forces Officers transitioning from the military to civvy street through a six-month residential Business Management Program at the Indian Institute of Management, Indore.

IIM Indore is currently ranked in top five amongst all management institutes in India as per World QS ranking in Masters in Management Category 2020 as well as NIRF, Ministry of Human Resource Development and India Today 2019 survey. The college also figures in the top 100 colleges for the Masters Programme globally as per the Financial Times Survey 2019.

The CCBMDO is an intensive programme tailor-made for defence officers under transition to the Corporate arena. Through a combination of foundational and specialized courses, the participants are exposed to the contemporary business environment and also allowed to hone their conceptual and analytical abilities to transform themselves into future leaders of the corporate world. Further, through participant centric, case-based pedagogy augmented with projects, assignments, industry visits and interactions with leaders from the industry, the participants are geared to comprehend and manage complex business situations.

The CCBMDO programme is spread over four terms during which the participants acquire knowledge on core management subjects such as Financial Accounting and Management, Human Resource Management, Management Information Systems, Marketing Management, Operations Management, Organizational Behaviour and Strategy Management. During the last term, participants are offered electives which help them specialize in their chosen field of expertise.

Whilst coming from diverse services with varying experiences, the common thread that binds the defence officers, is the unique ethos imbibed during their service in the Forces. It encapsulates an indomitable spirit of selflessness, motivation, discipline and adaptability. Throughout their careers, they have tenanted middle / senior leadership roles and have led men, managed material and above all ensured mission accomplishment in diverse environments where VUCA is the norm and not an exception.

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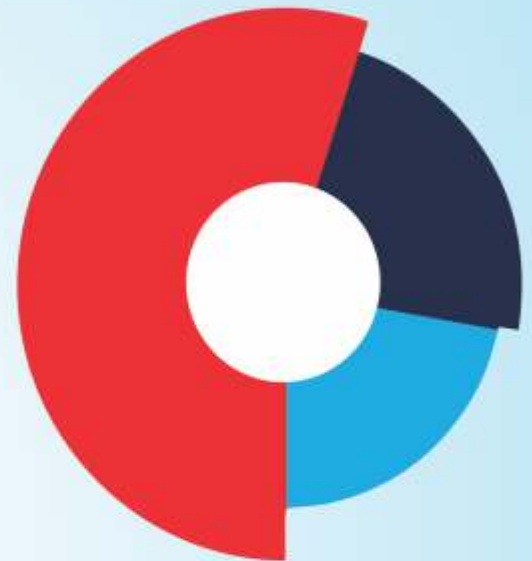
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A portrait of Prof. Himanshu Rai, a man in a dark suit and tie, smiling. The background is a window with light coming through. The portrait is partially obscured by a dark, curved graphic element that contains the text.

# DIRECTOR'S MESSAGE

**Prof. Himanshu Rai**  
Director

- It is with immense pride that I take this opportunity to present the 16th batch of Armed Forces Officers who are undergoing the six months full time “Certificate Course in Business Management for Defence Officers” at IIM, Indore. Participants come from diverse service backgrounds with varying experiences ranging from 10 to 35 years. Steeped in a highly disciplined environment, the participants are endowed with integrity, courage and conviction. Through their careers they have led from the front, managed state of the art equipment, and above all, ensured mission accomplishment.
- Every year IIM Indore conducts this programme for defence officers to facilitate their smooth transition from uniformed service to senior and mid-level positions in the corporate arena. The programme is customised to meet this objective and enables participants to rapidly build upon their knowledge base and expand the horizons in their areas of expertise. The programme structure includes core subjects in management, special electives and interaction with business leaders that contribute significantly towards this transition process.
- The course hones these officers to professionals capable of managing complex business situations and become assets to the industry. It is our endeavor that the corporates can benefit from their core attributes of commitment and conviction, and I am sure that they will impress you with their professional skills, expertise, and leadership qualities.



**Prof. Sanjay C Choudhari**

Programme Chair

"The Certificate Course in Business Management for Defence officers (CCBMDO) is a six-month full-time management program at IIM Indore. The program is spread over the four terms covering the various areas and aspects of management. Apart from the fundamentals of core business areas, the programme also includes a range of electives chosen by the participants. The participants are exposed to appropriate conceptual and analytical abilities to promote deeper understanding of the prevailing business environment and armed to analyze, manage any business situations. Most of these learnings are through the participant-centered discussion, case-based pedagogy augmented with projects, assignments, industry visits and interactions with the veterans from the industry. With their earlier experience, dedication, commitment, leadership ability to handle difficult situations and further enhanced with management education and training imparted at IIM Indore, I am confident that this group of officers would prove to be a valuable asset to any organization they choose to work. I wish them a very bright future."



**Prof. Siddhartha K Rastogi**

Placement Chair

"I take immense pleasure in presenting 58 participants of the 16th batch of the "Certificate Course in Business Management for Defence Officers (CCBMDO)" from the three military services - 23 from Indian Army, 16 from the Indian Navy and 19 from the Indian Air Force.

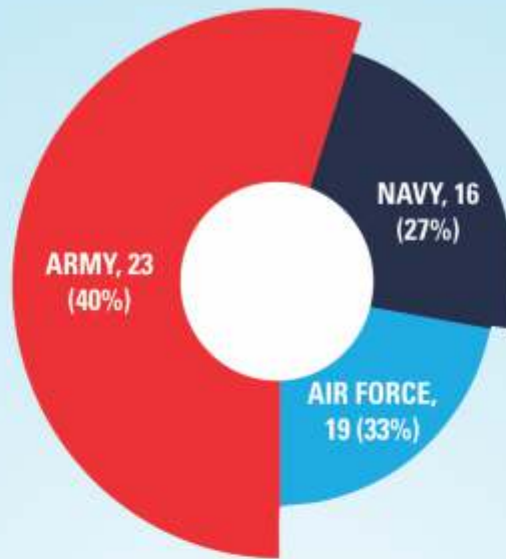
This year's batch comes with a diverse academic background and with a varied work experience. This makes the classroom discussion lively and gives several new perspectives to the participants and this has broadened their horizon of thinking.

The course prepares and reorients the officers to traverse into the corporate arena and add value to organisations in a demanding and extremely complex business environment.

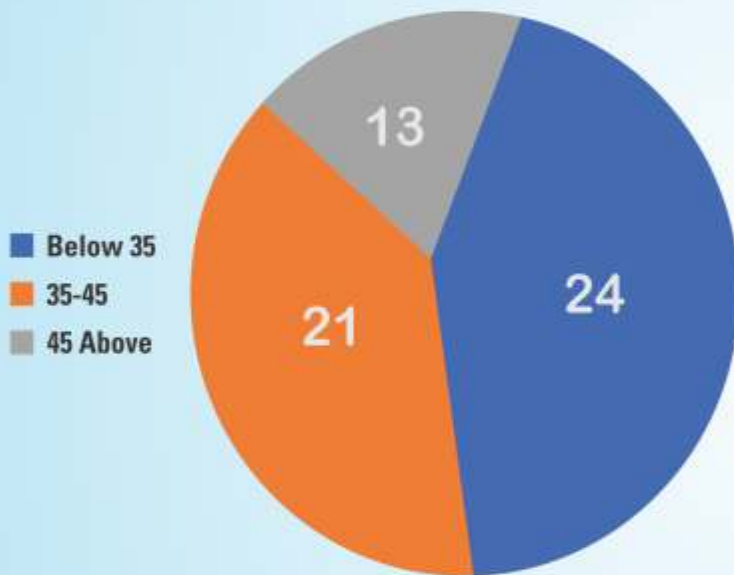
This batch is endowed with a keen desire to learn and has a spirit and the attitude to excel. Other than the skills of working in teams and excellent inter personal skills which are ingrained in the officers as a part of defence culture, they now have several management tools and techniques to apply while making decisions or when confronted with complex and uncertain environment.

I am confident that this group of professionals will be of strategic value to your organisation and strongly recommend the batch for your consideration. You will love and enjoy interacting with them."

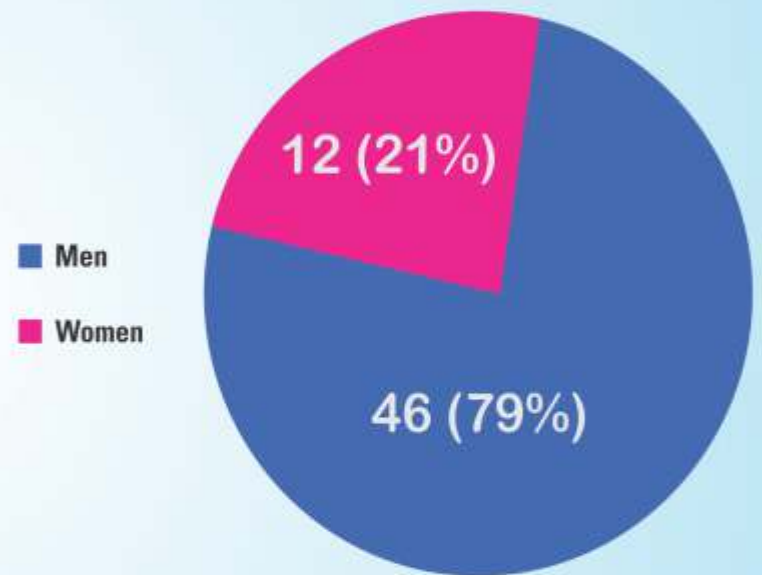
# BATCH STATISTICS - CCBMDO 16



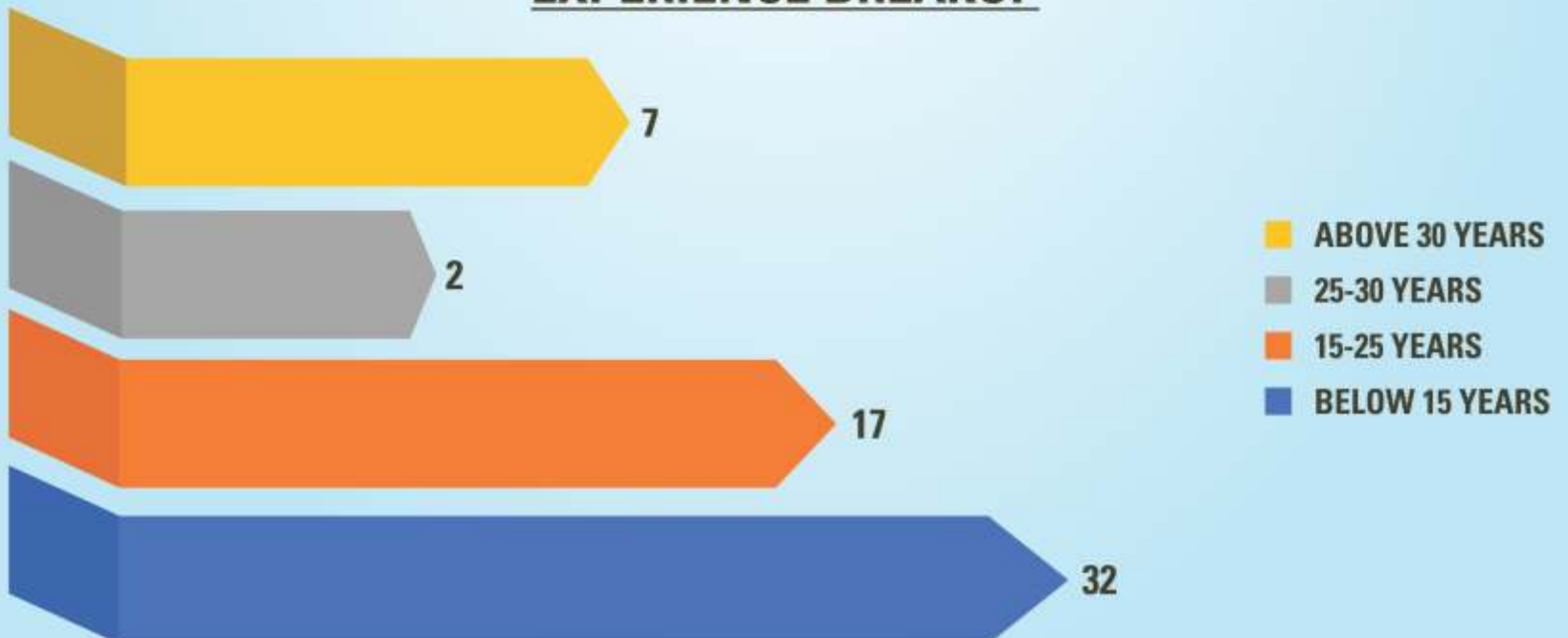
## AGE GROUP PROFILE



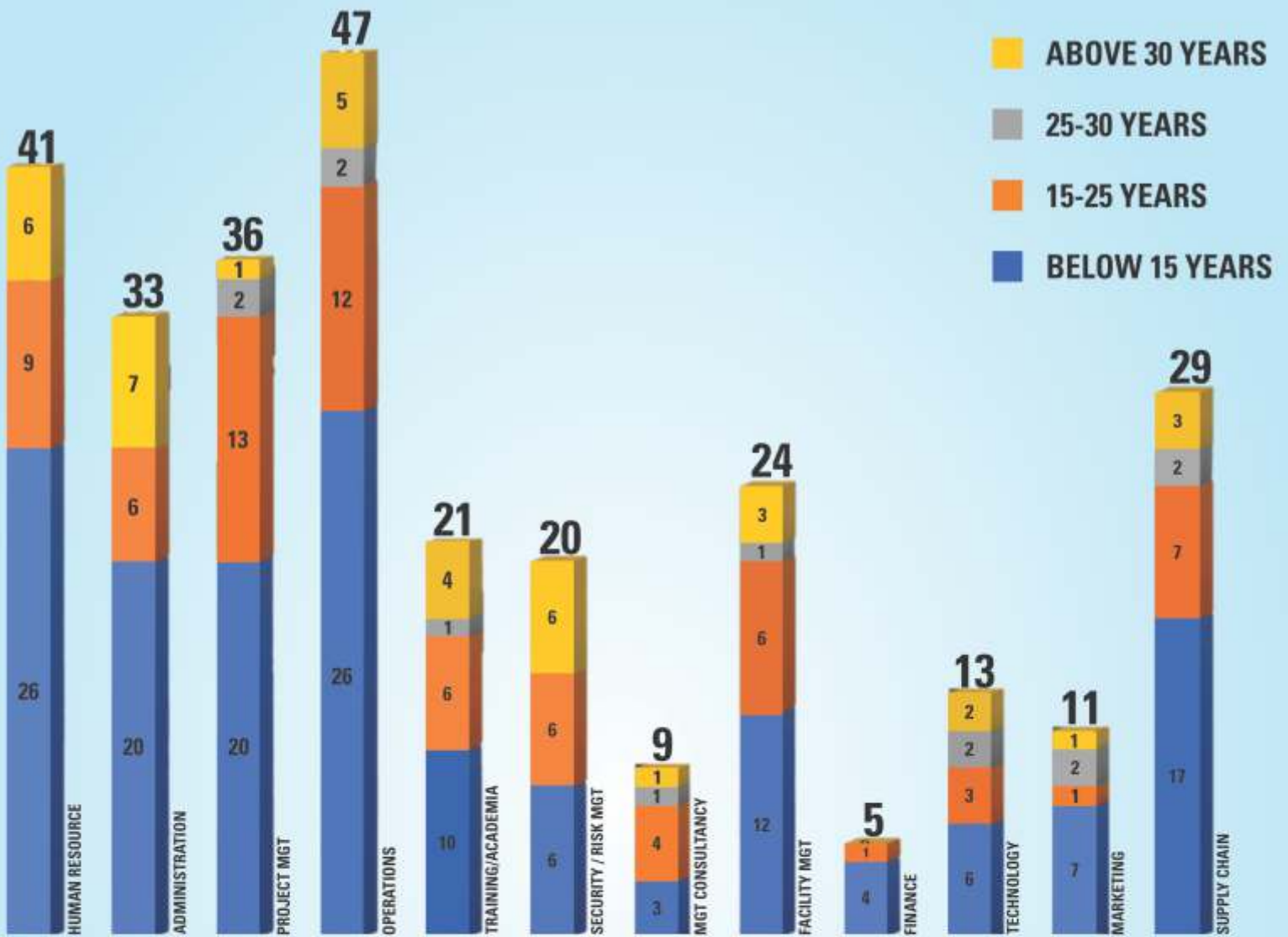
## GENDER RATIO



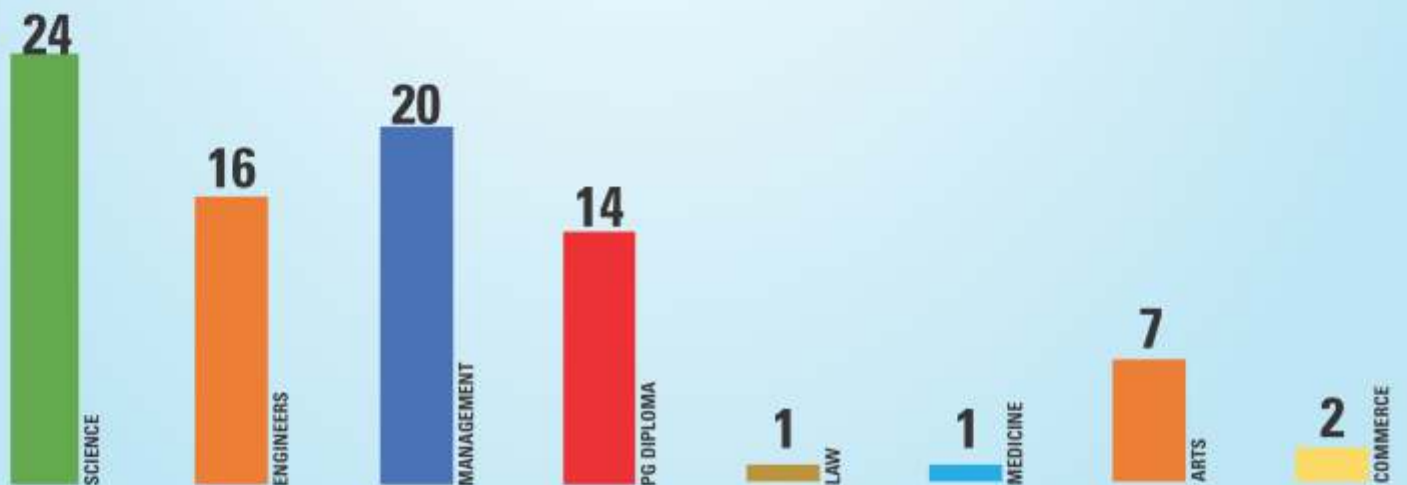
## EXPERIENCE BREAKUP



## PREFERENCE OF INDUSTRY



## EDUCATIONAL QUALIFICATION



# WHO ARE WE...



## ENTREPRENEURSHIP

Passion, perseverance, and self-discipline complemented with a strong desire for achievement have transformed numerous veterans into successful human capital in the corporate world and at the helm of entrepreneurial ventures. Veterans are trained to handle autonomy and ambiguity with enviable élan.



## ADAPTABILITY

Having excelled in a plethora of leadership and managerial functions, the change management to aptly fit into relevant roles is a natural transition for men and women in uniform.



