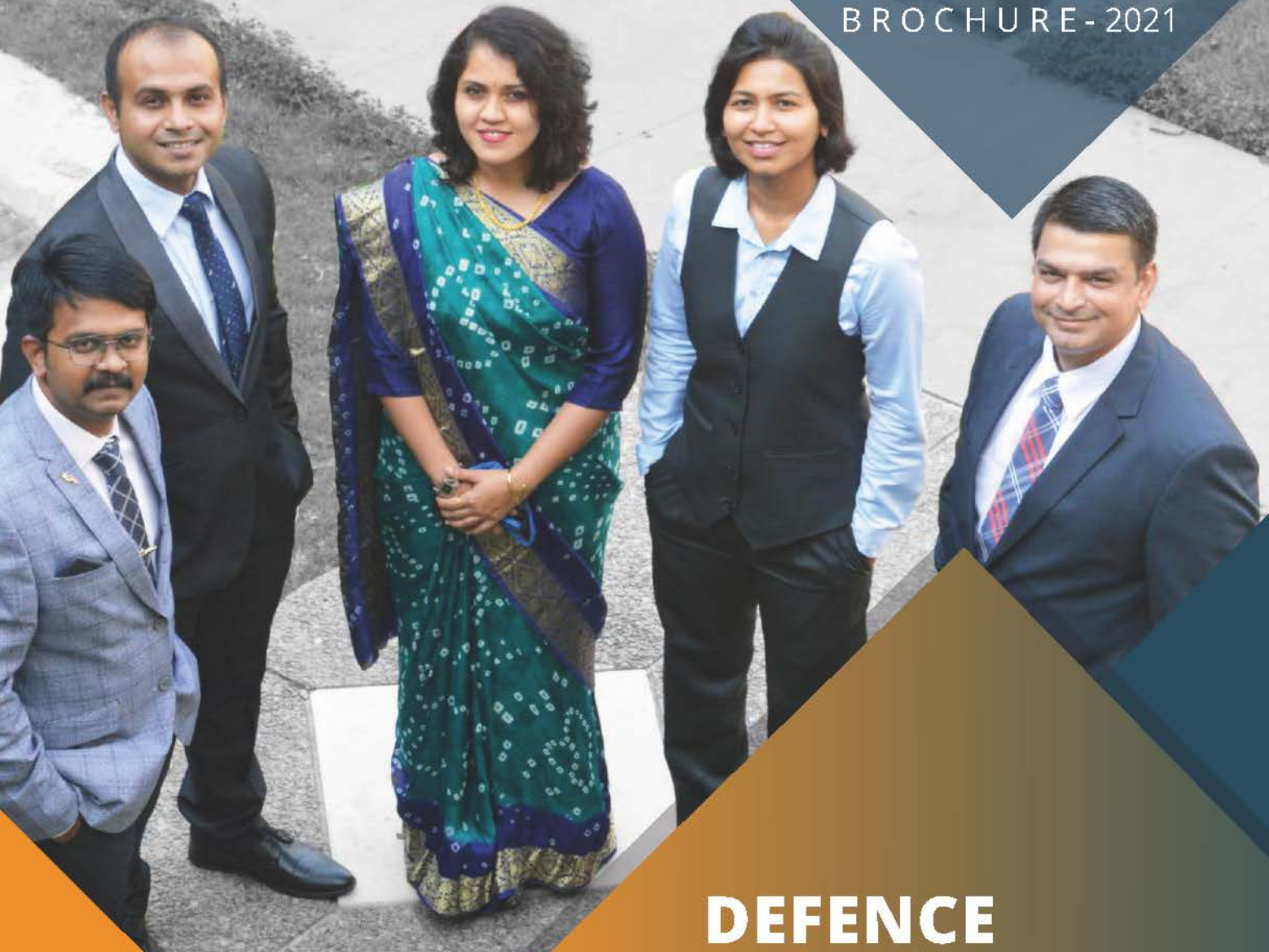


# PROFILE

BROCHURE - 2021



## DEFENCE GENERAL MANAGEMENT PROGRAMME-22 2021



# IIML

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# WE'RE IIM LUCKNOW

## HISTORY

Indian Institute of Management, Lucknow (IIML) is one of the premier business schools in India. From the sprawling 185 acres campus, the Institute offers world class education in major areas of management and provides an ambience for genuine intellectual pursuit, excitement and professional growth.

The Institute's carefully designed and high impact Management Development Programmes train business leaders, senior executives, and practicing managers from various sectors of the economy in all disciplines of management education and thought. The Institute provides cooperation and support to Industry and the Government through its large number of prestigious Consulting Assignments and Research Projects.

The Institute has an internationally acclaimed Postgraduate Programme in Management, Agribusiness Management & Fellow Programme in Management known for its quality, rigour and global orientation.



## MISSION

The mission of IIM Lucknow is to improve management systems with regard to business, industry and public services through pursuit of excellence in management education, research, consultancy and training.

## VISION

To be a pre-eminent centre of excellence, generating and imparting knowledge in management and providing socially conscious and globally relevant thought leadership.



# ABOUT DGMP

This is a six month General Management Programme (GMP), which is a combined initiative by Indian Institute of Management, Lucknow (IIML) and Directorate General Resettlement, Ministry of Defence, for the Defence Officers, post-retirement from the forces.

The Indian Armed Forces represent a large group of well-groomed and highly motivated people who are accustomed to working in a system that expects them to set high individual standards and high achievement targets. Officers from the armed forces are known to be self-reliant, innovative, resourceful, highly adaptable and are endowed with courage, motivation, selflessness and honesty. They lead and inspire people working under them to perform extraordinary tasks in challenging situations and under testing circumstances.

The indomitable spirit and motivation from within, of setting examples of highest standards of discipline, professionalism and service to the nation signifies the extraordinary psychological framework of officers of the Indian Armed Forces. The rock-solid principles of discipline, time management, nationalism and patriotism are ingrained in them as a culture in their lives. After serving the forces, these officers need to re-orient their skills and prepare for a second career, for which this DGMP course is designed.

## OBJECTIVES OF THE PROGRAMME



Enhancing the professional competence of participants in different areas of Management.



Developing a general management perspective from the standpoint of a total enterprise.



Developing a global mindset to foster a comprehensive understanding of private sector working.



Developing appropriate attitudes to enable participants to transit into a second career and be effectively absorbed in the corporate world.





# MESSAGE FROM DIRECTOR

**PROF. ARCHANA SHUKLA**

*It gives me immense pleasure to introduce to you, the 22nd batch of Defence General Management Programme, which is a six month residential course in Business Management for officers of the armed forces at IIM, Lucknow. The programme is designed to facilitate the smooth transition of these experienced and talented leaders from the uniformed services to mid and senior level positions in the corporate world.*

*The Officers of the Indian Armed Forces are a large group of highly committed professionals with significant experience of working in challenging environments, performing extraordinary tasks under impossible situations, delivering excellent results. Add to these the backbone of discipline, focus, perseverance, resourcefulness, adaptability and courage, and we have a group of highly talented individuals of immense worth in the corporate world.*

*Today's business environment is characterised by a newfound dynamism, coupled with the need for inclusive growth, greater social responsibility and ethical resurgence. The participants of the 22nd Defence General Management Programme are the very epitome of the values that such an approach to business calls for.*

*The 22nd DGMP participants represent an enviable talent pool and bring to the table, competencies that are at a premium in today's business world. All of them have leadership experience in cutting-edge technology eco-systems in their respective professional domains as well as the soft skills to address the social and human dimensions of business.*

*It is my hope that their prospective employers will find in them a source of competitive advantage. My best wishes to the DGMP - 22.*





# MESSAGE FROM PROGRAMME DIRECTOR

**PROF NISHANT UPPAL**

*Dear Recruiter,*

*COVID-19 has challenged and stretched all walks of life. Individuals with high perseverance, steadfastness and endurance are in need for sustenance as never before. It gives me immense pleasure to introduce the 22nd batch of officers from the armed forces undergoing the Defence General Management Programme (DGMP) at IIM, Lucknow which is equipped with all qualities needed in current times. With their outstanding service records, these officers bring on board exceptional qualities of leadership, determination, dedication and loyalty to an organisation.*

*Further, IIML with DGMP augment their laurels in contemporary management practices and provide the officers with the conceptual and analytical tools to be effective managers in present and emerging business environments. The curriculum builds on the expertise of the participants in Operations, Supply Chain Management, Human Resource Management, Communications, Strategy, Infrastructure Management, Project Management and Organisation Behaviour. The curriculum also lays emphasis on key areas such as Marketing, Finance, Business Law, Statistics, Economics, Entrepreneurship, Food and Agriculture Business, Financial Decision-Making, Healthcare Management, Managerial Computing and Information Systems to enable the participants in seamless transition into the business setup.*

*The institute, partners in the change process by arming these select DGMP participants, with the knowledge and skills required to adapt to a corporate life style, through this intense, six-month residential programme. The true value of these participants lies in their immense experience in the armed forces that has developed in them, the attributes much needed in the organisations which are designed to deliver results.*

*With amalgam of skills, temperament and experience, they will be an invaluable asset to any organisation they join and the corporate community will benefit immensely by utilising their skills, abilities and commitment. They seem to be ready to infuse similar synergy, professionalism and passion to your organisation and steer it towards achieving its goals and missions.*



# MESSAGE FROM PROGRAMME DIRECTOR

## DR. SOMDEEP CHATTERJEE

*Dear Recruiter,*

*It gives me immense pleasure to introduce to you, for potential recruitment the 22nd batch of The General Management Programme for Defence Officers from the Indian Institute of Management, Lucknow (IIM L). At the IIM L in general, and through this Programme in particular, we have made every effort to ensure a seamless transition for the participants from their military background to formal corporate readiness by engaging them in the most rigorous of management curricula within the scope of the program, keeping in line with the ethos of the excellent management education that IIM L stands for. Within the program, we have invested in the best possible academic and practical resources and trained them to adhere to the finest ethical practices in the industry.*

*The General Management Programme course has been specifically designed to challenge the participants to think beyond the textbook content or case materials and promote introspection into the highest levels of management problems and carefully curate ideal solutions to those. The course is challenging and mimics the standard theoretical and practical rigour that Programmes of IIM L are famous for. We have ensured that the best of our faculty members deliver the modules and present the most industry relevant content and case studies to prepare the participants to take on demanding leadership roles.*

*The curriculum of this Programme includes modules on Management Accounting, Behaviour in Organisations, Managerial Economics, Marketing, Information Technology Basics, Legal Aspects, Designing Work Organisations, Financial Management, Business Communication, Operation Management, HRM, Strategic Management, Business Environment etc. The programme is tailor made to enable the participants in developing the required managerial skills before they are ready to take on industry roles. The course ensures that these outstanding military officers upskill their managerial abilities to a level that allows them to explore alternate career paths after completing this program and I am upbeat and confident that each of these participants would be ready to take on challenges that a manager is expected to handle and would be well equipped for a corporate career as a management professional, irrespective of the industry specialisation.*