## TECH-SAVVY

Military experience typically exposes individuals to cutting-edge technology. When it comes to migrating to new technology, Businesses can be assured that veterans will be forerunners.



## TEAM-BUILDING SKILL

Plan, rehearse and execute, is how Armed Forces personnel perform a successful mission. Several studies illustrate that veterans are good at organising and defining team goals and mission, roles and responsibilities, and developing a plan of action. Skills that no business entities would like to miss out.



## BUILDERS OF TRUST

Years of teamwork and camaraderie translates into trustworthy relationships. Repeated studies have indicated the importance of trust in any Organisation that wants to outperform its competition and no one can lay the foundation for sound mutual trust in an Organisation like the defence officers.



## STRONG ORGANISATIONAL COMMITMENT

The military experience entails a strong linkage between the individual and organization, and veterans bring a strong sense of commitment and loyalty to the Organisation.



## CROSS-CULTURAL & DIVERSE EXPERIENCE

Given the military's heterogeneous workforce spanning across diverse educational backgrounds, ethnicities and cultures, veterans are highly amiable to individual differences and exhibit a high level of cultural sensitivity.



## RESILIENCE

'When going gets tough, the tough get going'. The toughened military personnel carry a 'never say die attitude' and have rare ability to bounce back from past experiences quickly, completely and stronger.



## LEADING WITH EMPATHY

Having led teams from the front in mission-critical situations, veterans bring a unique result-oriented, emphatic leadership to the organisations.







## ABHIJEET PATHARE

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14 Yrs

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### KEY SKILLS

- Safety
- Security
- Risk Management
- Operations
- Training
- Administration
- HR
- Inventory Management

### EDUCATION

- Lean Six Sigma Green Belt, KPMG
- PG Diploma in Industrial Safety Mgt, NIFSE
- B.Sc. (Electronics)

### IN A NUTSHELL

Visionary leader with multi cultural expertise in spearheading complex challenges and risks, making uniformed, high stakes decisions using experience backed judgement, strong work ethics and irreproachable integrity.

### RELEVANT EXPERIENCE

- In-Charge of crisis management center onboard various class of ships wherein ensured availability of full proof responsive actions against fire/ flood contingencies at all times.
- Devised policies, advisories and safety check lists for fire safety and damage control of assets worth INR 2000 Cr.
- Prepared and implemented contingencies plans for accidents/ incidents, thereby enhancing safety spectrum at all levels of organization.
- Implemented risk management policies during 5000+ hrs of maintenance cycles of ships resulting in incident free maintenance operations.
- Conducted regular scrutiny of operations through formulation and coordination of safety audit teams comprising multidiscipline manpower.
- Carried out threat assessment with coordination of Quick Reaction Teams and handled all round security of ships both in harbor and at sea during foreign deployments by effective design and utilization of security layout.
- Conducted meticulous training of cross functional teams onboard various class of ships for better coordination in handling emergencies.
- Planned and organized regular training programs for 2000+ personnel on various aspects of safety and countering contingencies.
- Organized interactive workshops involving multilevel workforce during periodical inspections to build up synergy in operations.
- Led and managed team comprising of 100+ skilled trainers responsible for training of personnel on safety aspects for operation in high risk environment.
- As departmental head carried out assessment of 200+ personnel including performance appraisal, counselling, grievances redressal and their welfare.
- Planned and executed daily activities and task assignments to maximize staff productivity for meeting organizational objective.



## ABHIMANYU JHAVER

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32 Yrs

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### KEY SKILLS

- Flying Operations Mgt
- Administration
- Management of personnel and resources
- Planning of joint operations
- Training

### EDUCATION

- PGDBM (MS UNIV. Baroda)
- B.Sc.1983-86 (Holkar Science College, Indore)

### IN A NUTSHELL

A leader with positive approach and a good planner with 32 years of experience in the field of aviation, personnel and resource management, administration and training

### RELEVANT EXPERIENCE

- As Chief Operations Officer of Transport Aircraft Base of Indian Air Force, managed the operation of 18 twin engine turbo prop aircrafts. Led a team of aviation professionals to manage complete air operations at Air Force base.
- Maintaining effective coordination with administrative and maintenance wings of the air station for ensuring continuous availability of flying hours for seamless operations and training, and above all, a safe flying environment.
- Clocked 3500 hours of flying experience on twin engine turboprop aircraft.
- Control of 150 Air Force personnel and resources of three Advanced Landing Grounds (small airfields near China border).
- As Commanding Officer of an Air National Cadet Corps flying squadron, led and managed the administration and maintenance of the squadron which trained 700 cadets.
- An effective administrator with rich experience in managing Transport Air Station having multiple air units.
- Provided air cover security for international air show at Yehalanka, Bangalore, as head of an Air Defence Unit.
- Provided and ensured seamless air cover for Vital Assets at sensitive areas in Gujarat.
- Maintained effective liaison with Airports Authority of India and other civil administration functionaries for ensuring effective air defence cover of the region.
- Articulate, efficient, confident and persuasive team builder, in achieving optimal performance of all facets of air operations and training.
- As gliding instructor, trained 700 cadets in gliding and enhanced skills of cadets to fly solo sorties in gliders.
- As Officer-in-Charge of Joint Planning with Army at Corps Level on air operations, planned and executed multifarious joint service operations.
- Ensured formulation, compliance and execution of efficient and effective training procedures so as to maintain incident free flying operations throughout length of service.
- Ensured compliance to Aerospace Safety Standards laid down by Indian Air Force, resulting in accident free flying operations even during training sorties



## AJAY SINGH

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12 Yrs

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### KEY SKILLS

- Analytical Skill
- Risk Assessment with Management
- Team Building and Leadership
- Initiative taker
- Operational Planning
- Training and Development
- Administration
- Analytical Thinking
- Risk Assessment
- Team Building and Leadership

### EDUCATION

- Lean Six Sigma Green Belt, KPMG
- Diploma in Junior Level Defence Management
- Diploma in Tactics, Platoon and Support Weapon System
- Certificate Course in Digital Forensic
- PG diploma in Security with Specialisation in Counter Intelligence
- LLB Hons

### IN A NUTSHELL

A very dynamic, enthusiastic, self-motivated and performance driven Army officer with 12 years of diverse experience and proven leadership in Operations, HR Management, Planning, Training, Security Audit, Risk Management, Administration, Security, Surveillance, Intelligence and Inventory Management.

### RELEVANT EXPERIENCE

- Directly responsible for management of operational tasks, planning, strategizing and implementation of directives within a large organization employing approximately 200 team members.
- Carried out crisis management, emergency evacuations, damage control and crowd control in extreme hostile areas as Operations Leader.
- Managed the Manpower and logistics of a Regiment of 1000+ personnel in varied terrain by ensuring optimum & economical utilization of resources by enhancing efficiency & streamlining processes.
- Provided exemplary leadership while commanding a cohesive intelligence team in counter insurgency operations.
- Maintained peace and restored normalcy in aftermath of ethnic clashes and other civil-military cooperation mission; steered counter terrorist operations.
- Responsible for Planning, Forecasting, Budgeting, and handling finances of 1000+ personnel as accounts officer of unit.
- Directly managed all issues of work force planning, human resource management (HRM), training and development of a workforce of 1000+ with in a very fast paced, critical time and demanding environment.
- Formulated various SOPs for smooth functioning of unit & grievance handling.
- Efficiently administered and motivated a team consisting of 210+ personnel for training, career planning, documentation, safety and security in rugged terrain.
- Effectively liaised with civil administration for operational & admin requirements.
- Managed bulk purchase of critically deficient stores.
- Formulated, coordinated & executed security plan for area of 280 km.



## AMIT GANESH

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21 Yrs

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### KEY SKILLS

- Telecom Networks operations & maintenance
- Project Management
- Telecom Project Planning, Execution, Rollout
- Large Scale Project Consultancy
- Defence Procurement & Contract Mgmt
- People and Team Management
- IT Infrastructure Project Planning & Rollout
- Certified Lean Six Sigma Green Belt
- Certified ITIL @ V4

### EDUCATION

- Project Management Professional (PMP @) course, Simplilearn, Sep 2019
- Lean Six Sigma Green Belt, KPMG, May 19
- M Sc (Defence and Strategic Studies), Madras University, 2013-14, Grade Outstanding
- M Sc (Telecom), CUSAT
- B Sc (Special), Goa University

### IN A NUTSHELL

Proven leader with over 20 years of rich experience, core areas of expertise being in Operations, Management, Augmentation & Security of Multiple Enterprise IP MPLS WANs, Network Projects including Planning, Execution and Rollout, Large Scale Project Management, Telecom Project Consultancy, Operations Management and leading cross functional diverse teams, actively seeking senior roles in the Telecom/IT domain.

### RELEVANT EXPERIENCE

- Strategised and executed concurrent Operations & Management of multiple Enterprise MPLS WANs.
- Planned, executed and completed nine turnkey networking projects end to end, overall worth Rs 45 Cr.
- Conceptualised and implemented holistic & seamless Security solutions for Enterprise MPLS WANs & MANs.
- Executed end-to-end post contract management of Rs 450 Cr strategic Naval MPLS Networking project.
- Presented and undertook CAG audit of Naval Coastal Security MPLS Network.
- Conceptualised & executed project for augmentation of multiple Enterprise MPLS WANs, cost Rs 19 Cr.
- Conceptualised and undertook project for Network expansion & encryption, cost Rs 9.8Cr.
- Carried out Vulnerability Assessment of two Enterprise MPLS WANs at multiple locations (55 including islands).
- Responsible for deployment of Telemedicine application pan Navy, overall project cost Rs 300Cr.
- Completed end to end project for implementation of Security Ops Centre capability for Naval network, cost Rs 9.8 Cr.
- Contracted Certification courses in telecom networking for naval personnel, cost Rs 45 Lac.
- Led cross functional teams of upto 300 personnel for project management.
- Coordinated, procured and Installed live SATCOM System for training of naval personnel.
- Implemented Large Scale IP MPLS Network and online security for hands on training.
- Contracted Maiden networking training courses for networking personnel of the Navy, cost Rs 36 Lac.
- Procured & installed satellite, terrestrial and local networks onboard ships, cost Rs 18.7Cr.
- Designed, contracted and implemented comprehensive Ship network security solution, cost Rs 14.5 Lac.
- Designed and implemented project for Operations Room setup, overall cost Rs 2.6 Cr.
- Awarded three Commendations by Top Management (Vice Chief of Naval Staff, Flag Officer Commanding-in-Chief).
- Bagged the coveted Fleet Communications trophy for innovations onboard ship on multiple occasions.
- Led cross functional teams of over 1000 men throughout Naval service over multiple missions in India and abroad.
- Established remote connectivity over Enterprise IP MPLS WAN for keying naval radio transmitters, cost Rs 5.6 Lac.



## AMIT MALIK

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08 Yrs

amit-malik-25a9b217

### KEY SKILLS

- Flying operations
- HRM
- Procurement
- Projects
- Vendor Management
- Security
- Administration

### EDUCATION

- Lean Six Sigma Green Belt, KPMG
- BE Electronics and Communication

### IN A NUTSHELL

Accomplished, motivated, self driven and result oriented Aviator Professional with expertise in Operations, Project Management, Administration and Security. A distinguished, consistent and acclaimed record of planning, handling, allocating and result achievements.

### RELEVANT EXPERIENCE

- Carried out various flying related operations in all kind of terrains (hill flying, desert flying, high altitude operations).
- Carried out casualty evacuations in hills and high altitudes under normal and emergency circumstances.
- Carried out VIP operational flying for Chief of Army Staff and Chief in Command.
- Planning, routing, fuel management and liaison for hill flying commitments.
- Planning and operations for Air Force Day Parade ( Junior most pilot to carry out time keeping duties and formulation of SOP).
- Movement and deployment of Search and Rescue Helicopter Detachment.
- Detachment Commander Qualified Officer (Setting up of manpower and resources at a new location).
- Flew in operation OP-Rahat and saved many lives during Uttarakhand Floods.
- Administrator at various places for 7 continuous years and handled responsibility for training and SOP formulation.
- Managed administrative and logistic support for over 350 personnel of varied backgrounds in emergency situations.
- Setting up of office for operations in emergency situations in remote locations and liaison with local police and administrative authorities.
- During flood relief operations, casualty evacuations and Search and Rescue operations, led the whole administrative arrangement of men and material worth multi crores.
- Appraisals of over 200+ cross functional, multi discipline personnel from varied backgrounds depending on various situational analysis.
- Liaising with local State Authorities and Police for Rastriya Rasksha Mantri's (RRM) movement.
- Handled the responsibility for initializing, vendor management and completion of project on ground for helipad lighting at a very operational flying station.
- Managed the project of movement of man and material worth over \$50 million.
- Procurement and installation of items over inr 20 lakh for new office setup keeping the best resources & amenities.
- Created and headed a team for liaising with multiple agencies carrying out flying operations in very close vicinity and extremely dangerous situations.
- Planning and execution for setting up a security system with IT team and local vendor for operations room and vital assets.



## ANIL KUMAR NR

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22 Yrs

anil-colonel

### KEY SKILLS

- Team Building & Leadership
- Complex Problem Solving
- Cross Functional Coordination
- Judgement & Decision Making
- Succinct Communication Skills
- Negotiation
- Strategic Planning

### EDUCATION

- Advance Program In Business Management (Strategy & Leadership) - IIM Lucknow
- MA Psychology- IGNOU (Pursuing)
- Bsc (Botany) - M G University.
- Lean Six Sigma - Green Belt (KPMG)
- Finance Management /Defence Acquisition Course - College of Defence Management.
- Special Force Commando Course (NSG)
- Cyber Security Summer School, The Hague Centre for Strategic Studies

### IN A NUTSHELL

A dynamic leader and "go-getter" with a proven record in strategic planning, leading large teams with an exceptional result with over two decades of diversified experience in elevating operational efficiency & team competence. Possess intuitive situational-orientation skills, strong analytical and decision making abilities with expertise in Root Cause Analysis.

### RELEVANT EXPERIENCE

- As Commanding Officer, strategized & directed operations of HR intensive, multi-cultural Infantry unit of 800+ personnel, achieving excellent results.
- Commanded an elite Commando Squadron (NSG); the only counter hijack unit in the Country- A National Asset. (Secured Coveted Banner for Champion Commando Squadron - 2007)
- Trained and mentored Congolese Defence Forces to enhance Operational Efficiency - Nominated by UN Force Commander (Awarded Appreciation from Congolese Defence Forces - 2013).
- Honoured for leadership & bravery while eliminating two dreaded foreign militants in J&K; Military Unit offered the title to the operations under the name "Rudra Anil."
- Conducted precision and incident-free, sensitive "first ever" Chemical Biological & Radiological Exercise with Live Agents to validate the capability of fighting dirty.
- Extensive experience in Mission Planning, Persuasive/Psychological Operations, Conflict Resolution, Negotiation, Crisis Management & Intelligence Gathering in the conflict zone (Congo & Manipur)
- Accomplished first-ever Strategic Air Lift of Indian Army (Transportation of 40 tons of ammunition by C-17 Globe Master across the continent). The project included the collection of data, identification of critical ammunition, procurement, documentation, palletisation & air transportation.
- Automated all process of Veterans Health Scheme (TASA ECHS Management Information System) which enhanced the Clientele Satisfaction manifold. (Awarded Army Commander Commendation Card - 2018)
- As a part of United Nations Mission in the Democratic Republic of Congo, addressed inter-organizational conflict among through excellent inter-personal skills; influenced public perception in an unfavourable population mix. (Awarded United Nations Force Commander Appreciation- 2013)
- As a Chief Logistics Officer of a military formation, effectively handled supply chain management operations to maintain 5000 troops. Conceptualised and established logistics infrastructure in low-intensity conflict area (Chhattisgarh); mobilised the formation, sustained and demobilised back.
- As an executive of Geojit Financial Services Ltd, gained reasonable knowledge & experience in marketing, stockbroking, portfolio management and IPO related fields.



## ABHIMANYU RATHEE

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10 Yrs

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### KEY SKILLS

- Supply Chain Management
- Warehouse Management
- Inventory management
- Air Cargo management
- Air Space management
- Legal expertise
- Representing Union of India in Legal matters
- Arbitration/ drafting / vetting of contracts
- HR management

### EDUCATION

- Graduate Diploma in Supply Chain Management
- LLM Corporate Law
- BA LLB

### IN A NUTSHELL

Experienced Logistics Officer with a demonstrated history of working in the Logistics & Supply Chain industry. Skilled in Operations Management, Operational Planning, Logistic Support, Warehouse Operations, and Command, along with vast experience in the legal sector fully utilizing the competence provided by the law degree in handling the legal matters of Union Of India , Indian Air Force.

### RELEVANT EXPERIENCE

- Undertook effective steps for management of stores and ensured effective maintenance of the stores vide periodic inspections and reviews.
- Ensured effective Air Space Management as well as management of Air cargo by planning which cargo requires preference and ensured its effective and proper packing to ensure proper safety standards during the transit.
- Ensured proper management of cargo handling by road by ensuring proper packing and constant supervision and monitoring the movement on cargo on real time basis.
- Management Road transport management pan India which was responsible for distribution of stores in a time bound manner.
- Undertook the role of procurement officer and undertook procurement on the behalf of Union of India and budget management after preparing an exhaustive procurement plan.
- Planned and executed end to end Operational Logistics including Air Lifts, Air Drops as well as Remote Location technical support for eight years.
- Defended the interest of Union of India in various courts of law by representing the Union Of India in High Court, Central Administrative Tribunal, Armed forces Tribunal and various trial courts.
- Monitoring of all matters affecting interests of Indian Air Force by regularly meeting with various central government standing councils.
- Vetting of agreements/ contracts to be entered into by or on the behalf of union of India
- Drafting of replies to be filled by Central Government Standing Council (CGSC).
- Conduct of court martial proceedings.



## ADITI SISODIA

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10 Yrs

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### KEY SKILLS

- Operations
- HR Management
- Administration
- Technical Acumen
- Leadership and Team Management
- Communication skills

### EDUCATION

- Lean Six Sigma Green Belt
- Leadership and Behavioral Course (C-LABS), AFAC Coimbatore
- PG Diploma in Aeronautical Engg, VTU (Belgaum)
- B.E (Computer Science), RGPV Bhopal

### IN A NUTSHELL

Enterprising leader with ten years of expertise in operations, Maintenance, Project Management and Training. Adept at project analysis and design, re-engineering and performance measurement. Hands-on experience in HR activities including recruitment, performance management, grievance handling and welfare activities.

### RELEVANT EXPERIENCE

- Conducted successful Air Defence Operations including convoy movements both during practices and actual scenario.
- Planning, Scheduling and coordinating preventive and breakdown maintenance of Air Defence assets in the most challenging contours of the country.
- As Project officer, indigenized Digital Parameter Monitoring System of Air Defence System with Aerospace solution vendor.
- Undertook fabrication of equipment including concept of design, phase wise testing and acceptance trials during live firing followed by its induction.
- Had been a member of two major projects under obsolescence management for Air Defence System.
- Member of Innovation Display Team of IAF, displayed Indigenisation project on Air Force Day to Hon'ble Prime Minister Shri Narendra Modi.
- Involved in Administrative and HR planning for 1200+ strength, including allocation of streams as per annual maintenance task requirements.
- Undertook cost accounting analysis as per number of technicians for submission to GOI.
- Conducted overhaul training for Officers and Technicians on IIIrd and IVth line of maintenance activities of Guided Weapon fleet.
- Involved in recruitment, appraisal and counselling of personnel in addition to the effective team building.
- Managed and performed master of ceremonies in official and social Events.