*For this current batch, the programme had been even more challenging due to the ongoing pandemic and much of the content had to be delivered online. Despite these inherent challenges, IIM L ensured that there is no compromise on the quality of delivery and pedagogy which made the task of keeping up with the pace and rigour of the course even more difficult for the participants. As a result, this batch of officers are ready to face any challenge that their industry roles may have to offer and their incredible handling of the pressure scenario in an academic environment holds them in good stead to deal with the pressures of service in the industry as leading management professionals.*



# FACULTY SPEAK



**DR. PRADEEP KUMAR**

CHAIRPERSON, INFORMATION TECHNOLOGY & SYSTEMS

I have taught almost all batches of DGMP participants. I have found them most disciplined, hardworking and enthusiastic to learn new technology and concepts. I appreciate these officers' assistance to their colleagues in understanding and grasping new subjects. I am sure they are and will be an asset for the organisation, as they have already proven for the nation. I wish them all the best for their new careers.



**PROF. KAUSTAV BANERJEE**

DECISION SCIENCES

I have always enjoyed teaching the DGMP course, particularly because the officers never hesitate to ask questions. This single aspect separates them from other students that I have taught at IIM, Lucknow. Only those individuals who have queries in their minds and never shy away from placing them in front of authorities, can save this country. Personally, I am impressed to see their sincerity, integrity and eagerness to learn. Therefore, I do believe that officers of DGMP would be an asset to the corporate world in general and to any organisation in particular.



**PROF. MRITYUNJAY K TIWARY**

FINANCE & ACCOUNTING

I teach a variety of Programmes at IIM, Lucknow. But I must say, the DGMP Programme is the most special batch to me. The participants are a complete delight to interact with. The amount of diverse and unique experience they bring to the classroom discussions, their eagerness to learn, their inquisitive questions, their ability and motivation to put-in extra effort, impeccable interpersonal skills, polished etiquettes, and a high degree of professionalism are just some of the special qualities that they demonstrate on a regular basis. I have no doubts that they are going to be invaluable assets not only to any organisation they join, but to our society as a whole.



# ALUMNI SPEAK



**LT CDR SANDEEP SINGH SAINI (RETD.), DGMP - 17**  
ASST DIRECTOR (AVIATION), MHA

I am delighted that the twenty-second batch of officers from the Armed Forces are undergoing the six-month, full-time residential General Management Programme at IIM, Lucknow. Few talented, motivated, and experienced leaders from the services get an opportunity for a smooth transition from military to corporate under the guidance of premier tier one institutes like IIMs. There are social and cultural changes to be negotiated and the officers get the opportunity to learn new skill sets to prepare for the new innings.

Officers learn Management Accounting, Financial Management, Operations Management, Negotiation skills, HRM, Legal aspects, etc. in this fast-paced and rigorous course to understand corporate and market scenarios. This course will provide refinement for officers and prepare them for opportunities in the corporate world. I request the recruiters to look into this pool full of talent by providing opportunities to the right person.



**SQN LDR SHIVUM UPPAL (RETD.), DGMP - 21**  
PRINCIPAL ANALYST - BUSINESS ANALYSIS, FIS

For me, it all started in the first week of January, when I entered the gates of IIM, Lucknow to begin a new learning journey with a bunch of new friends and mentors. To be honest, when I attended my first class the next morning I was surprised with the overwhelming welcome by the directors and IIM staff. It was wonderful to see new faces and all 60 seats filled up by fellow officers from sister services. Nevertheless, along with studies, I enjoyed every single moment of other branches of this tree that it offered, like, cultural programmes, meal talks with PGP students, evening sports regime, and late-night library get-togethers!!

This was definitely something that few lucky ones get to witness in their lifetime i.e., having an opportunity to be a part of one of the most prestigious B-schools of India. IIM not only gave me the acumen of the business world but also an overall persona for a higher horizon waiting for us out there.

As an ex DGMP-21 student, I congratulate the new batch with only one advice, that, enjoy the time and make it a good blend of studies, networking and building an overall persona for the new innings that awaits you in times to come.

Cheers, have a great and unforgettable time



**WG CDR PANKAJ SAXENA (RETD.), DGMP - 21**  
SENIOR ADVISOR (CYBER & STRATEGIC RISK), DELOITTE

The transition from Operations Room to Board Room is not only a daunting task but also very challenging and filled with muddle. This tailor made, Six Month intensive programme for defence officers under transition was instrumental in keeping us abreast with the distinctions and change management required for the Corporate world.

The ocean of knowledge and plethora of experience from various industry leaders and IIM professors ensured for us, a stout candidature towards smoothening our transition to the corporate world.

With great nostalgia, I wish all participants of DGMP - 22 batch, suitable industry positions and great success ahead.

# PLACEMENT PROCEDURE

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*The placement committee will be coordinating all activities associated with the placement process. For administrative convenience, each company shall be assigned a member from the committee for further coordination. Companies are welcome to communicate with the assigned member on any issue beyond those listed below:*



## CONTACT DETAILS PLACEMENT CELL

**TARIQ RASHEED**  
**8968569118**

**BHARGAV S GORTI**  
**92466 76304**

**SHUBHAM MISHRA**  
**8800687402**

**HEMANTH SUDEV**  
**7042827340**

**HEMANTH KUMAR**  
**8437272500**

**SUCHETANA**  
**9682568454**

**ANGELO BOSCO DAS**  
**8670746087**

**EMAIL US ON -**  
**dgmp\_placement@iiml.ac.in**  
**dgmp22\_iiml@gmail.com**

## APPLICATION AND SHORTLISTING

Interested Company HRs are requested to provide detailed job description on available openings.

Respective HR teams are encouraged to visit the campus / meet online, in view of COVID situation, for the placement process, which includes pre-placement talks and interviews.

In response to job description floated, interested candidates would apply through placement committee.

Detailed CVs of the candidates will be compiled & forwarded to the HR team.

With due consideration of CVs submitted, it is requested to forward the names of the shortlisted candidates to placement committee at least a week prior to interview dates so as to have coordination for further process.

## PLACEMENT INTERVIEWS

Companies desiring to have pre-placement talks are requested to indicate their convenience to the placement committee to arrange a specific time slot.

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

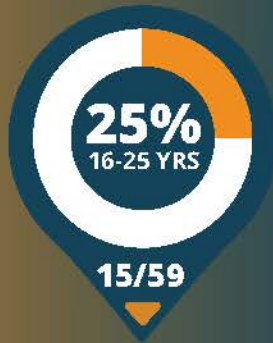
Candidates are responsible for finalising offer details with respect to salary, location, perks and title directly with recruiters in a time bound manner.

After short listing of CVs, in case the recruiting team is unable to visit the campus due to the prevailing COVID situation, online interviews may be scheduled.

The selected officers would be expected to close the negotiation process with the company within one week of interview.

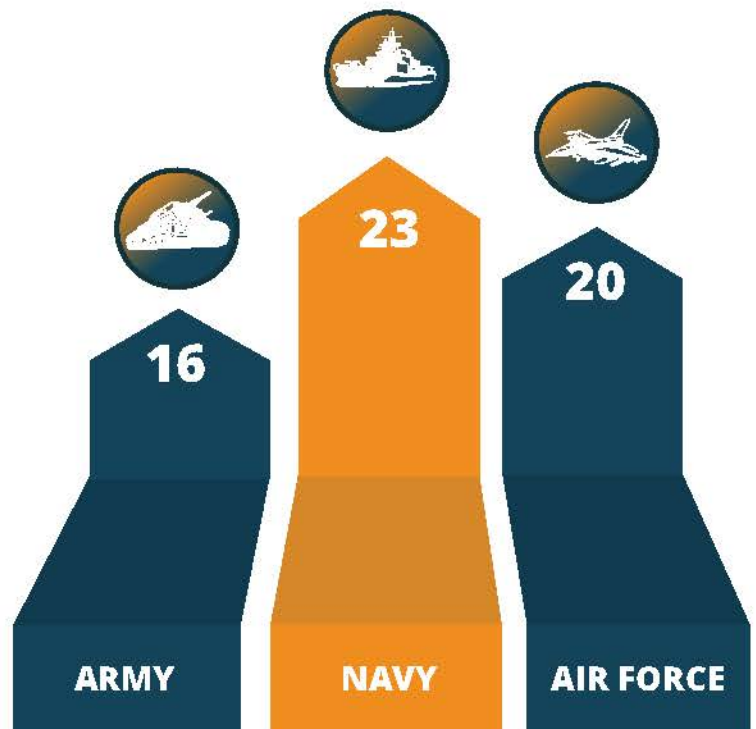


## YEARS OF EXPERIENCE



# BATCH STATISTICS

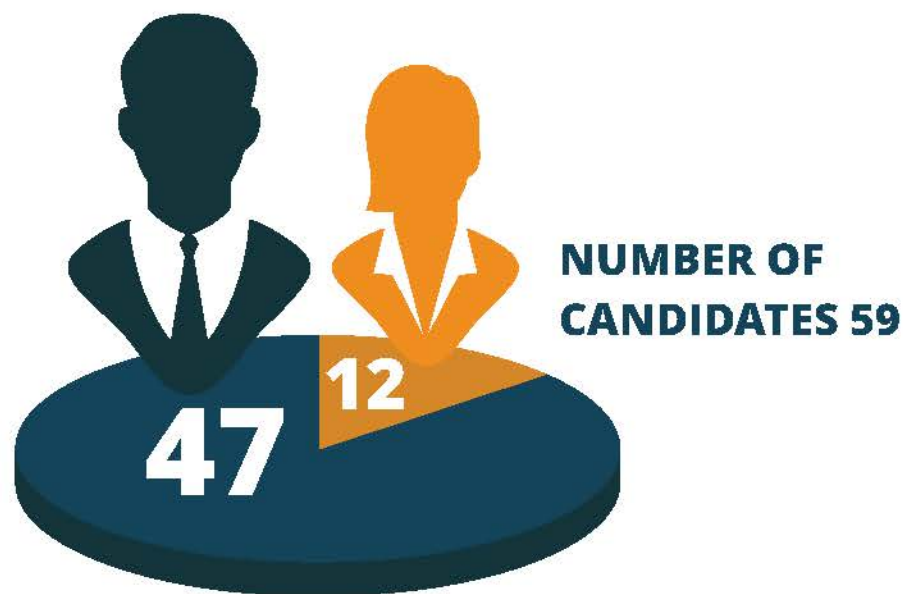
## SERVICE BACKGROUND



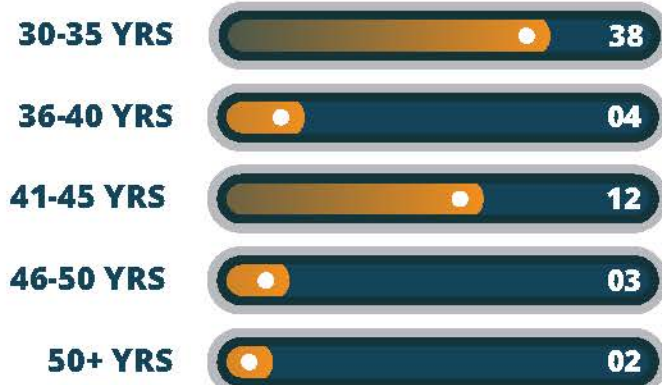




## GENDER



## AGE CATEGORISATION



# FUNCTIONAL PREFERENCES

SL NO	RANK	FULL NAME	TOTAL EXPERIENCE	AGE	SERVICE	OPERATIONS	HRM	ADMINISTRATION	FACILITY MANAGEMENT	PROJECT MANAGEMENT	MARKETING	SCM	QUALITY ASSURANCE	DATA ANALYTICS	CONSULTANCY	ACADEMIA/TRAINING	SECURITY MANAGEMENT	STRATEGIC MANAGEMENT	LEGAL CONSULTING	PUBLIC RELATIONS	HOSPITAL MANAGEMENT