## ANURAG SOOD

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32 Yrs

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### KEY SKILLS

- Scrutiny, formulation and implementation of QA procedures.
- Failure analysis/investigation of armament.
- Formulation of Mitigation measures against armament/ product failure.
- Skilled to train a Novice team to take challenging tasks.
- Liaison and coordination for product development.

### EDUCATION

- Technical Staff Course in Armament Technology
- M Tech Electrical Power
- BE Electrical
- Six Sigma Certificate Belt DIQA Bangalore

### IN A NUTSHELL

Quality professional with strong diverse domain experience and skills in root cause analysis, problem solving, process improvements, team developments, leadership and communication skills.

### RELEVANT EXPERIENCE

- **Has a strong and in-depth experience for undermentioned QA functions:-**
  - Draft quality assurance policies and procedures.
  - Interpret and implement quality assurance standards and procedures.
  - Evaluate adequacy of quality assurance standards.
  - Devise sampling procedures and directions for recording and reporting quality data.
  - Review the implementation and efficiency of quality and inspection systems.
  - Plan, conduct and monitor testing and inspection of materials and products to ensure finished product quality.
  - Document internal audits and other quality assurance activities.
  - Investigate customer complaints and non-conformance issues.
  - Analyze data to identify areas for improvement in the quality system development. Recommend and monitor corrective and preventive actions.
  - Prepare reports to communicate outcomes of quality activities.
- **In various appointments spanning 30 years and in multiple appointments has performed roles developed the following skills:-**
  - Project Monitoring**
  - Liaison & Coordination with multiple Agencies for Technical and Administrative Goal.
  - Development & Training Of Team.
  - Upgrading Technical & Admin capability of the offices.
  - Maintaining work schedule and discipline in the office.
  - Creation of harmonious interpersonal relationship



## ASHIS KESHRI

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14 Yrs

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### KEY SKILLS

- Supply Chain Management
- Effective man, material and Financial management
- Training on physical and mental attributes (including Sports and Adventure)
- Administration and Asset Management
- Procurement

### EDUCATION

- Lean Six Sigma Green Belt, KPMG
- Defence Financial Management Course, Defence Accounts Department, Gol
- PG Diploma in International Logistics & Supply Chain Management, Symbiosis Institute of Management Studies, Pune
- Military Training and Leadership courses
- CA (Intermediate), ICAI
- M.Com. Calcutta University

### IN A NUTSHELL

A highly professional and self motivated individual with expertise of over 13+ years in fields of Operational Logistics, Supply Chain & Financial Management, Human resource recruitment and training, hospitality and Asset management. Presently overseeing the complete Logistics functioning of 17 Indian Naval Warships, 03 Air bases and 02 Depot Organisations at Headquarters Naval Component, Port Blair.

### RELEVANT EXPERIENCE

- Managed men, material, finances, pay, clothing, rationing, habitability onboard Warships for 38+ months covering three overseas deployments.
- Management of equipments & Spares for submarines and Warships at the largest depot of the Indian Navy.
- Presently responsible for overseeing operational logistics onboard 17 warships, 03 air bases and 02 depot Organisation.
- Procurement of Harbour Monitoring System to oversee Ships(Military/ civil) movement to and from Port Blair.
- Procurement of various aviation equipments for Three Air bases in Andaman Islands to ensure safe and incident less flying operations.
- As Landing Safety Officer, handled helicopters/ chopper operation(landing & take off) from ship's helicopter deck during flying operations.
- Carried out intelligence gathering on the Logistics operation of eight foreign countries whilst posted onboard Indian Naval Warships.
- Undertook Humanitarian Aid Disaster Relief(HADR) exercise whilst posted onboard Indian Naval Warships
- Carried out boarding operation onboard merchant ship to ascertain compliance to maritime Laws
- Continuous Training on Logistics Duties to Officers of 17 Naval Warships, 03 Air Bases and 02 Depot Organizations.
- Headed the prestigious e-ticketing project of the Indian Navy through liaison with Army, Air Force and Controller General Defence Accounts. Also imparted requisite training at all Naval Commands.
- Executed independent Logistics Officer duties managing men, material, finances on each of the four occasions.
- Undertook physical training of over 3000 naval sailors in Sailor training base at 'INS Chilka' to enhance efficiency and effectiveness of the Indian Navy.
- Part of selection team responsible for recruiting sailors of Indian Navy.
- Successfully trained three batches of midshipmen (would be Naval Officers) of the Indian Navy on Logistics Duties.
- Received Commendation by the Commander-in-Chief, Headquarters Andaman & Nicobar Command in 2018. Also Awarded Videsh Seva and Sainya Seva Medals for distinguished service to the Nation.



## BHARATH KOLLIPARA

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 21 Yrs

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### KEY SKILLS

- Operations
- Supply Chain
- Procurement
- Strategic Sourcing
- Contract Management
- Logistics
- CRM
- Change Management

### EDUCATION

- MBA (SCM), RDVV
- Management Develop Program, IIM Indore
- Certifications
  - Lean Six Sigma Green Belt, KPMG
  - Contract Management
  - E-Procurement
  - Public Procurement
  - IPSCM (Pursuing) IIMM
  - International Transport & Logistics

### IN A NUTSHELL


Seasoned & versatile Supply Chain Management & Procurement professional with cross-functional experience managing operations & driving transformation across supply chain in highly reputed establishments. A keen strategist & a dynamic go getter; offering over 20 years of experience in developing strategies, policies, procedures, and overall team to optimize value of the entire function in creating a world class group and to deploy my skills and experience towards a Symbiotic growth.

### RELEVANT EXPERIENCE


- Insightful exposure in liaising & negotiating with vendors/ suppliers to analyze and reassure their supply capability for better control on supply chain process.
- Optimized and reduced procurement internal & external lead-time and cost of materials by 30%.
- Strategically planned supply chain focusing on efficiency of Order execution, speed and quality of deliveries simultaneously ensuring customer satisfaction.
- Improved physical store inventory performance through the delivery of continuous training for store management teams, resulting in an 89% improvement in store shortages.
- Demonstrated skills in strategically planning the entire gamut of supply chain including Forecasting, Procurement, Warehousing, Distribution, Logistics, Vendor Development and negotiations with suppliers.
- Ensured last mile delivery of SKUs and created stock-level monitoring and replenishment process resulting in 100% on-site availability.
- Well versed with various Inventory Management techniques. Warehousing & distribution of more than 35K SKUs at various logistic hubs located at for an head count of approx. 75K and approx. 16K wide range of vehicles and equipment to include apparels, paints, vehicle & electronic SKUs (2004-06, 2007-08, 2009-10).
- Weeded out non-moving inventory saving ₹ 20 Million & creating 2 million square feet of warehouse space.
- Proficient at e-procurement prepared and executed more than 150 RFPs/RFQs. Devising & effectuating sustainable Procurement policies & procedures in the organization.
- Executed procurements to the tune of ₹ 200 Million (2015-17) through GeM, Rate Contracts, Limited Tenders and Open Tenders.
- Conceptualized, established and achieved a revenue of INR 10 Million by manufacture, remanufacturing, refurbishing and repair (2015-2017).
- Generated revenue upto INR 230 Million by disposing scrap and discarded vehicles through e-auction.



## D SHIV SHARMA

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 11 Yrs

 shiv.avalanche

### KEY SKILLS

- Man Management
- Communications
- Security Management
- Risk Assessment
- Project Management
- Analytical Skills
- Logistics
- Administration
- Conflict Resolution
- Negotiation

### EDUCATION

- Diploma in Junior Level Defence Management, Devi Ahilyabai University, Indore
- B.Com (Delhi University)

### IN A NUTSHELL

A sincere result oriented professional with wide exposure in handling security and administration, end to end HR management independently through influencing the team of personnel in building performance oriented culture in the organization, as well as handling of large scale logistical requirements.

### RELEVANT EXPERIENCE

- Led a team of 120 men in counter insurgency and counter terror operations.
- Managed security of area of responsibility on Line of Control by effective integration of men, weapon systems and equipment.
- Provided round-the-clock security of a town to protect tactical installations and local population, by conducting simultaneous operations and thwarting terrorist attacks.
- Carried out Perception Management tasks for specific objectives.
- Carried out analysis of local population about their requirements.
- Participated in formulation of strategy to modify population behaviour as per own objective.
- Managed men and material, equipment in high altitude area in sub zero temperatures.
- Led logistical convoys transporting supplies through long distances in distributed areas and in extreme climatic conditions.
- Actively planned and executed contingency options in order to deliver the supplies in time without delays.
- Detailment of manpower as per skill set, interest and learning curve.
- Ensuring right man for the right job.
- Ensuring motivation and drive of men in every task they are executing.
- Carrying out documentation and ensuring timely distribution of entitlements to the manpower.



## DEEPAK JOSHI

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 32 Yrs

 deepak-joshi-20304519

### KEY SKILLS

- Security and Risk Management.
- Training and Academics.
- General Administration.
- Facility Management

### EDUCATION

- Lean Six Sigma Certification, KPMG
- MSc Defence & Strategic Studies, Madras University
- BSc, Kumaon University

### IN A NUTSHELL

A dynamic result oriented, highly motivated and focused leader, with 32 years of experience in Facility Management, Administration, Training and Security. Possesses good communication skill and insight into team building and group dynamics. Seeking a challenging assignment in Security, Administration and Training.

### RELEVANT EXPERIENCE

- Planned, developed and managed security programs to protect large organization's assets in order to improve efficiency by minimizing losses.
- Developed risk mitigation strategy across organization of a dimension of 10 x 10 kms resulting in protection of assets.
- Lead large organisations in some of the most sensitive areas in India and abroad in challenging security environment in border areas including high intensity terrorism and Line of Control situation.
- Instructor in Military Intelligence School and tenure with Military Police, wherein had full knowledge of Security, Intelligence, Police functioning, law and order and exercising the same over a large body of personnel.
- Can plan and lead security of big complexes of dimensions of 10 x 10 kms.
- Carried out incident, misconduct and compliance investigations and prepared reports methodically.
- Handled the logistic requirements of large organisation in different places in India especially in field of supply chain management for over 1000+ personnel.
- Facility Management in Training Institutes for over 2000 personnel and budget of over INR 25 crores yearly and other premier organisations of the Indian Army.
- First-hand Experience of training, organizing and conduct of Multinational teams of friendly foreign countries with budget of over INR 10 Crores.
- Instructor and Administrator in Six different Premier Training Establishments of the Indian Army to train Officers, Junior Commissioned Officers, Non-Commissioned officers and trained soldiers of strength of over 1000 with budgetary allotment of over INR 35 crores per year.
- Planned and conducted Training of Indian Army Recruits and Sports personnel at a premier Training Facility for over 3000 personnel, with annual budgets of over INR 10 Crores yearly.



## E SARAVANA VINOD

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 21 Yrs

 es-vinod

### KEY SKILLS

- Project and Operations Mgt
- Leadership and Analytical Skills
- Conceptual & Strategic Thinking
- Cross Functional Team Coordination
- HRM
- Security Mgt and Risk Assessment
- Logistics and SCM

### EDUCATION

- Lean Six Sigma Green Belt, KPMG
- PG in Business Mgt, XLRI
- MBA in Logistics & SCM
- PG Diploma in Disaster Mgt
- Diploma, Junior Level Defence Mgt
- PG Diploma Defence Studies & Strategies
- Certification in Defence Finance Mgt
- BA

### IN A NUTSHELL

Goal oriented and passionate professional with 20 years of diverse cross functional experience in the Army. Alumnus of IIMI and XLRI (Business Management).


### RELEVANT EXPERIENCE

- 20 years experience in managing operations to ensure optimum resource utilization by streamlining process and enhancing efficiency.
- Organisation level dealings with capital projects worth INR 300 Cr.
- Provided inputs on technical and user requirements to design/ production agencies for development of SRE system and software being inducted.
- Monitored and collaborated with design/ production agencies including international OEMs and QA agencies for timely implementation of projects through design review, process monitoring and acceptance testing.
- Responsible for planning and development of training facilities worth INR 15 Cr to ensure continuity and sustainability for future development.
- Channelised overall management of procurement process, inventory control, cost reduction, contract negotiation, deliveries management and vendor relations at various Army units with an annual budget of INR 500 Cr.
- Operational expertise in periodical review system, statistical forecasting and planning, scheduling and procurement of inventory in operational environment.
- Systematic and structured approach towards conclusion and execution of contracts with focus on process optimization and procedures.
- Forecasting and budget preparation of operational logistics.
- Recruitment planning, coordination and conduct of training, counselling, guidance and grievances redressal for 800 personnel.
- Formulation, implementation and review of SOPs.
- Effective communication with excellent negotiation, leadership and social skills essential to build and maintain relation across and beyond organisations.





## GAURAV CHAMOLI

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 12 Yrs

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### KEY SKILLS

- Operation Management
- Project Management
- Logistics & Supply Chain Management
- Strategy and Business Development
- Facility Management

### EDUCATION

- MBA (Mining Management), UPES, Dehradun
- B.Tech (Mech), JNU, New Delhi
- B.Sc. (Gen) Ind Chem, D.U.
- Lean Six-Sigma Green Belt, KPMG
- Diploma in Defense Resource Management
- Supply Chain: Inventory Control & Safety Stock Calculation
- Operations Management: Supply Chain, Products & Services

### IN A NUTSHELL


Proactive result-driven management professional. Goal oriented and passionate professional with 12 yrs of diverse cross-functional experience of army, mining industry in the field of operation management, project management, supply chain & inventory management. Highly adaptable and focused to utilize the acquired skills to achieve the organisational objectives and KRAs in the best possible way.

### RELEVANT EXPERIENCE

- Managed maintainability/reliability of Combat equipment of two field Brigade, as OC Wksp.
- Streamlined the maintenance philosophies with collaborative team effort as DGM, by reducing the overhauling timing of Turret integration to eight days from 15 days.
- Outpaced Turret Integration procedure for yr 2018-19 and before time target completion.
- Implemented Workshop Automation & Spares Package and educated sub-ordinates, to provide end-to-end technical solution to processes related to Inventory, Supply Chain of spares, tools accessories required at maintenance floor.
- Directed maintenance team as DGM (Maintenance) to be highly proactive in any technical assistance required in the Workshop functioning.
- Devised new procedures for spares and tools procurement. Resulted in highly time effective and availability of spare and tools at the assembly line.
- Trained the procurement team in full utilization of budget Rs 5 cr, by forecasting and valuation of the spares and tools requirement at Base Workshop level.
- Established small team concept to provide preventive maintenance, at the remotest location of the deployment with minimum time lag.
- Involved in formulation of Pilot overhauling setup (with L&T) for K-9 Vajra Gun, formulation of SOPs, training program and flow of Guns to the 512 ABW for overhauling.
- Standardized the Safety Audit SOP and procedures with detailed safety study and on ground safety checks of all plants, machinery, boilers and crane facilities in the 512 ABW.
- Formalized the Technical maintenance of the Plants, Machinery, Cranes and Infrastructure of the 512 Army Base Workshop, handling approx. budget of Rs 5 crore.
- Quantified and carried out Economic Analysis of Minerals after extraction, for maximization of profit with optimum utilization of the resources avail.
- Established detailed flow-sheet for every stage, resulted in before time completion of work with reckonable manhours saved.



## GAUTHAM KUNDAPUR, PMP®

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 14 Yrs

 gauthamkundapur

### KEY SKILLS

- Project Management
- Manpower Management
- Quality Control & Assurance
- Cost Estimation & Negotiation
- Documentation & report writing
- Internal Audit
- MS Project Suite

### EDUCATION

- PG Diploma in Naval Construction Indian Institute of Technology, New Delhi.
- B.E.(Mechanical Engineering) Visveswaraiah Technological University, Karnataka
- Project Management Professional (PMI)
- ISO Lead Auditor

### IN A NUTSHELL

A positive team leader & certified project management professional with 12 years of experience in leading and mentoring teams ranging from 15 to 200 members in executing shipbuilding and maintenance projects worth up to 15 Billion USD. Holder of hands-on experience in project management, human resources engagement, quality assurance, costing and contract management.

### RELEVANT EXPERIENCE

- Accomplished on-time completion of pre-launch activities of three ships as part of a 15-member team involved in onsite planning, monitoring, and quality assurance under two naval projects estimated at 15 Billion USD.
- Engineered successful tie-ups between Government-owned Mazagon Dock Shipbuilders and private shipyards for maiden long-term collaboration for 'Modular construction' of ships by carrying out feasibility studies, vendor evaluation, drafting of RFPs and handholding of select vendors, leading to a reduction in built period of ship by 10%.
- Achieved 100% on-time closure of project liabilities and guarantees of newly delivered ships priced at USD 1.7 billion as Overseeing Officer with a six-member team, through meticulous planning and proactive liaison with Shipyard, equipment vendors and ship staff.
- Prepared Quality Assurance plans and Inspection Procedures for 30 key shipbuilding procedures, incorporating the latest practices in modular construction for reduced build periods (from 100 months to 66 months).
- Saved 30 Million USD to Government exchequer during cost estimation of new shipbuilding project costing over 11 Billion USD as a reference to cost and contract negotiations with prospective shipyards.
- Commended by Government of Maldives for the successful execution of repair and modernization of Maldives National Defence Force Flagship Huravee as part of International cooperation enabling Maldives participation in prestigious International Fleet Review (2016).
- Awarded on spot commendation by Chief of Naval Staff for successful manufacture and installation of marine strategic infrastructure under challenging timelines.
- Led Dockyard teams of 50 to 150 personnel to develop, define and execute project plans, offload work packages, select/negotiate vendors in maintenance programmes of five premium Indian Naval vessels through effective resource allocation and task management.

## HIMRASHMI DWIVEDI



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 10

 Himrashmi-Dwivedi

### KEY SKILLS

- Operations Management
- Project Management
- HR & Administration
- Asset & Facility Management
- Team Building & Leadership
- Analytical Decision Making
- Problem Solving Ability
- Business Negotiations
- Conflict Resolution

### EDUCATION

- Lean Six Sigma Green Belt KPMG
- PG Diploma in Aeronautical Engineering, VTU Belgaum
- B.E. in Electronics & Communication, RGPV Indore

### IN A NUTSHELL

Result Driven Professional and keen learner with diverse cross-functional experience in the field of operations management, project management, Techno-logistics Operations, Asset & Facility Management and Leadership.