01	CDR	DHARMVEER THAKUR	25	44	NAVY																
02	COL	ASHISH PUNDIR	23	44	ARMY																
03	SQN LDR	PRAVEEN KUMAR	10	32	AIR FORCE																
04	MAJ	VIVEK ANAND	11	33	ARMY																
05	LT CDR	G SANKRANAND REDDY	10	34	NAVY																
06	SQN LDR	PRIYANKA KARWASRA	12	32	AIR FORCE																
07	LT CDR	POOJA SHARMA	10	32	NAVY																
08	LT CDR	NIATI	10	31	NAVY																
09	CDR	ANURAG MITTAL	20	42	NAVY																
10	LT COL	RAHUL GHANGES	20	41	ARMY																
11	MAJ	SUNNY MUNBIR	10	33	ARMY																
12	SQN LDR	ANGELO BOSCO DAS	10	31	AIR FORCE																
13	LT CDR	SUMIT KOUL	12	33	NAVY																
14	LT CDR	PRIYA JEYAKUMAR	12	33	NAVY																
15	WG CDR	HK SHARMA	35	56	AIR FORCE																
16	CDR	BHARGAV S GORTI	20	42	NAVY																
17	LT CDR	RAVI S HEGDE	11	34	NAVY																
18	LT COL	SURINDER KUMAR	21	44	ARMY																
19	MAJ	HEMANTH KUMAR	11	34	ARMY																
20	SQN LDR	SHUBHAM MISHRA	11	33	AIR FORCE																
21	MAJ	POOJA SINGH	14	39	ARMY																
22	SQN LDR	RAVINDRA BATHULA	10	31	AIR FORCE																
23	CDR	V SIDDARTH	14	35	NAVY																
24	SQN LDR	HEMANTH SUDEV	10	33	AIR FORCE																
25	LT COL	TARIQ ISLAM	21	44	ARMY																
26	MAJ	P ROSHNIRAMA	11	33	ARMY																
27	SQN LDR	TUSHAR GUPTA	10	31	AIR FORCE																
28	SQN LDR	RESHU CHAUDHARY	11	33	AIR FORCE																
29	COL	CHIRAYU MOTIAL, SM	23	46	ARMY																
30	MAJ	SUCHETANA	10	32	ARMY																