### RELEVANT EXPERIENCE

- Improved user satisfaction by more than 30% by proactively identifying gaps in operations, support process and taking preventive actions as the head of communication & IT service for more than 1500 users.
- Carried out logistics operation, forecasting & Resource Planning using ERP tool (IMMOLS). Expertise in handling large data using data visualization tools.
- Resolved pending business & operational issues of communication projects, enhancing the professional synergy in business relationships with key stake holders like BSNL, HCL, L&T, BEL, HAL and various sub-vendors.
- Awarded by Commander in Chief for effective Management of Tri Service Strategic Communication Network Project & IAF 3G Cellular Service Project worth Rs. 300 Cr.
- Achieved a 30% increase in the conversation ratio of Procurement Plan of worth 8 Crores for 52 units across command through effective forecasting, planning, scheduling, budgeting and periodical reviews of inventory.
- Reduced the monthly expenditure on communication infrastructure by 25% through process optimization and analyzing operational metrics.
- Led a technical team of 100+ personnel towards successful operationalization of Navigational Radars and setting up the Integrated Ops Room at IAF Pilot Base for Project MAFI (Modernization of Airfield Infrastructure).

## HS HARIHARA DEV



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 16 Yrs

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### KEY SKILLS

- Dignitary protection
- Crisis management
- Strategic management
- Legal research, Investigations & Law enforcement
- Veteran benefits admin
- Leadership development
- End to End HR Management

### EDUCATION

- Pursuing MA (HR), Jamia Milia University
- Six Sigma Green Belt, KPMG
- Data Analytics, CDM
- Naval Provost Course, NPRS
- Basic Hydrographic Course, NIH
- Cyber Forensics, CDAC
- Drug Trafficking Course, HIPA
- Course in Leadership & Behavioral Studies
- Six Sigma Yellow Belt, Infosys
- BSc Physics, Madurai Kamaraj University

### IN A NUTSHELL

A highly dynamic professional with rich experience in Security, Law enforcement, Operations management, HR & Consulting domain. My forte has been end to end HR administration, security consulting & advisory services to defence & civil administration, development of collaborative security measures with Foreign Navy & leadership development for young officers. I'm looking for senior level positions across HR, Operations & Security with a progressive company.

### RELEVANT EXPERIENCE

- Plan, Develop, Implement & Manage.
  - Security strategies, policies, procedures, directives, audit & risk assessment measures.
  - External relation programs with civil authorities & public administrators.
  - Awareness campaigns, surveillance processes, crisis management & disaster recovery.
  - Investigative procedures, evidence collection & documentation methodologies.
  - Budgetary & financial control to achieve stipulated measures.
  - Humanitarian aid and disaster prevention.
- Led & managed incident free three-dimensional security operations of Indian Naval Academy (assets worth > 2000 crores) sprawling over 2500+ acres & similar vital establishments.
- Demonstrated capability in pan Navy vigilance across seniority levels.
- Experienced investigative member of several classified boards with report submission to MoD.
- Instrumental in initiating working committee for shared maritime engagement with US Navy (NCIS).
- Instrumental in providing expert support & coaching to staff on HR policies & processes.
- Experienced in establishing & implementing initiatives in staff engagement, employee relations, policies, training & development.
- Demonstrated capability in designing & delivering leadership & behavioral training including outbound training camps for 1000+ officers in a year.
- Proven track record of leading & training several batches (batch size 250) of security personnel in all aspects of soft skills with specific focus on security.
- Change management, problem solving & strategic planning ability.



## JITIN NAITHANI

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20 Yrs

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### KEY SKILLS

- Strategic Planning
- Risk Assessment and Crisis Management
- Project Management
- Operations Management
- Supply Chain Management
- Negotiation and Conflict Resolution
- Leadership and Team Building
- HR & Stakeholder Management
- Facilities Administration

### EDUCATION

- Lean Six Sigma Green Belt, KPMG
- MSc, Defence and Strategic Studies, University of Madras
- MSc, Nautical Sciences and Tactical Operations, Cochin University
- Submarine Commanding Officers Course
- Aircraft Direction Course
- BSc, Electronics Goa University
- PMP (Pursuing)

### IN A NUTSHELL

A dynamic result oriented leader with 20 years of diverse experience in Leadership and Management in the areas of Strategy, Risk, Operations and Project Management. The goal is to leverage the experience of the Armed Forces and inspire global and diverse teams to achieve business objectives.

### RELEVANT EXPERIENCE

- Executed sustained strategic and tactical operations of naval assets and weapon equipment through Strategic Planning, Contingency Forecasting and Risk Management.
- In-Charge of Crisis Management Center onboard naval units where in ensured availability of comprehensive risk assessment and crisis management plans to deal with unforeseen contingencies at all times.
- Directed Project Management teams for creation of Training, Operations and Logistics infrastructure support for a new generation naval asset.
- Project Lead of cross-functional teams in Special Logistics Review of Spares for life cycle supportability of defence equipment.
- Ensured seamless Logistics Supply Chain Management at foreign ports. Effectively handled Budget Forecasting, Preparation, Accounting and Financial Operations.
- Ensured seamless administration of naval units by addressing multiple aspects including Facilities Administration, Real Estate and Resource Management, Safety and Security Policies and Infrastructure development.
- Conducted recruitment planning, coordination, conduct of training, counselling, guidance and grievances redressal through effective leadership. Effective communication with excellent negotiation, leadership and social skills for stakeholder management. Experience in planning and implementation of comprehensive HR and administration portfolio. Coordinated and managed multifunctional events.



## KIRANBIR KAUR

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10 Yrs

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### KEY SKILLS

- Operations/Strategic Planning
- Project Management / Planning
- Negotiations
- Finance Management
- Human Resource/General Administration
- Sales
- Team Management
- Conflict Management

### EDUCATION

- Lean Six Sigma Green Belt- KPMG
- PG Diploma in Business Management (Operations), IMT Ghaziabad
- PG Diploma in Aeronautical Engineering, Air Force Technical College, Bangalore
- Bachelor of Technology (Computer Science & Engineering), ACE & AR, Mithapur

### IN A NUTSHELL

Self-driven Professional with 10+ years experience in complex multi-dimensional operations, Risk Management/mitigation, diverse HRM/Administration, critical resource allocation/utilisation, and Project Management. Actively seeking challenging roles in team based organisations providing dynamic challenges.

### RELEVANT EXPERIENCE

- Led a team of 450+ personnel including technicians and administrative staff with direct control of operations and maintenance of Air Defence Missile System.
- Stockholding and supply chain management of spares of surface to air missile system. Involved in refurbishment of system modules and ammunition from various vendors from Russia and India.
- Carried out deployment of the missile system to operational location during High Alerts, DIADC (Delhi Integrated Air Defence) on Republic Day and Independence Day.
- Ensured Operational availability and Maintenance of Airfield Infrastructures like Radar and Airfield lighting System post MAFI (Modernization of Airfield Lighting System) with close liaison with HAL and TATA Power – SED.
- Managed the project of setting up infrastructure for newly inducted Missile system at the forward base of western Frontline involving planning and practical usability of the structure and subsequently suggesting modifications to the existing setup costing Rs 120 Cr.
- As member of the Conducting committee conducted Airforce Common Aptitude Test (AFCAT) exam in Delhi Region for 3 consecutive Years for 6000+ candidates.
- Entrusted with the responsibility of Protocol management during visits of VVIPs, Head of State, Senior Defence Officers and dignitaries.
- As Staff Officer to Air Officer Commanding in Chief of Eastern Air Command, organized Airforce commanders conference with chief of the Airforce and other commanders as guest.
- Responsible for optimal employment of personnel based on skill sets for specific tasks, decisions on lateral employment, detailed performance appraisal and counseling and Welfare Management.
- As Officer incharge of Airforce Wives Welfare Association (AFWWA) for the Eastern Air Command (EAC) was responsible for the smooth functioning of 48 AFWWA's located at various Geographical Locations over the Eastern frontline ensuring all the functional and financial KRA's are met.



## MANIK BHATNAGAR

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10 Yrs

manik-bhatnagar-4118a616a

### KEY SKILLS

- Innovation Management
- Project Management
- Information Security
- Operations

### EDUCATION

- M Tech (Computer Science)
- B Tech (Computer Science)
- Post Graduate Diploma (Aeronautical Engineering)
- ISO 27001:2013 ISMS Lead Auditor
- CSM (Certified Scrum Master)
- ITIL V4 2019
- Network Centric Operation Course, IAF
- CISA - Certified Information System Auditor (Pursuing)

### IN A NUTSHELL

Profound innovator with high adaptability and strategic professional skills. A resilient team builder with over 10 years of progressive experience in Technical Operations, IT & Cyber Security, Project Management seeking an opportunity in creating a competitive advantage for an organization that values innovation and hard work.

### RELEVANT EXPERIENCE

- Designed and implemented configuration changes in Satellite Modem of Mobile Communication Terminal (Hub) resulting in increase in its effective utilization by 50 percent.
- Demonstrated incremental innovation in automating examination activities from manual generation of blue prints till question paper finalization, thereby eliminating human intervention and reducing the error rate to 0%.
- Delivery of automated analysis tool for post online examination activities replacing manual calculations and early task completion by 70%.
- Led project team of 40+ skilled technical personnel for stabilization of first of its kind Network Operations Center (NOC) for Digital Mobile Radio Relay Communication Vehicles.
- Managed the project team for establishing entire communication setup for the biggest exercise of IAF – Iron fist (FPD-2013) chaired by President of India in Pokhran in time bound manner.
- Spearheaded and managed the Information Security vertical team in achieving ISO IEC 17024 for IAF.
- Managed a team of Information Warfare experts for establishment of QRadar SIEM (Security Information and Event Management) vertical in Security Operations Center (SOC) of IAF for analysis of real-time cyber threats and incident.
- As Microsoft SCCM (System Center Configuration Manager) administrator, ensured IT Security through patch management on 55K+ end devices.
- As Head Operations IT, planned and conducted online examination across 85 centers of IAF with nil breakdowns for consecutively two years.
- Conducted Operational Performance Reviews, Continuous Process Improvement & mid-course corrections making process more agile and feedback oriented with ensuring achievement of critical timelines.
- Bridged the gap between maintenance service providers (M/S BEL Bangalore and CISCO) and seekers through continual interaction resulting in enhanced spares and support services, and achieving low TAT/ high mission reliability.
- Crafted strategic solution of preconfiguring satellite modems before deployment ensuring risk mitigation and achieving decreased deployment time by 25 percent.



## MEDHAVI SINGH

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10 Yrs

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### KEY SKILLS

- Project Management
- Operations Management
- Human Resource Management
- Fund management & Resource Planning
- Stakeholder Management
- Event Management & Coordination
- Communication Skills

### EDUCATION

- Pursuing PMP certification
- MBA in Consultancy, BITS Pilani
- Certified Life Coach from International Coach Federation
- Finance capsule at National Academy of Defence Financial Management, Pune
- Post-Graduation Diploma in Aeronautical Engineering, VTU
- B.Tech(I.T.) UP Technical University

### IN A NUTSHELL

Decade of dynamic leadership in diverse fields of project management, operations, fund management, resource planning, hr management, administration, training & development. A performance driven, versatile and proactive team builder with strong work ethics and commitment to organizational objectives.

### RELEVANT EXPERIENCE

- Coordinator of best communication site in PAN IAF for year 2014 & second best communication site for year 2015.
- Coordinated activities during establishment of Wireless Communication Hub covering entire northern region of Indian Air Force .
- Selected as coordinator for rollout at Pilot site for PAN IAF Integrated electronic maintenance management project.
- Coordinated implementation of IAF's PAN India 3G cellular Communication(AFCEL) project worth INR 300 Cr connecting over 180 sites.
- Undertook Indigenized revamping of communication infrastructure of a base within local resources saving INR 3 Cr.
- Headed & timely executed PAN India Network for Spectrum(NFS) project worth INR 13,000 Cr. at two premier bases.
- Real time resolution of operational issues in coordination with key stake holders namely CISCO, L&T, BSNL, BHEL etc.
- Ensured uninterrupted communication at three premiere IAF bases, connecting over 4500+ personnel over the optical Air Force Network & reducing the downtime of ongoing operations.
- Planned and implemented PAN IAF Pilot Online Testing Examination Site worth INR 250 Cr hence, going paperless and reducing assessment duration to Zero.
- Deployment of communication assets/ links at Strategic Locations and Integration with various missile and radar systems, terminal weapon control centre and Live video streaming from UAV.
- Streamlined Hardware Repair Centre processes for IT assets & reduced the downtime by 30%.
- Headed multifunctional & multicultural teams of over 180 personnel, displayed Strong leadership & team building.
- Evaluated & planned training programs for continual improvement in efficiency & effectiveness of officers & personnel.
- Maintained management guidelines by preparing, updating and recommending human resource policies.
- Planned and organized regular cyber security lectures in liaison with police cyber-crime experts & domain expert lecturers.



## MINAKSH DEVI AHLAWAT

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10 Yrs

Minakshi-ahlawat

### KEY SKILLS

- Hr Management
- Administration
- Leadership
- Creative Problem Solving
- Quality Control
- Asset Management
- Performance Management
- Strategic Planning
- Operations Management

### EDUCATION

- Lean Six Sigma Green Belt KPMG
- MSc Mathematics, MDU Rohtak
- PG Diploma in Aviation, Bhartiya University
- C++, LINUX, Fortan, HCL Infosystems

### IN A NUTSHELL

A results-focused professional, offering 10 years of invaluable experience in Human Resource management and operations. analytical and focused in team building, possesses tremendous perseverance and diligence. expertise in managing multi disciplinary and multi cultural human resource in mission oriented, technology driven environment.

### RELEVANT EXPERIENCE

- Handled activities like manpower planning, recruitment, training, performance counselling, appraisal, grievance handling, discipline and promotions.
- Formulated and implemented HR policies in line with core organization objectives.
- Planned, designed and coordinated HR and training programmes, seminars, workshops and discussions to enhance skills of personnel in consonance with organizational objectives.
- Conducted regular one on one interaction with subordinates to review individual performance, performance of their teams, and provided them with ongoing developmental coaching.
- Strategised career progression plans and groomed potential leaders by ensuring proper motivation and recognition to team members.
- Ensured developmental training, seminars and workshops for continuous growth in professional and interpersonal skills to enhance cohesion, goal orientation and collaboration in work environment, monitored progress through regular feedback and counselling system.
- Responsible for the continuous improvement in overall equipment effectiveness for highly specialized equipment.
- Experienced in operations, forecasting, production and material resource planning and data handling systems.



## NAVEEN KUMAR YADAV

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10 Yrs

naveen-yadav-53861017b

### KEY SKILLS

- HR management
- Administration
- Operations and security
- Event management
- Strategic planning

### EDUCATION

- Air Traffic Surveillance System course.
- Diploma in Aviation law and airport management.
- Basic Air Traffic control Officers course.
- Master's in Mass Comm.
- Bachelor of Science.

### IN A NUTSHELL

A professional with 10 years of experience in elite forces dealt with human resource management and operations, and training. Worked as a journalist for 2 years and covered many stories and social events.

### RELEVANT EXPERIENCE

- Provided safe flying environment by effective controlling of aircraft in air and while their movement on ground.
- Effective management techniques were carried out to accommodate maximum number of aircraft by expeditious flow of traffic.
- Looked after rescue and crash fire fighting services & conducted fire fighting drills to deal with any emergency situation like aircraft fire, domestic fire.
- Trained juniors and subordinates by conducting classes and practical exposures.
- Conducted several drills to deal with any emergency like aircraft emergency while in air and anti hijack situation.
- Conducted safe operations and effective management for landing of air force aircraft on Lucknow-Agra expressway.
- Conducted safe & efficient operations of civil and military flights in Jammu and Kashmir sector during hostilities and peace time.



## NAVIN SHARMA

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31 Yrs

navin-sharma-n22n11s66

### KEY SKILLS

- Administration
- HRM
- Infrastructural Security Operations
- Comprehensive Risk Management & Loss Prevention
- Leadership, Training & Team Building
- Well versed in MS Office

### EDUCATION

- Management Development Programme, IIM Indore
- Diploma in Senior Defense Management, Indore
- MSc. Defense and Strategic Studies, Madras University
- ASMT/ Diploma in Transport Management, Bengaluru
- CDAC/Diploma in Programming & System Analyst, MHOW
- Himachal University/ PG Diploma in Marketing Management, Shimla
- Himachal University/ BA Economics, Shimla

### IN A NUTSHELL

An incisive, dynamic and highly motivated professional with more than 30 years of experience in the Indian Army, actively seeking relevant and suitable challenging roles in Recruitment/HRM, Supply Chain, Security & Administration.

### RELEVANT EXPERIENCE

- Designed & implemented efficient Employee Life Cycle process from on boarding to exit for over 1000 personnel, resulting in 30% increased efficiency.
- Conceptualized, authored and executed intrinsic HR Policies, strategies and interventions based on organisational requirements, resulting in increased HR efficiency by 10%.
- Implemented extensive land management policies & procedures for Ministry of Defence, resulting in reduction of land encroachments by 50%.
- Motivated, trained and effectively managed more than 1500 personnel under challenging conditions in high altitude areas, resulting in increased proficiency by 40%.
- Formulated, implemented and conducted periodic audits of security policies and controls to ensure the safeguarding of critical Armed Forces assets, confidential documents and records, resulting in Zero losses.
- Supervised, enhanced and refined comprehensive facility management for company owned infrastructure, thereby elevating satisfaction levels.
- Refined and Streamlined Administrative setup at Army Headquarters, resulting in enhanced efficiency and workflow.
- Efficiently devised compensation and benefit plans in accordance with organizational philosophy and industry practice thereby achieving overall efficiency factor benefit of 25%.
- Orchestrated bonus, promotions/ rewards recognition programmers to highlight achievements of personnel in specific arenas, thereby enhancing motivation levels.
- Coordinated with more than 10 inter-governmental and international organizations for implementation of Security Incident Response Programmer to enhance operational reach of the Indian Armed Forces in multinational activities.
- Implemented process improvements and cost optimization measures for international mobility in accordance with global regulations, resulting in a 21% decrease in process rejections.
- Handpicked for critical assignments at United Nations Peacekeeping Mission for safeguarding international treaties.
- Awarded Commendations by Chief of the Army Staff and Regional Army Commander for developing and implementing training manuals for High Altitude Training of foreign nationals.



## NEELAKANTAN PS

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24 Yrs

neelakantan-ps-b4763776

### KEY SKILLS

- Administration
- Workforce Planning
- Workforce Policy Execution
- Team Building
- Logistics And Dispersal
- Procurement
- Vendor Management
- Safety And Security Management
- Hospital Administration

### EDUCATION

- MBA (HR)
- B.Sc (Psychology)

### IN A NUTSHELL

A highly motivated, dynamic and result driven professional with twenty four years of multifaceted experience in the Indian Army providing effective men and material management and its operations. Successfully led diverse teams to support all human and material management with safety and security both in peaceful and stressful environment.

### RELEVANT EXPERIENCE

- Developed and maintained a HR system that met organizational needs and as per laid down SOPs.
- Interviewed, selected and recruited personnel to fill vacant posts.
- Planned and conducted new personnel orientation to foster a positive attitude towards the organization goals.
- Prepared work schedules and trained new personnel in medical record keeping, military and technical training for hospital staff.
- Acted as a record manager of all personnel transactions, statistics and reviews.
- Administered welfare schemes for personnel such as pay, leave and assistance for a team of 450 Army and 150 civilian personnel.
- Administered personnel performance appraisals and promotions to ensure effectiveness compliance and equity within the organization.
- Prepared budgetary requirements and its expense report for the operations.
- Executed contracts with suppliers to provide personnel services.
- Coordinated inter-speciality affairs between doctors, nurses, para medical staff and administrative staff in running the organization effectively.
- Handled maintenance, upkeep and estate management of a 70 acres of land with a population of approximately 500 personnel and their families.
- Led a team of trained personnel in maintenance of more than 100 dwelling units and hospital premises through effective mobilization of cross disciplined teams.
- Strategically planned and managed logistics, stores and transportation at remote locations.
- Effective vendor management, tender issue, technical and financial evaluation, price negotiation and finalization of contracts, billing and accounting for a 499 bed hospital.
- Controlled and maintained a fleet of 35 vehicles.
- Developed and implemented security policies, protocols and procedures.



## NEERAJ SHARMA

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10 Yrs

Neeraj-sharma-b58309171

### KEY SKILLS

- Information System Security Management
- IT Risk Assessment & Management
- Network Security and Management
- Project Management
- Operations

### EDUCATION

- M-Tech in Software Systems, BITS Pilani
- PG Diploma in Aeronautical Engg, VTU
- B-Tech (Information Technology) IP University
- ITIL v3 Foundation, Axelos
- Certified Ethical Hacker
- PRINCE2 Foundation, Axelos
- Microsoft Project
- CISSP (Pursuing)

### IN A NUTSHELL

Enthusiastic professional with 10 years of substantial hands-on and educational experience in leading design, execution and management of various information & network security projects in IAF. An avid believer of continual security process improvement in the business domain. Seeking to leverage background into information/cyber security role in a progressive global organization.

### RELEVANT EXPERIENCE

- Reengineered IT hardware maintenance & support services by including automation and streamlining the bench processes, dispatch & storage system contributing 30% increase in asset serviceability state.
- Ensured implementation, compliance, review and maintenance of IT security policies, standards, guidelines & procedures as per ISO/IEC 27001:2013.
- Defined, managed and configured physical security, disaster recovery, data backup systems & SOPs that resulted increased resource and services availability.
- Headed IT risk assessment team for assessing the current adequacy of the security strategy, business continuity/disaster recovery plans & procedure and threat to the systems at various IAF establishments.
- Proficient in evaluation & assessment of current technology architecture for vulnerability, weakness and making possible upgrades recommendations to senior leadership.
- Experienced in defining, planning and persistent revision of IT training & cyber security awareness programme to leverage emerging new technology & threat information.
- Planned, accomplished and instituted IAF Online testing examination system center at IAF bases resulting in increased availability and productivity of 1000+ man hours.
- Spearheaded a team of 15 network engineers for design and implementation of frame work of endpoint security threat management strategy for Air force Network.
- At Network Operation Centre, undertook supervision, monitoring, administration and maintenance of network devices & services for state of the art IP/MPLS network including data centers.
- Effectively leveraged organic experience in troubleshooting, root-cause analysis and follow-up of escalated TAC cases with OEM.
- Experienced in network optimization and equipment upgrade process to ensure maximum utilization and performance of system resource and services.
- Collaborated with various stakeholders CISCO, BSNL, HCL & Radware and ensured high serviceability, availability of critical network resource & services for IAF operations.



## NIKHIL KUMAR

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10 Yrs

nikhil-kumar-1129970147

### KEY SKILLS

- Strategic Planning
- Program Management
- Project Management
- Risk Assessment
- Data Analysis
- Process Engineering
- Interpersonal Skills

### EDUCATION

- B-Tech Mechanical Engineering, Amrita Vishwa Vidyapeetham,
- Lean Six Sigma Green Belt, KPMG
- PG Diploma In Aeronautical Engg, VTU

### IN A NUTSHELL

A motivated, versatile, performance driven professional with 10 years of experience in Indian Air Force leading cross functional teams and having proven experience in Strategic Planning, Operations and Project Management.

### RELEVANT EXPERIENCE

- As Frontline Manager, led a team of 100+ professionals for the planning and execution of Maintenance, Repair and Overhaul activities of helicopters and its associated role and support equipment.
- As Senior Manager, was responsible for reliability of all mechanical support service infrastructure at an air base, with assets worth approximately 100 crore.
- Planned, organized, lead and facilitated cross-functional teams while measuring performance against process requirements.
- Conducted strategic planning for business growth, production goal setting, and operational success.
- Chaired periodic Risk analysis meetings with stakeholders to review activities, remediate issues and ensure policies are followed.
- Ensured compliance of policies, procedures and regulations and deployment of transformation projects in a consistent, timely fashion. Oversaw change management activities to minimize disruptions to the work environment, and provide a framework for successful implementation.
- Ensured planning and judicious utilization of allocated budget to meet organizational aims.
- Directly involved in continuous training and development of professionals to maintain high quality standards
- Hands on experience in HR activities such as conducting performance appraisals, grievance handling, discipline and welfare.



## NRK RAVI SHANKAR

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35 Yrs

ravi-shankar-1b53064

### KEY SKILLS

- Infrastructure Management
- Operations
- Projects
- Administration/HR/Training
- Security

### EDUCATION

- LSSGB-KPMG
- PMP (Pursuing)
- Member IETE
- M.Phil (Entrepreneurship)
- M.Com
- B.E (E&C) IN Equiv.

### IN A NUTSHELL

A result oriented and astute technical professional with 30+ years of rich military leadership experience in cross functional roles seeking challenging managerial assignments in the fields of Infrastructure management and institutional administration.

### RELEVANT EXPERIENCE

- Holds proven track record in plant environment with exposure to all aspects of infrastructure management from project proposal to O&M stages.
- Handled end to end HR & IR activities, administration, security and safety, change/ expansion/ upgradation of facilities, Capacity analysis & forecast, finance functions for multiple Facilities and liaison for all statutory certifications from regulatory bodies.
- Delivered administrative support for day-to-day activities to coordinate with the academic and administrative activities including personnel, general administration, estate management, engineering, construction, stores & purchase, Contract and Record Management services, transport management, canteen facilities, safety and security services.
- Instrumental in ensuring continuity process, cost optimization, Training & Skill Development, Monitoring infrastructure maintenance and upliftment through regular audit program and Contingency plans for all critical facilities equipment.
- Received coveted award thrice for professional excellence in achieving 5 crores savings to exchequer in conclusion of maintenance and repairs contracts of infrastructure (2007) innovation (1999) and critical repairs to facilities(1992).
- Extensive experience including long stints at \* One of Its kind Transmitting Station in Asia, Tamilnadu \* Bharat Electronics Ltd, Bangalore, \* International Airport, Goa \* Zonal HQ – Visakhapatnam \* Officers Training Academy Kamptee, \* Officers Training Academy, Gwalior \* Directorate of NCC (AP &T), Sec'bad \* E&C Engg. College, Jamnagar \* Naval Training Centres Kochi, Tirunelveli, Visakhapatnam.



## PRABHAKAR BHATT

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10 Yrs

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### KEY SKILLS

- Operation Management
- Analytical & Creative Thinking
- Project Management
- Risk Management & Assessment
- Administrative
- Supply Chain Management
- Communication
- Interpersonal Relationship

### EDUCATION

- Lean Six Sigma Green Belt
- Post Graduation Diploma In Air Transport Management & Air Law, Nalsar
- Basic Military And Strategic Leadership Course, Coimbatore
- Aviation And Airway Management and Operation (radar), Air Traffic Control, Hyderabad
- B Sc In Hospitality And Hotel Administration, Institute Of Hotel Management, Gwalior

### IN A NUTSHELL

Performance driven professional with 10 years of experience in Operation management, project management, administration and aerospace management with international exposure. Expertise in directing cross functional teams using interactive and motivational leadership. Proficient in formulating and benchmarking functional best practices and training needs to meet organizational mission.

### RELEVANT EXPERIENCE

- As senior operation manager, 10 years of experience in handling operational activities in aviation sector involving assets worth billions of dollars , comprising capacity planning, forecasting, scheduling & managing inventories . As part of team carried out strategy formulation , development & review of polices and procedure at International airport like IGI Delhi , Kolkata & Lucknow .
- In the role of Project director, involved in planning , coordination & execution of annual maintenance work worth 10-15 crores Also in developing & tracking budgets, supervising , performance management & communication with various agencies. Participated as a member in modernization of airfield infrastructure project with TATA SED worth 150 crores.
- 10 Years of experience as senior Administrative officer in managing multiple teams of different ethnic background. Carried out positive employee relationship, onboarding and performance management. Conducted recruitment rally in Bihar and Assam area. Further acted as protocol officer for Air Force Agra, which involved communicating with Ministry of external affair , Ministry of Defense and various foreign embassies. Handled all administrative issues for Fire power display at Jaisalmer.
- Highly organized Supply Chain Manager who excels within the scope of duties and responsibilities , meriting consistent advancement within organizations . Consistently reducing costs and increasing the quality of materials and services provided while creating productive and enduring partnerships.





## PRASAD SHARAD MAHAJAN

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22 Yrs

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### KEY SKILLS

- Project Management
- Operations
- Human Resource Management
- Strategy/ Business Development
- Training/ Academia
- Quality Assurance (QA) & Quality Certification (QC)

### EDUCATION

- Lean Six Sigma Green Belt, KPMG
- M Tech ( Systems & Control Engineering), IIT Bombay 2008-10
- BE ( Electrical Engineering), Govt College of Engineering Karad
- Senior Level Defence Management Course ( Senior Command), Army War College Mhow 2014
- Advance Course in Electronics (Radar & Control Systems), MCEME Secunderabad 2003

### IN A NUTSHELL

22 years of mission oriented experience in the Indian Army with appointments in strategic and logistic units offering exposure in operations, engineering support management, procurements, human resource management and financial budgeting. Adaptive and progressive, looking forward to leverage knowledge and experience gained in seeking career in Corporate Management.

### RELEVANT EXPERIENCE

- As Commanding Officer (COO), effectively led a technical work force of 20 managers, 60 supervisors and 600 technicians to render engineering support to operationally deployed Field Army Division at Western Front of India.
- As Deputy General Manager at Army Base Overhaul Workshop, conceptualised and implemented automation plan for refitted engine testing.
- Formulated and implemented sustenance model and engineering support plan for national strategic assets with DRDO labs and OEMs like VE Commercial Vehicle Ltd, TATA SED and L&T.
- Collaborated as board member with Strategic Systems Quality Assurance Group (SSQAG) for QA of highly sophisticated & sensitive Strategic Missile Systems through Factory Acceptance Trails (FAT) and Acceptance Test Procedures (ATP).
- Formulated training requirements for operators and maintainers of Strategic Systems in consultation with design agencies (DRDO) and production agencies (OEMs & DRDO Work Centres).
- As Faculty member at Military College of Electronics & Mechanical Engineering (MCEME), imparted technical training to officers on Radar & Control Systems.
- Organised National Level Sailing Competition in the capacity of Honorary Secretary, LASER Class Association of India and Secretary, EME Sailing Association in the year 2006-07.
- Organised seven International Football matches during 4th CISM Military World Games, Hyderabad 2007 as Venue Manager, Football Stadium MCEME.



## PROMIT GANGADHARAN

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22 Yrs

promit-gangadharan-80699625

### KEY SKILLS

- Security and Risk Management.
- Supply Chain Management.
- Logistics and Contract Management.
- General Administration.

### EDUCATION

- Lean Six Sigma Certification, KPMG
- PGDBM, Narsee Moinjee Institute of Management Studies, Mumbai 2014-16.
- Certification in Defence Contract Management 2015.
- BA, Delhi University 1993-96.
- Honours Diploma in Advanced Software Management
- Pursuing CPP Certification from ASIS, International.

### IN A NUTSHELL

A thorough bred professional with 22 years of diverse and cross functional experience in Security & SCM Management across multiple Geographies providing strategic & tactical solutions in risk mitigation and security management aligned to Business/Organizational objectives.

### RELEVANT EXPERIENCE

- Planned, developed and managed over multitude security programs to protect organization's assets in order to improve efficiency by minimizing losses.
- Developed risk mitigation strategy across organization resulting in protection of assets.
- Regularly carried out security audits and reviews based on best practices and standards of the organization.
- Developed relations with law enforcement/ external agencies to achieve security objectives.
- In depth knowledge of surveillance & Security resources for security and risk mitigation including automation and implemented the same in field as part of a INR 2700 Cr ICT Project.
- Carried out incident, misconduct and compliance investigations and prepared reports.
- Headed over 800 personnel in Security & Admin related fields, to incl a United Nations Mission in Democratic Republic of Congo.
- Was singularly responsible for the entire security, loss prevention and protection of assets of Goma International Airport in a volatile environment.
- In depth knowledge of inbound and outbound logistics in supply chain and logistics by air, ship and road transportation means incl in an international scenario in UN mission in Democratic Republic of Congo.
- Handled seamlessly provisions, stocking, warehousing and distribution of varied variety and class of stores.
- Involved in automation of entire spectrum of logistics resulting in savings of several lakhs per year to exchequer.
- Handled supply chain of 1000+ personnel deployed in operations worth INR 10 Crores yearly.
- Member of a PMO at OTA, Gaya (Initial establishment), handled e-procurement, contracts and establishment of assets to the tune of INR 10Cr annually and ensured judicious use of precious government funds. Awarded by Army Commander Army Training Command for outstanding performance with a Commendation.
- Established audit and accounting procedures for procurements in the newly raised organization which resulted in judicious utilization of funds by all stake holders.
- Handled project, contract and procurement worth INR 2700 Cr for an ICT project and was singularly responsible for module development, procurement of TATRA vehicles, IT equipment, QA and QC of the project.



## RAGHUBIR SINHA

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21 Yrs

raghubir-sinha

### KEY SKILLS

- Operational management
- Project Management
- Team Development
- Resource Management
- Procurement Management
- Leadership
- Facility Management
- Negotiation, Mediation and Conflict Resolution

### EDUCATION

- PGDM (Operations)
- Bachelor of Technology (Civil)
- Bachelor of Science
- Diploma (Defence Management)
- Certification in Negotiation, Mediation and Conflict Resolution

### IN A NUTSHELL

Accomplished senior professional with 21 years of multifaceted experience in the Indian Army providing strategic and operational leadership in handling complex & high value projects. A strong belief in team work and co-creation.

### RELEVANT EXPERIENCE

- Presently, managing construction of a residential complex project of INR 2500 million at Secunderabad.
- Coordinated military engineering resources which included over 3000 personnel and 100 engineering plants and equipment for the development of infrastructure in challenging high altitude areas of Ladakh.
- Performed the role of Planning Officer of projects and carried out procurement and the supply management of all stores in a training establishment having a strength of more than 2000 trainees.
- Initiated and planned key projects like Married Accommodation Project (INR 927 million), permanent location for Infantry Battalion (INR 240 million), Transit Camp (INR 75 million), etc.
- Instrumental in the construction of habitat, redesign & revival of sick projects as well as restoration of unusable assets in J&K and Assam. Collaborated with various other stakeholders for the completion and closing of these projects.
- Led multifunctional teams to carry out operations to ensure sustenance of essential services and infrastructure over an area of approx. 250 acres and a population of 20,000 in Srinagar.
- Conceived and prepare of workable standard operating procedures, their implementation, and review as well as drawing.
- Performed as a member and technical advisor in the Badamibagh Cantonment Board (Srinagar) having a population of approx 20000.
- Responsible for carrying out maintenance of a high priority operational base hospital in Srinagar.
- Conduct of internal security audits as well as risk assessments depending upon envisaged opportunities and threats.
- Oversaw execution of contracts for building projects, renovations/refurbishments, and various essential services in an operational headquarters having a staffing of approx. 800+ personnel. Also management of budgets and ensuring cost-effectiveness and that the facilities met statutory regulations and standards.
- Managed team of 100+ in-house operating engineers as well as vendors performing multi-skilled tasks at a training institution having 2000 plus trainees.



## RAJEEV BHADOLA

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25 Yrs

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### KEY SKILLS

- Procurement & Supply Chain Management
- Leadership & Operations
- Program Management
- IT Infrastructure Management
- Human Resources Development, Strategy, Planning & Trainings

### EDUCATION

- Lean & Six Sigma Certification, KPMG.
- PGDM (Supply Chain) Symbiosis, Pune.
- MSC Defence & Strategic Studies, University of Madras.
- PG Certificate in Project Management, IGNOU.
- Defence Financial Management Course.
- Diploma in Geo informatics (GIS).
- PG System Design & Programming, Holkar Science College, MP.
- Bachelor of Arts, JNU.

### IN A NUTSHELL

Astute leader, motivator & dynamic professional with 25 Years of cross-functional experience in the Indian Army in the field of Leadership, Operations, Training, Program Management, Procurement, Supply chain Management with diverse & distinguished service. Strengths in analysis, vision, policy making and hands on approach in execution.

### RELEVANT EXPERIENCE

- Optimisation of supply chain processes, leading government procurements end to end from formulation of RFP to delivery of operational critical equipment including post contract management amounting to INR 525 Cr.
- Managed 150+ vendors, directly involved in selection cum registration of vendors to ensure the timely availability of database for future procurements. Co-ordinated & Organized of Technology Symposium consequently twice. Directly involved in preparation of Priority Procurement Plan & coordinated its timely execution.
- Automated legacy office procedure Sys (E-Office ,INR 100 Lakhs). Lead outsourced IT Project to design, built & manage highly available disaster recovery data center. Conceptualized and implemented multiple high value Integrated Communication and Information Tech proj (INR 2 Cr) like integrated operational center.
- Deputy Chairperson & Head of management committee responsible for creation of SOPs related to security of station and ensuring implementation of policies.
- Headed Battle School ensuring security, administration of 12000 + personnel, to include provisioning of staff , services and training .
- Led Unit of 800+ personnel in challenging environment of High Altitude Areas in North Eastern Borders. Part of PMO for testing, fielding of Command & Decision Support Sys in Indian Army.
- Awarded Vishisht Seva Medal (VSM) for distinguished services in north-eastern borders.
- Army Chief's Citation received by unit under Leadership being outstanding amongst 350+ units.
- Coordinated Disaster Management efforts (Sikkim Earthquake 2012).



## ROHIT BHARGAVA

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11 Yrs

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### KEY SKILLS

- Operations and Maintenance
- Logistics & Supply Chain Management
- IT/TES Project Management
- Inventory Management
- Facility Management
- Marketing

### EDUCATION

- Certificate in health safety & FSAI
- Lean Six Sigma Green Belt.
- IT Training for Network Manager for Administration of LAN, C-DAC.
- Workshop Operation Management Course.
- Diploma in Junior Level Defence Management Devi Ahilya Vishwavidyalay, Indore
- B.Tech (Electrical and Electronics), GEIT, Dehradun

### IN A NUTSHELL

Seasoned & versatile management professional with 11+ years of rich and diversified experience in "Indian Army" in managing implementation of best supply chain and key procurement & alternate sourcing strategies for contingency plans and ensuring that plans are aligned with organization objective and operational budget requirements.