# FUNCTIONAL PREFERENCES

SL NO	RANK	FULL NAME	TOTAL EXPERIENCE	AGE	SERVICE	OPERATIONS	HRM	ADMINISTRATION	FACILITY MANAGEMENT	PROJECT MANAGEMENT	MARKETING	SCM	QUALITY ASSURANCE	DATA ANALYTICS	CONSULTANCY	ACADEMIA/TRAINING	SECURITY MANAGEMENT	STRATEGIC MANAGEMENT	LEGAL CONSULTING	PUBLIC RELATIONS	HOSPITAL MANAGEMENT
31	LT CDR	VINAY SHIVARAM	14	35	NAVY	◆				◆				◆				◆			
32	GP CAPT	Dr. SANJAY KUMAR SRIVASTAV	32	56	AIR FORCE	◆	◆	◆		◆					◆	◆	◆	◆			
33	LT CDR	MUNISH BANSAL	12	35	NAVY	◆	◆	◆		◆	◆	◆	◆		◆		◆	◆		◆	◆
34	SQN LDR	PRASHANT KADAM	10	32	AIR FORCE	◆		◆	◆	◆		◆	◆	◆	◆	◆		◆		◆	◆
35	SQN LDR	NS BISHT	10	32	AIR FORCE	◆	◆	◆	◆	◆	◆	◆	◆		◆	◆	◆	◆		◆	
36	LT CDR	ABHINAV BHARDWAJ	10	30	NAVY	◆	◆	◆		◆	◆	◆	◆		◆	◆		◆		◆	
37	CDR	SHASHANK DUBEY	22.5	44	NAVY	◆				◆				◆							
38	LT CDR	RAHUL KUSHWAH	12	34	NAVY	◆	◆	◆	◆	◆	◆	◆	◆				◆	◆			◆
39	LT CDR	VIJAYAN	13	34	NAVY	◆	◆	◆	◆	◆	◆	◆	◆			◆	◆			◆	
40	MAJ	RISHABH AGNIHOTRI	10	33	ARMY	◆	◆	◆	◆	◆	◆	◆		◆	◆			◆		◆	
41	SQN LDR	MANJU KUMARI	10	33	AIR FORCE	◆	◆	◆	◆		◆	◆	◆		◆	◆	◆			◆	◆
42	WG CDR	UNNI KRISHNAN	21	44	AIR FORCE	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆		◆			
43	GP CAPT	PARAMVIR BAKSHI	32.5	54	AIR FORCE	◆	◆	◆		◆		◆			◆	◆	◆	◆		◆	◆
44	LT CDR	AKANKSHA DEVRANI	11	33	NAVY	◆	◆	◆	◆	◆	◆				◆	◆	◆	◆		◆	◆
45	COL	TARIQ RASHEED	21	44	ARMY	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆		◆	◆
46	MAJ	ANAND PATHARKAR, SM	10	32	ARMY	◆	◆	◆		◆	◆			◆			◆	◆		◆	◆
47	WG CDR	DIGVIJAY SINGH	20	41	AIR FORCE	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆		◆		◆	◆
48	SQN LDR	MANURICHA CHAUHAN	10	32	AIR FORCE	◆	◆	◆	◆	◆								◆	◆	◆	◆
49	LT CDR	MANISH KATELA	10	32	NAVY	◆		◆		◆		◆									
50	LT CDR	ABHIJEET SARKAR	11	35	NAVY	◆	◆	◆		◆		◆	◆	◆	◆	◆		◆			
51	SQN LDR	ISHAN GULATI	10	30	AIR FORCE	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆		◆	◆			◆
52	LT CDR	PALASH RANJAN DAS	12	34	NAVY	◆	◆	◆	◆	◆	◆	◆	◆				◆	◆		◆	
53	SQN LDR	RASHMI KHATRI	10	33	AIR FORCE	◆	◆	◆	◆	◆	◆	◆	◆			◆	◆			◆	
54	WG CDR	SURESH CHANDRA SAHU	15	40	AIR FORCE	◆	◆	◆	◆	◆	◆	◆	◆		◆	◆	◆	◆		◆	◆
55	MAJ	ROHIT BADYAL	10	32	ARMY	◆		◆	◆	◆	◆	◆	◆	◆	◆	◆	◆	◆		◆	◆
56	COL	ASHISH MATHUR	22	45	ARMY	◆				◆			◆	◆	◆			◆			
57	LT CDR	SHAILESH	10	31	NAVY	◆	◆	◆	◆	◆	◆	◆	◆					◆		◆	◆
58	CDR	SURENDRA SHARMA	20	41	NAVY	◆	◆			◆	◆	◆		◆	◆	◆		◆			
59	CDR	VIDYESH UNDIRI	21	44	NAVY	◆		◆	◆	◆					◆	◆	◆	◆		◆	