### RELEVANT EXPERIENCE

- Contributing strategic inputs in operations, training and logistics of a multi-cultured engineering team of 100+ engineers and technicians from 22 disciplines, spread over 05 different locations, during active operations in Kashmir.
- Improved Inventory management software with Statistical tools like ABC, A Star, FNS and VED analysis for 5000+ spares, reducing inventory by 5% and budget by 10%.
- Efficiently creating and sustaining diverse work force and increased overall productivity of the unit by about 20% with more than 40% decrease in disciplinary cases and conflicts.
- Leading unionized workforce and providing solutions to operation process using automation, OEM cross platform and reducing back orders, effectively reducing delivery and cost timelines by 22% for Intensive Preventive Maintenance.
- Involved in data analytics for assessment of Mission reliability.
- Generating purchase orders as and when inventory levels reach reorder levels. Efficiently managing the inventory levels, for ensuring ready availability of material to meet production and dispatch targets.
- Assessing the performance of the vendors based on various criterions such as percentage for rejections, quality improvement rate, timely delivery, credit terms, etc.
- Strategized and directed operations, training and logistics of a multi cultured engineering team of 110+ engineers and technicians from 19 disciplines, spread over 05 different locations, during active operations in Kashmir Valley.
- Core strength in developing new matrices and benchmarks of quality standards directing towards improving the performance of suppliers.
- Planning contingency of critical spares: examining, breakdown, scheduling presentive & predictive maintenance and its execution.



## SANDEEP MOHAPATRA

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21 Yrs

www.linkedin.com/

### KEY SKILLS

- Administration
- Security
- HR Management
- Logistics

### EDUCATION

- PG Diploma in Personnel & Security Management (University of Pune Feb)
- Diploma in Junior Level Defence Management Devi Ahilya University
- Masters in Military Science, Berhampur University
- Graduation (Utkal University)

### IN A NUTSHELL

An experienced Army Officer with more than 21+ years of rich & cross functional extensive experience in General Administration, Security, Human resource management & Logistics.

### RELEVANT EXPERIENCE

- Handled HR policies for promotions, postings, selection of foreign delegates, hierarchy management of 42,000 personnel pan India during there optimization of staff at all levels for maximum satisfaction and organizational efficiency without affecting the operational capabilities.
- Implemented the cadre review and cadre restructuring as ordered by Government of India.
- Laid out polices for cross functional training to ensure maximum efficiency with reduced cadre strength.
- Budgeted and Managed Accounts to the tune of Rs 10 Crores annually, ensured proper expenditure, accounting, auditing and maintenance of records of inventory.
- Maintained discipline of 2000 personnel to incl Legal inquiries, disciplinary proceedings and accounting of personnel documentation.
- Management of 150 personnel, 350 Air Defence equipment incl guns, radars and missile systems and 1000+ transport vehicles worth Rs 1500 crores.
- Responsible for security, forecasting, demanding & procuring logistics requirement for equipment & transport vehicles.
- Conducted operational exercises of 6000 personnel for ensuring the operational efficiency and validating the operational tasks as per quantification.
- Planned in Tri-services exercises with all three services which involved coordination, planning, foresight and proper conduct at the highest level.
- Was instrumental in raising and operationalizing a combat unit wherein entire SOPs, drills, procedures were laid out and validated. Gave dynamic leadership and provided mentorship for creating bonhomie, unison for the new raising.
- Op validated the new unit as per training standards, for the operational tasks and earned kudos of the hierarchy.



## SANDEEP SINGH

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 13 Yrs

 Sandeep-singh

### KEY SKILLS

- Defence Procurement
- Logistics & SCM
- Team Management
- Lean Six Sigma Green Belt
- Strategy & Business Development
- Project Management
- Operations
- IT Management
- Security & Loss Prevention
- HRM & Training

### EDUCATION

- LSSGB, KPMG
- Masters in Management Studies (Logistics Management), Mumbai University
- PG Diploma in Integrated Logistics & SCM, Symbiosis University
- PG Diploma in Computer Applications, Kurukshetra University
- Bachelors in Computer Applications, Panjab University

### IN A NUTSHELL

A multi-skilled, adaptable professional with 13 years of adverse cross-functional experience in Indian Navy in the field of Logistics & Supply Chain, Project Management, Operations and Security. Likes to work with team based management style, coupled with zeal to drive visions into reality.

### RELEVANT EXPERIENCE

- Ensured Just-in-Time availability of resources for Naval Operations.
- Handled various logistics missions in India & abroad involving planning, procurement and equipping the ship in all respects including stores, spares, habitability, welfare, fuel budget & management of funds etc. amounting (₹ 200 million), for deployment. Also played vital role during various missions abroad including HADR in south east Asia I.E. Singapore, Indonesia, Thailand, Vietnam, Guam (USA), Papua New Guinea, USA, Australia.
- Assisted Eastern Naval Command in planning, budgeting, financing and supply chain management. Strategically dealt with global consultants and negotiated Greenfield contracts. As key staff officer directly assisted the project director in finance and general administration. Handled budget of (₹ 15000 million).
- Formulated Forecast Estimates/Roll-on Plans, RFPs, tendering action, contract negotiation, vendor management.
- As chief logistics head of technical base concluded & managed contracts for spare parts of GT, GTG of engines of all naval warships with a large inventory base 4 lakh plus items with a budget of ₹5000 million at diverse locations.
- Undertook effective Supply Chain Management of the base depot and material management of different type of warehouses at Andaman Islands strategic appointment in terms of Tri Command with all the components Army, Navy & Airforce handling the inventory of more than 4.5 lakh items and budget of ₹ 10000 million.
- As Director Logistics & Training developed e-procurement, e-logistics, ERP and Supply Chain Management activities. Conducted training and mentoring activities on regular basis for Sailor trainee's approx 7000 yearly including friendly foreign Navies.
- Enhanced awareness & implemented security methodologies to cover entire risk spectrum including cyber/IT, information, garrison, equipment & personnel security.
- Planned, directed & coordinated security activities to safeguard operational assets in the largest unit of Indian Navy Conceptualised, formulated and reviewed SOPs for handling exigencies and emergencies.
- Administered major repair and production unit leading 600+ employees through contracts management, welfare, conflict resolutions and policies implementation.



## SANGEETHA NAIR

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 10 Yrs

 sangeetha-nair-9116b4194

### KEY SKILLS

- Project Management
- General Administration
- Human Resource Management
- Operations Management
- Judgement & Decision Making
- Succinct Communication Skills
- Event Management

### EDUCATION

- Lean Six Sigma Green Belt, KPMG
- Course on Modernization of Air Field Infrastructure
- Post Graduate Diploma (Aeronautical Engineering) Visvesvaraya Technological University
- B.E (Electronics and Communication)
- Agle serum Master (pursuing)

### IN A NUTSHELL

A technically competent, result oriented Officer with 10 years of well honed cross-functional multi-disciplinary expertise in Communication management, Project Management, HR and General Administration. A resourceful manager with a passion to learn, command and transform a team. Seeking a challenging assignment in Operations, HRD, Administration or Marketing, by utilizing skill set learnt in the armed forces and comprehensive education.

### RELEVANT EXPERIENCE

- As Station Signals Officer conducted training and mentoring activities on regular basis for around 200+ air-warriors.
- As HR team lead in multiple units was responsible for administration, mentoring and assessment of team members to enhance capabilities that supplemented functional, technical and soft skills.
- Proven acumen in manpower planning, performance appraisal, Leave planning, work scheduling, handling of grievances of both air-warriors and their families, counselling and welfare.
- Undertook various time bound enquiries, Court Marshal and investigations in both technical and administrative arenas.
- Instrumental in assessing technical equipment readiness and operational management, of all the communication assets required, for the most prestigious show of the nation, Aero India for three years viz 2015, 2017 and 2019.
- Coordinated and planned Anti-Hijack drills held annually at Air Force Station, Yelahanka, which involved regular reviewing of threat and vulnerability assessment and recommending active security counter measures in coordination with various other civil agencies viz Airport Authority of India, Intelligence Bureau, Civil Police, NSG commandos and Reps from civil aviation.
- Spearheaded maintenance activities of various Land to Air Communication Systems, Air Field Lighting System and Surveillance Radar Element with focus on establishing high performance metrics.
- Coordinated and planned the installation of Mobile Air Field lighting system (AFLS), helping facilitate smooth transition from old air field lighting system(AFLS) to new AFLS, thus ensuring safe flying environment & uninterrupted operations.
- Orchestrated before time installation, commissioning, engineering and integration of Project ensuring timely availability of the communication assets for training flying.
- Consistently and creatively coordinated all activities related to availability of resources and manpower to avoid potential issues.
- Assisted in the preparation of staffing, deployment and support plans that facilitated smooth and safe conduct of three bi-annual AERO India Shows.



## SANJAY SINGH BISHT

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11+ Yrs

sanjay-singh-bisht-a9a67744

### KEY SKILLS

- Project Management
- Project Implementation
- Telecom Project Consultancy
- Audit & Inspection
- Team Management
- Information Security Management
- Security Management
- IT Management & Audit

### EDUCATION

- Lean Six Sigma Green Belt, KPMG
- Certified ISO 27001 Lead Implementer.
- Certified Fiber Network Expert, Dura Line Academy, Goa.
- Bachelor of Science, Kumaun University.
- IT Manager, Network Administrator, Cyber Security and MS Project 2010

### IN A NUTSHELL

A multi-skilled, adaptable professional with 11+ years of adverse cross-functional experience in Indian Navy in the field of Project Management, Communication, IT Management, Operations and Security. Likes to work with team based management style, coupled with zeal to drive visions into reality.

### RELEVANT EXPERIENCE

- Implemented, controlled time bound execution of projects like Defence Communication Network (DCN), Naval Command Communication Intelligence (NC3I), VSAT and Transportable Satcom Terminal (TST) and Mobile Satellite Service (MSS) at Eastern Naval Command total amounting to INR 500 Cr.
- Spearheaded the projects, Network for Spectrum (NFS) and Naval Communication Network (NCN) at Eastern Naval Command.
- Accomplished the entire Project Management cycle of initiation, planning, execution, monitoring, controlling and completion of Last Mile Connectivity (LMC) for Knowledge Management (KM), Overall cost 5 Cr.
- Planned and seamlessly integrated more than 20 warships in a Fleet for Network Centric Operations, cost Rs 5 Cr.
- Designed and implemented project for Operations Room setup and Network expansion, overall cost Rs 4 Cr.
- More than 6 years of experience in field of Telecom OSP & ISP implementation and in field of optical fiber & copper. Efficient in handling projects related to FTTP, FTTH, FTTC and FTTN.
- Expertise in designing and implementing PON, EPON, GPON, SFP Module OLT, ONU, ONT and Long Haul Fiber Optic Networks.
- At Communication Network Centre administered and maintained Network services for state-of-the-art IN IP/MPLS network thereby facilitating Defence Communication and mission critical applications.
- Headed communication operations for installation and maintenance of communication and Electronic warfare equipment worth INR 100 million.
- Conceptualized and supervised execution of several small and medium sized infrastructure and technical projects in coordinating with dealers and internal teams, including renovation and construction of new buildings.
- Effective liaisoning and coordination with key stakeholders like Sterlite, HFCL, L&T, TCIL, BSNL, BEL, HCL and ECIL for developing strategies and resolving issues (technical, administration and security) for timely implementation of projects.
- Successfully undertook project of procurement and installation of electronic surveillance system and Identity & Access management system approximately worth Rs 1 Cr.



## SANTOSH YELAPURE

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22 Years

santosh-yelapure

### KEY SKILLS

- Operations Management
- Project Management
- Supply Chain Management & Contracts
- General Administration
- Business Development
- Infrastructure Management
- HR Management

### EDUCATION

- Lean Six Sigma Green Belt
- B.Tech (Mech), JNU Delhi
- Specialisation (Marine Engg), Centre For Marine Engg & Tech, Pune
- Certificate: Organisation of Shipyards, Russia
- Certificate: IT Network Manager
- Certificate: Fire Fighting
- Certificate: Marine Propulsion and Controls

### IN A NUTSHELL

Result-oriented dynamic professional offering 21+ years experience in Operations/Project/ Supply-Chain Management, exhibiting strong analytical, rationale mindset to provide pragmatic solutions and leading multi-ethnic, cross-functional groups towards successful delivery of uncharted goals and aspiring Senior Management opportunities focused in efficient business development.

### RELEVANT EXPERIENCE

- As Chief Engineer of Indian Naval Frigates, led a highly skilled team for efficient and sustained operation of marine engineering equipment and systems at sea with resource and contingency planning and risk management.
- Managed operation of successful replacement and trials of more than 50 machinery equipment onboard a ship and aircraft carrier without time and cost overruns.
- Resolved issues varying from manpower / operational / material / refit of different groups for realistic expectations / deliverables to resolve organizational issues and achieve a common goal.
- As a Project Lead coordinated with multinational stake holders for retro fitment of aircraft carrier in Russian Shipyard for 30 Months.
- As Project Lead, led cross-functional teams in executing an INR 400Cr mid-life retrofit and modernization upgrade of a Guided Missile Frigate, within the stipulated schedule and budget.
- As a project lead ensured planning and timely execution of retro fitment of five large ship projects worth INR 30 Million in Naval Yard & Defense PSUs in collaboration with Indian and foreign OEMs.
- Steered Procurement & Supply Chain Management of more than 2,00,000 types of engineering spares and equipment and inventory worth Rs 500 Crores, including inventory management, client & vendor coordination, warehousing & preservation. Strategic planning led to reduction in more 25% inventory, enhanced better procurement plan and time.
- Techno-Commercial expertise with dynamic and logical decision making while execution of high value and mission critical contracts.
- Undertook modernisation and infrastructure development project for offices', auditorium, residential complex, holiday home.
- Led large teams in ships and at Shipyard consisting of diverse, unionised workforce in challenging environment and produced results. Ensured conflict management/ synergetic relationship for more than 500+ members over the naval career.
- As an administrator ensured team building, policy compliance, monitoring, change implementation, capability enhancement, facility maintenance budgeting and optimal utilisation of funds, organization of events/ functions, conducting healthy competition.



## SATBIR SINGH CHAWLA

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10 Yrs

satbir-singh-chawla-62059350

### KEY SKILLS

- Operations Management
- Operations Improvement
- Project Management
- Asset Management
- Innovation Management
- Leadership & Team Management
- Vendor Development/Management
- Training and Development

### EDUCATION

- MBA - Mktg & HR, Amity University
- PGD in Aeronautical Engg, VTU Belgaum
- B.Tech in Mechanical Engg, PTU
- Certificate in Tool and Die Technology & CAD/CAM, Central Tool Room Ludhiana
- Lean Six Sigma Green Belt

### IN A NUTSHELL

Result oriented professional with excellent communication, interpersonal and analytical skills having a decade long versatile experience in Operations Management, Project Management, Asset Management, HR & Administration in the Indian Air Force.

### RELEVANT EXPERIENCE

- Led cross-functional teams of 120+ personnel for supply of mission critical weapon system in line assembly during multiple defence situations as Senior Operations Manager.
- Led a team of 75+ for managing air defence assets including their facilities, support equipment, testing equipment, explosive stores and a fleet of Russian specialist vehicles at multiple locations across India.
- Developed & negotiated with 20+ vendors for procurement & development of critical spares, training aids, special repairs of vehicles and execution of capital projects.
- Led QRTs of 30 highly specialized personnel to practice handling of CBRN emergencies at various Air Force Bases.
- Assessed risk & implemented mitigation strategies for handling hazardous explosives and process risks.
- Evaluated, selected & convinced top management for procuring 02 new technology-based defence equipment that saved 20% time in operations and coordinated with GE India Industries through channel partners for large scale procurement project worth INR 7.5 Cr to implement across Air Force.
- Helped adoption of the new technology, safety procedures and exercise procedures across Air force by designing operational SOPs & educating 1000+ personnel.
- Appreciated by the Chief of Air Staff for designing & developing multiple 3D printed models of weapon systems as training aid for crew involved in operations.
- Handled end to end HR processes for 300+ personnel including staffing, training, performance appraisals, counselling/ grievance handling, discipline and welfare, throughout length of service.
- Organized 20+ workshops to impart training to cumulatively 120+ personnel on maintenance, operations and handling of emergencies.



## SEEMA RANI SHARMA

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12 Yrs

seemaranisharma

### KEY SKILLS

- Leadership
- Management
- Aviation
- Aerospace
- Project management
- Operations
- Multitasking
- Agile
- Adaptive approach

### EDUCATION

- Lean Six Sigma Green Belt, KPMG 2019
- Airborne Tactician Course, Observer School, INS Garuda, Kochi
- BSc Computer Science, KC College, Mumbai University

### IN A NUTSHELL

12 yrs of progressively higher leadership & management experience with focus on all aspects of Man management, demonstrated leadership, Naval Aviation Operations Management, HR/ Administration & Project Management including operations from foreign soil. An excellent manager in multi-tasking with proactive approach & positive attitude. Dedicated & astute aviation professional actively seeking operations/ administration role in aviation industry & HR & project management

### RELEVANT EXPERIENCE

- Instrumental in job enhancement, appraisals, rewards and recognition, conflict management and addressing grievances at workplace.
- As Officer-in-charge for Administration and Security, instituted modern surveillance measures at Indian Naval Strategic Airbase, thereby reducing human intervention and minimizing scope of error.
- Held regular HR policy reviews, performance counselling, training activities, work force planning reviews and implemented agile decisions.
- Accomplished diverse operational missions during Indian Naval bilateral/ tri-services exercises including combined planning of missions with foreign navies.
- Pivotal in formation of SOPs for newly inducted Boeing P8I aircraft of the Indian Navy.
- Coordinated and executed Humanitarian Aid and Disaster Relief during 2015 Chennai Floods and ensured smooth flying operations from makeshift airport of INS Rajali, Arakkonam.
- Spearheaded construction of new infrastructure in close coordination with Military Engineering Services and private contractors/ vendors.
- Steered flight acceptance trials of various aviation equipment onboard P8I aircraft with M/s Boeing, Seattle, USA.
- Concluded field trips of BEL Ghaziabad, BEL Bangalore, Avintel Ltd, HAL to facilitate various indigenization projects of onboard equipment.
- Effectively involved in air route planning and execution during various overseas missions undertaken from 10 different foreign air bases.
- Operated from numerous airports in India and abroad and worked in close liaison with respective airport authorities, civil and military, for smooth conduct of operations and rescue management for flying operations, maintenance evolutions and administrative requirements.
- Felicitated at Aero India 2019 as Woman Achievers in Aviation.
- Commendation of Flag Officer Commanding-in-Chief Eastern Naval Command, 2019.
- Best Trainee at Naval Academy.