# INDUSTRIAL PREFERENCE

SL NO	RANK	FULL NAME	TOTAL EXPERIENCE	AGE	SERVICE	COMMUNICATIONS/ TELECOM	IT	CYBER SECURITY	AEROSPACE/AVIATION	FINANCE	INFRA	CBRNE	SHIP BUILDING/PORT MANAGEMENT	FMCG	HOSPITALITY	AGRO	R&D	DATA SCIENCE	OTHERS	AUTOMOBILE	MARKET RESEARCH	DEFENCE SECTOR	E COMMERCE	ENERGY SECTOR
01	CDR	DHARMVEER THAKUR	25	44	NAVY		◊				◊		◊	◊	◊		◊	◊	◊	◊	◊	◊	◊	◊
02	COL	ASHISH PUNDIR	23	44	ARMY	◆	◆				◆			◆	◆	◆	◆	◆		◆	◆	◆	◆	◆
03	SQN LDR	PRAVEEN KUMAR	10	32	AIR FORCE				◊	◊	◊	◊		◊	◊	◊			◊	◊	◊	◊	◊	◊
04	MAJ	VIVEK ANAND	11	33	ARMY	◆	◆	◆		◆	◆	◆		◆	◆	◆	◆	◆		◆	◆		◆	
05	LT CDR	G SANKRANAND REDDY	10	34	NAVY	◊	◊		◊	◊				◊		◊	◊	◊		◊		◊	◊	◊
06	SQN LDR	PRIYANKA KARWASRA	12	32	AIR FORCE	◆	◆		◆	◆	◆			◆	◆	◆	◆	◆	◆			◆		◆
07	LT CDR	POOJA SHARMA	10	32	NAVY	◊		◊		◊	◊		◊	◊			◊	◊	◊	◊	◊	◊	◊	◊
08	LT CDR	NIATI	10	31	NAVY	◆	◆		◆		◆	◆		◆	◆		◆		◆	◆	◆	◆	◆	◆
09	CDR	ANURAG MITTAL	20	42	NAVY	◊	◊				◊		◊	◊	◊		◊		◊		◊	◊	◊	◊
10	LT COL	RAHUL GHANGES			ARMY				◆	◆	◆			◆	◆				◆	◆	◆	◆	◆	◆
11	MAJ	SUNNY MUNBIR	10	33	ARMY	◊				◊	◊			◊	◊	◊	◊	◊	◊		◊		◊	◊
12	SQN LDR	ANGELO BOSCO DAS	10	31	AIR FORCE				◆					◆	◆				◆				◆	
13	LT CDR	SUMIT KOUL	12	33	NAVY	◊	◊	◊		◊	◊		◊	◊	◊	◊	◊		◊	◊	◊	◊	◊	◊
14	LT CDR	PRIYA JEYAKUMAR	12	33	NAVY	◆	◆		◆		◆			◆	◆	◆	◆		◆	◆	◆	◆	◆	◆
15	WG CDR	HK SHARMA	35	56	AIR FORCE	◊			◊		◊	◊		◊	◊	◊			◊	◊		◊		◊
16	CDR	BHARGAV S GORTI	20	42	NAVY	◆	◆										◆					◆		
17	LT CDR	RAVI S HEGDE	11	34	NAVY			◊	◊	◊	◊			◊	◊	◊	◊		◊	◊	◊	◊	◊	
18	LT COL	SURINDER KUMAR	21	44	ARMY	◆			◆	◆	◆			◆	◆	◆	◆		◆	◆		◆	◆	◆
19	MAJ	HEMANTH KUMAR	11	34	ARMY		◊			◊	◊			◊	◊	◊	◊		◊	◊	◊	◊	◊	
20	SQN LDR	SHUBHAM MISHRA	11	33	AIR FORCE				◆		◆			◆	◆	◆	◆		◆	◆		◆	◆	◆
21	MAJ	POOJA SINGH	14	39	ARMY	◊	◊			◊	◊			◊	◊	◊	◊		◊	◊	◊	◊	◊	
22	SQN LDR	RAVINDRA BATHULA	10	31	AIR FORCE	◆	◆		◆	◆	◆			◆			◆	◆		◆	◆	◆	◆	◆
23	CDR	V SIDDARTH	14	35	NAVY	◊	◊	◊					◊	◊	◊							◊	◊	
24	SQN LDR	HEMANTH SUDEV	10	33	AIR FORCE	◆		◆	◆		◆		◆	◆			◆		◆	◆		◆	◆	◆
25	LT COL	TARIQ ISLAM	21	44	ARMY				◊	◊	◊			◊	◊		◊	◊	◊	◊		◊	◊	◊
26	MAJ	P ROSHNIRAMA	11	33	ARMY	◆			◆	◆	◆		◆	◆	◆	◆	◆		◆	◆	◆	◆	◆	◆
27	SQN LDR	TUSHAR GUPTA	10	31	AIR FORCE	◊	◊		◊	◊				◊	◊			◊	◊	◊	◊	◊	◊	◊
28	SQN LDR	RESHU CHAUDHARY	11	33	AIR FORCE				◆		◆			◆	◆		◆		◆		◆		◆	◆
29	COL	CHIRAYU MOTIAL, SM	23	46	ARMY	◊	◊					◊	◊			◊		◊						
30	MAJ	SUCHETANA	10	32	ARMY	◆				◆	◆			◆	◆	◆	◆	◆	◆		◆		◆	◆



# INDUSTRIAL PREFERENCE

SL NO	RANK	FULL NAME	TOTAL EXPERIENCE	AGE	SERVICE	COMMUNICATIONS/ TELECOM	IT	CYBER SECURITY	AEROSPACE/AVIATION	FINANCE	INFRA	CBRNE	SHIP BUILDING/PORT MANAGEMENT	FMCG	HOSPITALITY	AGRO	R&D	DATA SCIENCE	OTHERS	AUTOMOBILE	MARKET RESEARCH	DEFENCE SECTOR	E COMMERCE	ENERGY SECTOR
31	LT CDR	VINAY SHIVARAM	14	35	NAVY																			
32	GP CAPT	Dr. SANJAY KUMAR SRIVASTAV	32	56	AIR FORCE																			
33	LT CDR	MUNISH BANSAL	12	35	NAVY																			
34	SQN LDR	PRASHANT KADAM	10	32	AIR FORCE																			
35	SQN LDR	NS BISHT	10	32	AIR FORCE																			
36	LT CDR	ABHINAV BHARDWAJ	10	30	NAVY																			
37	CDR	SHASHANK DUBEY	22.5	44	NAVY																			
38	LT CDR	RAHUL KUSHWAH	12	34	NAVY																			
39	LT CDR	VIJAYAN	13	34	NAVY																			
40	MAJ	RISHABH AGNIHOTRI	10	33	ARMY																			
41	SQN LDR	MANJU KUMARI	10	33	AIR FORCE																			
42	WG CDR	UNNI KRISHNAN	21	44	AIR FORCE																			
43	GP CAPT	PARAMVIR BAKSHI	32.5	54	AIR FORCE																			
44	LT CDR	AKANKSHA DEVRANI	11	33	NAVY																			
45	COL	TARIQ RASHEED	21	44	ARMY																			
46	MAJ	ANAND PATHARKAR, SM	10	32	ARMY																			
47	WG CDR	DIGVIJAY SINGH	20	41	AIR FORCE																			
48	SQN LDR	MANURICHA CHAUHAN	10	32	AIR FORCE																			
49	LT CDR	MANISH KATELA	10	32	NAVY																			
50	LT CDR	ABHIJEET SARKAR	11	35	NAVY																			
51	SQN LDR	ISHAN GULATI	10	30	AIR FORCE																			
52	LT CDR	PALASH RANJAN DAS	12	34	NAVY																			
53	SQN LDR	RASHMI KHATRI	10	33	AIR FORCE																			
54	WG CDR	SURESH CHANDRA SAHU	15	40	AIR FORCE																			
55	MAJ	ROHIT BADYAL	10	32	ARMY																			
56	COL	ASHISH MATHUR	22	45	ARMY																			
57	LT CDR	SHAILESH	10	31	NAVY																			
58	CDR	SURENDRA SHARMA	20	41	NAVY																			
59	CDR	VIDYESH UNDIRI	21	44	NAVY																			