## SHASHI KUMAR R

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12 Yrs

shashi-kumar-428684193

### KEY SKILLS

- Operations Management
- Project Management
- Logistics & SCM
- Administration & Facilities Management
- People management and strong leadership skills
- Collaboration with Cross-Functional/ Cross-Cultural teams & good communication skills

### EDUCATION

- Lean Six Sigma Green Belt Certification, KPMG
- PG Diploma, Aeronautical Engineering, VTU
- Certificate Course in Leadership and Behavioural Science
- Aeronautical Quality Assurance and Management Course, MILIT Pune
- B.E (Mechanical), Bangalore Institute of Technology, VTU

### IN A NUTSHELL

A highly motivated team player with more than a decade leadership experience in diverse fields of Operations, Project Management, Material Resource Planning, Supply Chain Management, HRM, Administration & Facilities Management

### RELEVANT EXPERIENCE

- Adroit in conducting scheduled & unscheduled operations; troubleshooting & repair; analysis of complex systems and equipment blueprints; resource and crisis management.
- Led as Senior Engineer Mechanical in Guided Weapon segment (10+ Cr) for IAF's Fire Power Display & other exercises in multi-layered air defence operations and ensured Successful Coordination, planning, liaison with varied stakeholders for smooth running of operations and missions in varied roles.
- Headed a team of 80 technicians and managed operations of Combat Vehicles and allied systems with a serviceability rate of 97% & Zero Incident/Accident.
- Conducted Strategic planning, Continuous Process Improvement & mid-course corrections to ensure achievement of critical convoys & combat air operations under immense high stress environment within timelines.
- Headed the first project evaluation team for Overhauled Combat Vehicle and tested operational effectiveness and systemized Handover-Takeover Process.
- Conceptualized and effectively handled the first of its kind self-powered long range mobility Project of Combat Vehicle.
- Project Manager and Coordinator for setting up Maintenance Command Display Pavilion during Indigenisation Seminar at HAL, Bangalore and spearheaded entire gamut of activities.
- Executed HR functions for over 500+ workforce which included training, appraisals, grievances redressal, discipline, counselling and welfare.
- Responsible for forecasting, budgeting, procurement and achieving timelines of various funds in sustenance of a detachment.
- Effectively managed support facilities like canteen stores department, large scale messing facility, firefighting infrastructure & Organized official, social and cultural events for a strength of 350-500 employees.
- Effectively handled SCM operations for about 500 personnel and fleet of over 50 vehicles (>10 cr) by analysing, reconciling usage trends, monitoring & timely replenishment with annual contracts, regular supplier interaction & negotiations.

## SHASHIKANT YASHWANT JADHAV



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32 Yrs

shashi-jadhav-5a059870

### KEY SKILLS

- Administration
- Security
- HR Management
- Risk/ loss prevention mgt
- Training/ academia
- Labor law
- Labor welfare
- Disaster management
- Leadership
- Team Building

### EDUCATION

- Master in Labour Law, ILS, Pune
- Diploma in JLD, DAVV Indore
- BA, JNU
- CF, OAT, Comn, CDAC, Mohali
- PSO, NSG Manesar
- NBC Disaster Mgmt, CME Pune
- FM, Audit, ICISA, Noida

### IN A NUTSHELL

A goal oriented, performance driven and transformational leader with 32 years of multifaceted experience. Looking for senior level roles in HR, Administration, Security, Academia and Training.

### RELEVANT EXPERIENCE

- Designed & implemented efficient Employee Life Cycle process for over 1000 personnel, resulting in 20% increased efficiency.
- Conceptualized and executed intrinsic HRM strategies and interventions as per organizational requirements, resulting in increased HR efficiency by 10%.
- Organized and implemented administrative policies of about 10000 personnel under challenging conditions across the country thereby increasing the satisfaction levels.
- Carried out effective liaison with various governmental and non governmental agencies on various occasions to spearhead conduct of social events involving local populace.
- Demonstrated capability in effective handling of security validation processes in intense operational and internal security situations thereby reducing the threat perception.
- Effectively led and ensured successful delivery of training modules for effective training of more than 500 personnel that increased their proficiency levels by 25%.
- Successfully designed and implemented recruitment philosophy for NCC cadets joining Armed forces Training centres, leading to an increased selection by 10%.
- Strategized career progression plans and grooming of cross cultural multidisciplinary personnel as potential leaders thereby increasing satisfaction levels.



## SHIVANI GARG

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10 Yrs

shivani-garg-334150197

### KEY SKILLS

- Human Resource Management
- Communication skills
- Interpersonal skills
- Supply chain management
- Project management
- Vendor management
- Budgeting and cost control
- Administration

### EDUCATION

- B.Tech (Electrical Engineering), H.P.U.
- National UN Course from Centre for UN PKF, New Delhi
- Lean Six Sigma Green Belt, KPMG

### IN A NUTSHELL

A multi tasking ,result delivering sincere professional with wide exposure in HRM, admin, project management independently and through organizing ,directing and leading varied teams in building performance oriented culture in the interest of the organization

### RELEVANT EXPERIENCE

- End to end HR management of personnel for optimal utilization , recognition and accelerating employees' strength towards optimal team building.
- Leave planning , annual appraisals, payroll processing , stress management and handling grievances of personnel with varied backgrounds and service brackets.
- Was the training officer for UN mission contingent.
- Involved in formulation of SOPs and administered documentation supported according to organization policies and regulatory practices for both military and civilian personnel.
- Organised various social and formal events at apex level.
- Effectively managed support facilities comprising of expensive infrastructure and equipment.
- Carried out executive and staff appointments in planning , execution and implementation of a variety of projects at zonal level as well as in severe field conditions.
- Consistently handled and ensured nil disruptions in supply chain of inventories in extremely volatile and adverse conditions resulting in timely completion of projects worth several crores.
- Rich experience in supply chain ,material and vendor management across varied market.



## SHREEKRISHNA DILEEP MEHENDALE

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24 Yrs

shreekrishna-mehendale-9687a7193

### KEY SKILLS

- Leadership
- Operations/Resource Management
- Strategic Planning

### EDUCATION

- Lean Six Sigma Green Belt, KPMG
- Msc Military Studies (Bangladesh University of Professionals)

### IN A NUTSHELL

An Operations specialist with 24+ years of experience leading cross functional teams (including 8 years in Command of frontline operational submarines) ensuring mission accomplishment in demanding and dynamic conditions.

### RELEVANT EXPERIENCE

- In charge of wing to wing planning of all submarine operations on the West Coast (2011-13) that involved planning submarine deployments for meeting incremental operational milestones, coordinating with other naval resource providers (warships, fixed wing aircraft, helicopters, marine commandos) to meet mutual requirements, scheduling individual sorties with minute-to-minute plans, logistics / resource planning and ensuring safety by de-conflicting underwater movements of submarines.
- Analysis of submarine reports to monitor achievement of operational objectives, assessment of performance and generation of lessons learnt.
- Commanded frontline submarines for eight years (2011-19) leading a team of 50 to 100 personnel of different specialisations in an extremely challenging underwater scenario whilst taking calculated risks to deliver the best operational performance in the submarine squadron.
- Mentored Officers to assume senior Leadership and Command positions.
- Ensured readiness of complex Engineering/Electrical systems thereby ensuring successful mission accomplishment.
- As Department Head established and executed protocols towards system integration and commissioning trials of modernised Engineering/Weapon systems worth > 100 Cr.
- Planned and executed complex diving/salvage operations thereby saving equipment/manpower > 15 Cr.
- Exposure to a wide variety of high technology electronic equipment (radars, sonars, optronic periscopes, communication equipment, data link systems) and engineering systems (power generation, hydraulics, pneumatics).
- Towards induction of a new submarine worth >3000Cr undertook strategic planning and change management to ensure capability and capacity enhancement (infrastructure/training/Safety and preparation of detailed SOPs) for operation and support.
- Coordinated with CEOs of various National/Multinational Organisations to ensure design enhancements of Engineering/Electrical systems onboard new induction platforms.
- Managed submarine modernisation projects (2005-06 & 2010-11) scheduling complex activities such as removal of old equipment and cables, internal modifications, installation and setting to work of the new equipment, and trials including testing of interfaces. Coordinated with diverse OEMs, repair and QA agencies achieving time bound project completion with nil unresolved issues.





## SUPRIYA MULAY

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10 Yrs

supriya-mulay-15786852

### IN A NUTSHELL

An astute professional who enjoys working at the crossroads of operations management, product management and human recourse management. Committed to build great teams to tackle problems which consistently have a productive impact.

### KEY SKILLS

- Operations Management
- Product Management
- Recourse Planning and Organisation
- Analytical thinking
- Problem Solving capability
- Coordination and Liason
- Leadership
- Interpersonal and Organisational skills

### EDUCATION

- AI Product Manager Nanodegree
- Lean Six Sigma Green Belt, KPMG
- PG Diploma, Aeronautical Engineering
- B.E Electrical and Electronics

### RELEVANT EXPERIENCE

- Planned, managed and maintained critical helicopter flying operations in high paced, dynamic and collaborative environment.
- Coordinated cross functional and multicultural teams through effective communication for maintenance and operational readiness of technical assets worth 100+ Cr.
- Built roadmap for servicing and maintenance processes, used ERP tools for forecasting and resource planning so as to meet the deadlines.
- Implemented Performance management tools and mid-course corrections in servicing and maintenance activities to ensure alignment of team towards organisational goals.
- Collaborated with international stakeholders (OEM) as a part of induction of new aircraft systems and infrastructure set up through planning, strategy formulation and execution.
- Undertook change management of vintage helicopter fleet with new helicopter system at an IAF base in a planned manner through optimum resource utilisation and delivered the desired outcomes simultaneously.
- Led projects for obsolescence management of helicopter fleet through various modifications which resulted in better utilisation of the vintage fleet.
- Implemented data analysis of flight data systems for performance prediction and health and usage monitoring of aircraft systems which resulted in effective maintenance planning.
- Lead the way in formulating and implementing policies related to work culture, Performance management, skill management, talent mobility within the organisation and succession planning.



## SURENDER KUMAR ROHILLA

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25 Yrs

skrohilla

### IN A NUTSHELL

Go-getter with a winner instinct. A status quo challenger. Believe in being the change. Led multiple multinational teams in international environment. Bold in thought and dynamic in action, love challenges. Skilled and willed to the core.

### KEY SKILLS

- Strategy
- Business Development
- HR Management
- Training & Development
- Branding
- Marketing

### EDUCATION

- M Phil in Military Science (Cyber Warfare)
- Masters in Military Technology
- Masters In Political Science
- Public Procurement
- Financial Management
- BA LLB
- PGD Journalism & Mass Comm
- Cyber Law
- Cyber Crime Protection
- Operational Logistics Support
- International Conflict Resolution

### RELEVANT EXPERIENCE

- As CEO, responsible for operations strategy, directives and management, training and logistics.
- Joint Director at the National Command Post, Govt of India, dealt with cross platform integration to deliver across diverse domains.
- Empanelled Consultant United Nations Peace Keeping
- Successful Conflict management and resolution.
- Created and developed technical content for Air Defence/Anti Aircraft systems including radars and guns including technical.
- Conducted technical training on advanced systems for newly commissioned officers.
- Excelled in managing entire spectrum of HRM functions (talent management, role assignment, training, reward management and compliance) at various levels including a multi-national, multi-agency team in West Africa.
- As CO (CEO), conceptualized and successfully implemented organisational re-structuring of a major unit in conformance with new equipment and role.
- Planned and conducted training on radar and weapon systems management for officers at the post graduation level.



## SURUCHI GOEL

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10 Yrs

SuruchiGoel

### KEY SKILLS

- Project Management
- Telecom Network
- Telecom Operations and Maintenance
- Operations Management
- Team Management
- Planning and Organising
- Certified Lean Six Sigma Green Belt
- Certified ITIL V4

### EDUCATION

- Project Management Professional (Pursuing)
- IT Infrastructure Library (ITIL V4)
- Lean Six Sigma Green Belt
- Course on Composite Communication Network
- Post Graduate Diploma (Aeronautical Engineering) VTU, Belgaum
- B.E (Computer Science), AKGEC, Gzb
- Agile Scrum Master (Pursuing)

### IN A NUTSHELL

•ITIL certified, process driven and goal oriented leader with 10 years of experience in Indian Air Force in managing multi-disciplinary projects, ITSM and operations management.

### RELEVANT EXPERIENCE

- Managed Air Force MPLS Network and ensured 100% availability through traffic engineering with multiple redundancies of OFC backbone and SATCOM back haul.
- Performed end-to-end incident management. Responsible for time-critical User Service/ Infrastructure restoration, technical troubleshooting within complex IT systems environment.
- Deployment of communication assets/ links at strategic and remote locations to provide connectivity to missile and radar systems.
- Commendation by AOC in C Western Air Command for Best Communication Service.
- Managed business relationship with various external stakeholders (viz. WIPRO, HCL, TATA Power SED, L&T, BEL and BSNL) to resolve project issues and enhance professional synergy.
- Implemented Lean Six Sigma concepts in Network Centric Operations and Customer Support, improving the service delivery to internal customers.
- Managed foreign detachments in Air Force exercises and operations at remote locations.
- Instrumental in Service Continuity and Disaster Recovery of core communication site.
- Planned and conducted various training sessions on ITSM, WAN Architecture, VoIP Communication, Satellite Communication and their Maintenance Philosophies.
- Coaching, mentoring and motivating teams for understanding and adoption of change management initiatives and process improvement.
- Proactively gained full understanding of people's performance through continual assessment and provided assistance to them in achieving their career goals.
- Nurtured potential talent by providing an ecosystem of innovation / out of box thinking for managing day to day operations, resulting in continuous improvement of the processes.
- Carried out Operations, Forecasting, & Maintenance Resource Planning.
- Controlled budget and realized savings on defence exchequer.



## SUSHMA RAWAT

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10 Yrs

sushma-rawat-33140118

### KEY SKILLS

- HR Management
- Training and development
- Operations Management
- Project Management
- Technical training on RADAR

### EDUCATION

- MBA in HR Management IGNOU.
- PG Diploma in Aeronautical Engineering (Electrical) Visweswaraya Technical University
- BTech in ECE from GGSIP University
- CBRN Certified

### IN A NUTSHELL

Experienced HR Manager and dedicated professional with over 10 years of expertise in the areas of talent development, employee relations and policy design. Passionate about planning and implementing organization development and change management programs.

### RELEVANT EXPERIENCE

- Effectively managed the team of 150+ people that includes deployment of manpower, delegation of duties & responsibilities, discipline, counselling & performance appraisal, reward/ recognition, conflict resolution of employee grievances and leave planning.
- Handled general administration of over 500 professionals including overall security infrastructure, access control and discipline.
- Administered HRM functions such as Documentation, Performance Review and Formulation of SOPs, Policies and Implementation.
- Developed an upskill training programme to augment relevance and continuity of 650 diverse personnel on critical equipment
- 10 years of experience in leading the team which executed 300Cr IAF prestigious project- Integrated Air Command and Control System (IACCS) at hilly terrains of Shillong under IACCS project.
- Monitoring, controlling & maintenance of High power radar and sub systems.
- Precisely planned and executed support operations for Communication equipment, whilst managing a team of 100+ multi discipline technical professional manpower.
- Formulated work packages for efficient resource management, considerably enhancing the overall output and 30% cost reduction.
- Spearheaded a team of 200+ personnel, coordinated and executed National level public events attended by President and Prime Minister ensuring complete coordination of ground to air communication.
- Monitored site acceptance procedures for the modernization of 10+ Air field Infrastructure project costing over 400 Cr, including AMCs.
- Organized various inter-services ground and air exercise with the Indian Army, Indo-Tibetan Border Police, WEU, Border Security Force and Assam Rifles.



## V V RAMA RAJU

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22 Yrs

vijaya-rama-raju-010128185

### KEY SKILLS

- Project Management
- Facility Management
- Supply Chain Management
- Vendor Management
- Operations
- Logistics
- Administration
- Human Resources Management

### EDUCATION

- B.Tech (Mech) from JNTU
- Course in Project, Facility and Vendor Management
- Course on Operations and Leadership
- Course on Disaster Management
- Course on Sports Management
- Advance Data Processing
- B.Sc (PCM), Andhra University

### IN A NUTSHELL

A result-driven professional with a career spanning 22 years in the Army and the United Nations having a proven track record of achieving excellence in Project and Facilities Management, Supply chain management and Administration. A team man with a technical background and quick learning capabilities. Looking forward to putting these skills to good use in the corporate sector for the benefit of the organization while simultaneously enhancing the career profile further

### RELEVANT EXPERIENCE

- As an executive engineer, planned and executed a runway resurfacing and extension project costing \$ 15 Million, in a time-bound manner in challenging weather conditions.
- Planned and executed 5 high-value projects costing approx. \$ 8 million, including a hospital with all facilities.
- Provided Bill of quantity validation and value engineering and carried out payments of 14 projects of more than \$ 150,000 and 168 projects of less than \$ 150,000.
- As an executive engineer, provided facility management and utility services to sensitive defence and DRDO establishments for an area of 1,800,000 Sq ft in remote as well as urban conditions that includes a military hospital.
- Maintained an operational runway, hangers, electrical, workstations, central AC plants and central heating systems and furniture for Air Force and DRDO establishments as Garrison Engineer.
- Maintained accommodation and provided utility services to several United Nations troop camps spread over South Sudan with the help of a highly trained team of 50 technicians.
- Planned, procured stocked and distributed approx. 100 MT of variety of stores by air, sea, rail and road to various places within the country by an effective end to end supply chain management in a time-bound manner.
- As Chief Logistics Officer of Army Engineer Regiment, managed Warehouse operations comprising of around 4000+ items with efficient inventory management spread over several remote locations.
- Coordinated and executed military and rescue operations which involved deliberate planning and effective utilisation of resources available
- Administered a body of 800 personnel, 70 vehicles and plant equipment in remote and challenging locations including their training, appraisals, promotions and well being.
- Shortlisted skilled manpower and trained them for foreign assignments and for key appointments.



## VEERANJALI SAWANT

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14 Yrs

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### KEY SKILLS

- Administration
- HR Management
- Training And Development
- Team Building And Resource Management
- Facility Management
- Learning And Development
- Medicine SCM
- Hospital Administration
- Force Planning
- Personnel Record Maintenance
- Vendor Management

### EDUCATION

- Fellowship in Aesthetic Dentistry from Apollo Hospital Bangalore
- BDS, Rajiv Gandhi University of Health Sciences
- Advance Implantology Course

### IN A NUTSHELL

Proven team leader and Indian Army officer with 14 years of rich experience in core areas of expertise in HR management, Hospital administration, Patient management, Procurement, supply chain management and Inventory management. Officer has been in planning and execution of training of personnel, E-Market place procurement and Event management.

### RELEVANT EXPERIENCE

- Qualified Dental Officer in the Indian Army for past 14 years.
- Led cross functional culturally diverse teams across a plethora of disastrous locations all over India.
- Planning and execution of projects, event management.
- Managed teams related to procurement challenges as per policies.
- Handled issues of accommodation, pay, leave and general health of all ranks
- Leading large teams as team leader in coordinated exercises.
- Long and distinguished service towards patient management and hospital administration
- Planning, executing and conducting training for personnel.
- Conducting training for over 200 military personnel.
- Teaching and conducting exams for medical students at ACMS Delhi.
- Organised continued education programmes, health camps and awareness camps.
- Management of hospital infrastructure.
- Experience in material resource planning and procurement.
- Managed government e-marketplace procurement.
- Auditing inventory and procurement documents, inventory records of stores.
- Management of vehicle and their fleet maintenance.



## VIJAY MOHAN SHARMA

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33 Yrs

vijay-mohan-sharma-a54718194

### KEY SKILLS

- Administration of Large establishments
- Team management
- Infrastructure development and management
- Security Management
- HRM
- Training Management
- Aviation Management

### EDUCATION

- Qualified Flying Instructor on Israeli drones
- Qualified Air Navigation Instructor
- Mission Commander & Internal Pilot for Military Drones
- Air Navigator Course
- Training Management Course
- BSc, JNU

### IN A NUTSHELL

A Strongly motivated Indian Naval Captain with 30+ years rich military experience in Aviation/ Administration looking for senior managerial assignments in Institutional Administration and Security fields. An astute professional in leading cross functional teams and multi cultured human resources.

### RELEVANT EXPERIENCE

- An effective administrator with rich experience in controlling premier Air Station at Goa having 22 air units, 300 officers and 3000 personnel.
- Conducted prestigious events like BRICS summit and Defence EXPO.
- Ensured effective discipline and codified security protocols of the Naval Base of approx. 1650 acres.
- Instituted state of the art security setup including CCTV, Intruder Alarm System and Electric Fencing for perimeter of both sea & land dimensions of 23 km.
- Maintained close liaison with State Government, Police and Legal agencies for all matters pertaining to discipline, security and welfare of station's personnel.
- Managed end to end HR functions from 2013-18 for 800 personnel including aircrew, technicians, administrative staff and labour force.
- 14 years of instructional experience including 800 hours of flying training experience & more than 3500 hrs of flying experience on 6 types of aircraft.
- Instrumental in formulating training syllabus for flying cadres for exploitation of cutting edge technology of Israeli drones.
- Expertise in deployment and successful operations of aircraft and drones from numerous military and civil airfields including islands.
- Coordinated Search and Rescue Operations and exercises with friendly foreign navies, led teams in conduct of coastal patrols and managed refits of ships as second-in-command, Commanded operational missions for Sri Lanka operations.
- Proven capability as Base Commander in managing assets > INR 50000 Cr.
- Gave huge impetus to infrastructure creation and execution of innovative works programme to enhance quality of life in working and living areas.
- Conceptualised and steered infrastructure projects towards modernization of air station.



## VINKAL PRASHAR

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11 Yrs

vinkal-prashar-52a29673

### KEY SKILLS

- Operations Management
- Security & Risk Management
- Project & Facility Management
- HRM, Training & Skill Development

### EDUCATION

- Six Sigma Green Belt, KPMG
- PGD (Operation Management)
- Certification in Intl. Business
- Certification in Supply Chain Logistics
- Certification in Health, Safety and Environment – FSAI
- Diploma in Def. Resource Mgt
- Certification in Information Security and Media Planning
- Bachelors with Psychology
- CPP (Pursuing)

### IN A NUTSHELL

A young professional with 11+ years of experience in displaying professional brilliance in cross- multifunctional domains predominantly in Operations, Facility and Security Management. Adept at project management and hands-on experience in HR activities including recruitment, performance management and grievance handling. A go getter, task oriented, early learner and highly focused individual with equal penchant for leading a team and participating as a team member.

### RELEVANT EXPERIENCE

- Headed and steered fast-paced and high-risk operations of entire facet entailing counter insurgency, threat vulnerability, risk assessment areas while maintaining exceptional standards of excellence for security programs, strategies, plans and SOPs.
- Reinforced operational strategy and developed systems and procedures to improve operational quality, daily administration, health, safety and team efficiency for team of operations managers and 1500+ employees.
- Revitalized 40% improvement in information security, protection of assets and risk mitigation and access control measures.
- Undertook data analytics for assessment and accomplishment of business continuity for Annual Winter Stocking of Leh and Nagaland region in inhospitable counter insurgency environment with 98% uptime.
- Documented, Analyzed and supervised projects like Artillery equipment Dhanush and K9 Vajra, along with L & T and Ordnance Factory , prepared SOPs on safe conduct of trials.
- Customized purchase & tender processes, effective budget management and procedures for procurement of security equipment by ensuring continued security cover/vigilance and proper maintenance of security assets through Govt E Marketing (GeM) and E\_tendering for the organisation. Saved INR 15 Lacs for Government Exchequer.
- Pioneered and completed the Zonal Security Plan comprised of 05 mid-level managers and 150 staff employees' at the most difficult terrain of High Altitude Area by keeping security protocols and creating emergency response teams.
- Instrumental in formulation and successful implementation of first ever Written Directive on Disciplinary Matters; 35% reduction in cases of breach of ethics and integrity post implementation of Directive.
- Planned and implemented training for facilities at cantonments to ensure continuity and sustainability of projects for future developments.
- Skilled over 3000 employees on specialized missions on operational training and National security.



## VINOD KHATRI

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12 Yrs

vinod-khatri-b42b502a

### KEY SKILLS

- Operations Management
- Security, Crisis and Risk Management.
- Administration, Training
- Analytical Thinking
- Performance Management
- Facility Management
- Human Resource Management
- Leadership Role

### EDUCATION

- Training Technology Course for Officers- NIETT, Kochi (2014)
- Course for Leadership and Behavioral studies, CELABS, Kochi (2010)
- B.Ed, University of Kota
- B.Sc, MDS University, Ajmer, Raj (2005)
- CPP (Pursuing)

### IN A NUTSHELL

A strategically astute and a visionary professional with a diverse service record of 12 years in Indian Navy leading cross functional teams of more than 500 personnel, honed with rich and diverse exposure in operations, HR, Security, training and general administration, actively seeking appropriate roles in Operations, Corporate Security and Administration.

### RELEVANT EXPERIENCE

- Planned and executed multiple strategic and routine operations by optimally deploying 43 afloat units comprising over 500 crew in Indian and International waters for prolonged duration in challenging, stressful & hostile environment.
- Identified, developed and implemented security procedures across the organisation to reduce risk and response to incident.
- As a safety officer onboard and ashore, implemented security procedures and protocols for men and machine and ensured with regular feedback to reduce the risk of safety infringement.
- Was part of acceptance team for foreign built 39 Fast Attack crafts, further utilisation and guarantee defect repairs followed by rebasing of these FICs to various ports on West coast.
- Planned and coordinated round the clock deployment of FAST ATTACK CRAFTS to safeguard the Naval platforms, shore establishments and strategic assets at the premier command of Indian Navy.
- Conceptualized, formulated and reviewed standard operating procedures for the organization for handling exigencies and emergencies.
- Planned and Executed movement of VVIPs and high profile National and International dignitaries on board Fast Attack Crafts under security cover.
- Carried out holistic Risk Assessments and implemented risk mitigation measures at forward locations, covering both landward as well as coastal security domains.
- Conducted and administrated key training program for more than 10,000 new recruit trainees during ab-initio training to improve their knowledge and skills in line with the organizational requirements.
- As an Executive Officer and Divisional Officer during various afloat and ashore appointments was responsible for the complete management of junior officers and sailors. The responsibility included training of personnel, performance appraisal, promotions, nomination for departmental courses, career progression courses, relief planning, monitoring and handling stress management.
- As instructor formulated training plan in academics and outdoor activities for 1200 under trainees at ab-initio level resulting in increased over all performance.
- Undertook effective administration of the crew at sea and at harbour, with special attention to morale and esprit de corps to maintain at the peak during forward deployment at Indian Maritime Boundary Lane in conflict situation .



## VISHAL SHARMA

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23 Yrs

vishal-sharma-49324a105

### KEY SKILLS

- Strategic planning & Operations Management
- Leadership Management & Critical Resource Management
- Security Management, Change Management & HRD
- Hospitality and Project Mgt

### EDUCATION

- Lean Six Sigma Green Belt, KPMG
- Certification on Industrial Security from NISA Hyderabad.
- MBA (International Business) from ICFAI Sikkim university.
- Management Course from Institute of Management Science and Productivity Research Delhi
- Masters in Weapon Technology Pune University
- Certification on surveillance radars from BEL, Bangalore.
- Corporate Education: crompton greaves & Maurya Sheraton
- Bachelor in Art

### IN A NUTSHELL

A keen and just learner with strong analytical and communication skills, Matchless leadership ability to generate efficient & winning cohesiveness, Proficient in generating/maintaining deep rooted relationship with all stakeholders. Adept in resolving complex issues

### RELEVANT EXPERIENCE

- As Principal advisor to the head of establishment, , conceptualized, strategized and executed Operations majority of Gujrat and Rajasthan. Ensured 96 % Functional preparedness and operational efficiency of approx. 3000 personnel and moveable assets worth 1500 CR.
- As Chief Advisor to the head of establishment, conceptualized, formulated strategy and executed Operations in nearly entire Punjab and most of Rajasthan. Ensured 97% functional preparedness of approx. 2000 strength and moveable assets worth 1000 CR.
- Led tactical operations in 8000 SqKm area with multiple task oriented teams .
- Participated in Indo-China flag meetings at Bumla. As part of the core team, strategized handling of Chinese incursions and improvement in relations..
- As head of the outfit, leadership quotient was appreciated by the organization by awarding the outfit, the best raised and commanded in the entire sector under most trying conditions.
- Security Head of one of the most strategically important National assets under International surveillance. Coordinated with government agencies, Intelligences agencies of State/Centre, Civil population, Labor . Carried out security/Safety audits.
- Coordinated and conducted internal security operations for state of Tripura , part of J and K , and Arunachal Pradesh.
- Headed security team of 120 personnel for state & central elections in Agartala.
- Counter Insurgency operations in Tripura. Interaction with state intelligence and police force on regular basis.
- Military representative in State Disaster management team.
- As General Manager of hospitality/ facilities optimally utilized the rich training experience of Maurya Sheraton Hotel and Towers New Delhi, in efficiently operating hospitality institutes including recreation clubs/Transit facilities/sports facilities.
- Handled high profile national/International delegations during tenure in College of Defense Management, Secunderabad.
- Coordinated and executed security infrastructure development program worth INR 160 Cr in a record time frame of thirteen months, thereby achieving 35% time reduction and 25% cost reduction .
- Planned/Monitored & execution of various exhibitions, Equipment Displays , operational exercises.



## VISHWAJEET KUMAR

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26 Yrs

vishwajeet-kumar-81775a194

### KEY SKILLS

- Change and Process Mgt
- Continuous Improvement by Optimizing Process and Product Quality
- Exceptional Interpersonal and Leadership Skills
- Inclusive Leadership with Personal Involvement
- Communication Skills
- Quick Learning and Adaptable

### EDUCATION

- Lean Six Sigma Green Belt, KPMG, 2019
- M Tech (Guided Missiles), Defence Institute of Advanced Technology, Pune (2008)
- Advanced Technology Course for Specialization in Radars and Control System (2002)
- B Tech (Electronics), JNU (2000)

### IN A NUTSHELL

Dynamic, self-driven & result oriented professional with over twenty-six years of diversified leadership experience in elevating operational efficiency & team competence. Distinguished, consistent & acclaimed track record of achieving unparalleled results.

### RELEVANT EXPERIENCE

- Trained and organised a team of personnel and carried out repair and maintenance of Agni Missile System.
- 25 Technical projects executed in past four years with a budget of INR 400 million.
- 30% yearly target improved for upgradation and Base overhaul of Weapon system by process changes.
- INR 500 Million savings by establishing forward equipment overhaul facility.
- 10 qualitative product improvements in Weapon system and Guns during Base overhaul.
- Spearheaded operations of one of the largest Maintenance Repair Overhaul Unit of Army.
- 150 direct reporting of total 900 employees managed for operations as separate task-oriented teams.
- Capacious movement of 15000 personnel and 1500 equipment coordinated over 1200 Km.
- Maintenance of composite range of 1500 equipment of Army units deployed in 300 Sq Kms.
- INR 60 million annual turnover of retail operations managed.
- INR 50 billion of military hardware and inventory kept in operational readiness.
- INR 220 million large scale Maintenance, Repair and Overhaul planned and executed.
- 13% reduction in inventory holdings and 10% reduction in down time by improved SCM.
- INR 100 million yearly savings achieved by adoption of e-procurement.
- 30% reduction in project processing time achieved by adopting online departmental MIS.
- Pan India vendor management to execute projects from inception to implementation.
- INR 3 billion assorted yearly grants expenditure and control for procedural scrutiny.
- 12 independent government agencies and regulatory bodies coordinated and liaised.
- Streamlined planning, research and data analysis for trend mapping and forecasting.
- Adopted best practice strategy by achieving synergy of resources.



## GAUTHAM YB REDDY

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20 Yrs

gauthamybreddy

### KEY SKILLS

- Training & Development
- Team Building and Resource Management
- Operations Management
- Procurement & Contracts
- Process Management
- Facilities & Event Management

### EDUCATION

- B.Sc, JNU
- B.Tech, JNU
- M.Tech (Systems and Controls), IIT Bombay
- PGDM, JBIMS, Mumbai University
- Lean Six Sigma Green Belt, KPMG
- Lab Quality Management, Internal Audit & Uncertainty in Measurement in line with ISO/IEC 17025:2005, Defence Institute of Quality Assurance
- Software Quality Assurance Course, Defence Institute of Quality Assurance

### IN A NUTSHELL

Professional with 20 years of qualitative experience in the field of Training and Personnel Development in addition to versatile experience in Leadership, Operations, Project, Process and Procurement Planning Management. A go getter with passion for knowledge, research, excellent interpersonal skills and proven track record for analytical reasoning, problem solving and synergizing team efforts.

### RELEVANT EXPERIENCE

- As a chief instructor of electrical technology school, trained, taught, groomed and mentored Indian Navy & Foreign Defence Forces Officers and Sailors (Approximately 2000) at Electrical Training Establishment of the Indian Navy for three years. Was adjudged most promising & best instructor in Jan and Aug 2010 and was commended by the Commander-in-Chief, Southern Naval Command for utmost dedication, commitment and professional competence at training establishment in Dec 2009.
- As senior staff officer of Training design and evaluation cell, restructured training pattern and revamped entire syllabi of trainees (Indian and Foreign) across various streams based on pan Navy feedback collated over six years.
- As head of Electrical Department onboard frontline warships, ensured predictive, operative & preventive maintenance and optimal operational availability of state of the art, complex electrical, electronic, automatic fire fighting system, communication and navigational equipment worth INR. 8000 crores through innovative maintenance procedures and consolidated check off lists. Commended by the Commander-in-Chief, Western Naval Command for innovation and professional competence onboard frontline warship in Dec 2012.
- Coordinated with various DPSUs/ OEMs like BEL (Bangalore), BEL (Ghaziabad), Fincantieri, Thales, Gabler, Atlas Elektronik, Sagem, Keltron, Symtronics and various repair agencies for installation/ repairs and post refit trials of mission critical equipment.
- Project Management for Development of:-
- State of art software-based Combat Management Systems (CMS) in adherence to SDLC/IEEE 12207. CMS being one of the biggest projects in Asia with involvement of multiple stakeholders.
- Ships Data Network System for newly inducted frontline warships
- Link II and Link II MoD III systems pan Navy
- As Joint Director, formulated standardised technical specifications, RFQs/ RFPs and contracts provided contractual, administrative & process support to DPSUs and more than 20 small and medium size companies to contract procurement worth Rs. 2,000 crores.



# PLACEMENT PROCEDURE



1

## APPLICATIONS & SHORTLISTS

Companies are requested to provide job descriptions on available openings. Companies are encouraged to visit the campus for the placement process which includes pre-placement talks and interviews (described in the adjacent column).

In response to job descriptions floated by companies, interested candidates would apply through the PLACOM. Detailed resume submitted by candidates will be provided to the companies.

On the basis of candidate's application, companies are required to send details of shortlisted candidates to the PLACOM at least a week prior to their placement interviews.

2

## PLACEMENT INTERVIEWS

A specific placement period is planned from 12 to 19 Feb 2019 wherein interviews can be planned on all days. Over and above this period, candidates will be available for interviews commencing 10 December 19 over weekends/mutually convenient time.

Companies desirous of having pre-placement talks are requested to indicate their convenience to the PLACOM to arrange a specific time slot. Interviewing rooms shall be provided.

In addition, accommodation for the recruiting team could be provided within the campus, subject to availability.

Candidates are responsible for finalising offer details including, but not limited to salary, location, perks and title directly with recruiters.





## CONTACT DETAILS



PLACEMENT COMMITTEE EMAIL ID :  
**ccbmdoplacom@iimidr.ac.in**

**Prasad Sharad Mahajan**  
**(Secretary)**  
**7726860001**

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**Seema Sharma**  
**8090145991**

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**Gaurav Chamoli**  
**7051088688**

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**Prabhakar Bhatt**  
**8016003999**

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**Gautham Kundapur**  
**8332043975**

3

## OFFERS & ACCEPTANCE

The companies can make an offer to the candidates after their final interview. In order to streamline the process, companies are requested to communicate the following details to the PLACOM via email (copied to the candidate):-

- Indication that an offer has been made to a candidate.
- Confirmation of acceptance or rejection of an offer by a candidate.

Companies shall be kept informed of any subsequent amendments or changes to these procedures, if any. The contact email and mobile numbers of the PLACOM members are mentioned.

# ALUMNI SPEAK



**SEBY THOMAS**

Business Systems Consultant  
Wells Fargo EGS India  
CCBMDO-15

The Certificate Course in Business Management is a perfect place to begin your military to corporate transition. At a personal level, it serves as a moment to learn, unlearn and relearn as well as to take the time out to find yourself and the path ahead. At a professional level, it helps you focus, familiarise yourself with the corporate nuances, network and identify the domains and roles in which you see yourself in the years to come. Unlike the other courses that military personnel go through, this is a programme that leads you to a crossroads where you must decide and choose. The power to dream and get the wings to fly is in your hand. Best of luck!



**GARIMA MISHRA**

Senior Manager  
Diageo  
CCBMDO-14

Business Management Course offered by IIM Indore is specially designed for defence officers. Not only does it prepare veterans for a smooth transition from Battlefield-to-Boardroom, but also provides a determined and unique pool of talent for the corporate world. Personally, I feel this course has given me the platform to enter and excel in civvy streets. I wish all the success to the participants of CCBMDO-16 for all their future endeavours.



**ASHISH SINHA**

Operation Specialist  
Goldman Sachs  
CCBMDO-14

The CCBMDO program sets the stage just very right! Today's business demands accuracy and precision with an amalgamation of knowledge from all the business domains. The CCBMDO course has canvassed my capabilities to be ready for the modern day corporate, because it's really challenging out there. Personally, I would accredit my achievements to the learnings from this course and wish all the participants from the CCBMDO 16, a very best in their future endeavours.



**MANEESH V JOSHI**

General Manager,  
Dr B V Rao Institute of  
Poultry Management and Technology,  
Venkateshwara Group  
CCBMDO-14

The CCBMDO program of IIM Indore perfectly primes soon-to-be military veterans for the equally exacting world of business. An excellent faculty, superb infrastructure and salubrious environs make for an eclectic experience.

# PAST RECRUITER

Since inception about **750** officers have undergone the CCBMDO and are rendering yeoman service to the nation, through their continued contribution to the corporate world.





सिद्धिमूलं प्रबन्धनम्  
भा. प्र. सं. इन्दौर  
IIM INDORE

**Certificate Course in Business Management for Defence Officers (CCBMDO)**  
**Indian Institute of Management Indore, Prabandh Shikhar, Rau-Pithampur Road,**  
**Indore - 453556, Madhya Pradesh India**

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