# Dharmveer Thakur

AGE 44 YRS / EXPERIENCE 25 YRS

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- dvthakur@yahoo.com
- www.linkedin.com/in/cdr-dharmveer-thakur-retd-62b56513b/

*Dynamic, result-oriented and multifaceted officer from Indian Navy with **24+ years** of diverse experience in strategic operations, security, administration and project management. Expertise in strategic planning, data collection and analysis using statistical tools and risk mitigation. Experienced in liaising between business and operational areas by leading cross functional teams keeping high levels of integrity intact. Adept communicator and analytical thinker with proven ability to develop and supervise teams in fast-paced environment.*

## EDUCATION

- Business Management Prog.**  
IIM Lucknow : Pursuing
- Master's in Naval Weapons (Msc),**  
Cochin University : 2011
- Fire Fighting, NBCD** INS Shivaji,  
Lonavala : 2006 & 2018
- Basic Submarine & Escape Course,**  
Submarine School, Vizag : 2007
- Command Leadership and Ethics**  
**Course,** Centre for Excellence in Ethics,  
Leadership and Behavioral Study : 2006
- Bachelor's in Naval Science (Bsc),** Goa  
University : 2004
- Basic Combat Paratroopers Course,**  
PTS Agra : 2003

## CERTIFICATIONS

- LSS Green & Black Belt**  
Grey Campus : May 2021
- Post Graduate Program in Artificial**  
**Intelligence (AIPL) for leaders,** Great  
Lakes and Austin University, US :  
Pursuing
- Project Management Professional**  
**certification (PMP),** PMI, US : Pursuing

## AWARDS / ACHIEVEMENT

- Awarded **Commendation** by the  
Flag Officer Commanding-in-Chief  
Western Naval Command in 2012.
- Awarded Best in **Seamanship**  
**Trophy** by Chief of the Naval Staff.
- Single handedly **saved lives of five**  
**personnel.**
- Best Missile and Gunnery ship**  
**trophy.**

## KEY SKILLS

- Leadership
- Tactical Decisions
- Team Management
- Analytical Thinking
- Strategic Negotiations
- Planning & Scheduling
- Training & Mentoring

## PROJECT MANGEMENT AND OPERATIONS

- As a **Ship Navigation** Officer ensured safe movement and functioning of the ship , as well as planned and scheduled daily operations.
- Advisor to Admiral on operational and strategic decision making, responsible for operational readiness, efficacy and safety of all navigation control systems; handled budget of over \$ 2 millions as the Staff officer / Aide-de-camp.
- Successfully carried out anti-piracy operations and ensured maritime security off Somalian Islands in Mozambique.
- Headed multiple **million dollar** projects leading a team of 100+ professionals for major repair of war vessels/ship in constrained time as per laid down standards.
- Single-handedly saved lives of five personnel (from drowning) during an accident/ capsizing of a frontline warship in flooded docks.
- As operations and planning officer in HQ/EO responsible for studying and analysing various parameters like capability, fuel capacity of ship and thereby matched and assigned operations to the ship as per the Naval requirements.
- Project Coordinator** for deinstallation of a weapon systems from scrapped ship and then reinstallation it in aircraft carrier which lead to a saving of **\$ 10 Million.**
- Performed extensive study of ship to increase its operational efficiency enabling it to handle any situation; understood shortcomings and rectified the same.

## HR AND ADMINISTRATION

- Proven acumen in **manpower** planning, performance appraisals, managing matters related to discipline, promotions, leave, work scheduling, counselling and also responsible for making financial business decisions for funds utilization.
- Participated in various maritime operational missions & Joint Naval exercises at sea with 20+ Foreign Navies and with friendly nations in the Indian Ocean.
- Coordinated** scheduling of meetings with the Top Officials of the Indian as well as the foreign navies.
- Assessed **training needs**, compiled training resources, conducted courses, revised syllabus and evaluated the effectiveness of programs.
- Drafted a manual and trained three batches of over 50 personnel (including SP/DSP/DCP) of Gujarat Marine Police in 2012 and in 2015.
- Officer in charge of complete planning and execution of various events; managed end to end operations including their lodging, fooding & logistics arrangements.
- Managed the security of Naval Ships and establishments. reviewed and implemented **security facilities** like construction of security posts, CCTV synthesis, electric fencing etc.
- Carried out training of 200+ personnel in safety aspects & conducted various Disaster Management, Fire Fighting and First Aid exercises.
- Strategized and streamlined various **Operations of Refit of ship** and ensured the high level of Safety and Security On-board.





# Ashish Pundir

AGE 45 YRS / EXPERIENCE 23 YRS

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- www.linkedin.com/in/ashiisharies

*Business and technology pacesetter with 20+ years of success in strategizing and leading organizations. Exceptional skills in Project Management, SCM, Strategy Management, Client Acquisition, Vendor Development, Negotiations, Human Resource Management with exemplary analytical and communication skills.*

## EDUCATION

- **Business Administration**, IIM, Lucknow (Pursuing)
- **Global SCM**, IIFT, Delhi, 2019
- **M Tech**, JNTU, Hyderabad, 2010

## CERTIFICATIONS

- PMP PMI, 2020
- Data Analytics using Excel Udemy, 2020
- International Project Mgt, edX, 2019
- Senior Management Course, 2017
- Diploma in Advance Computing CDAC, 2008-09
- Junior Management Course, 2007
- Lean Six Sigma Green Belt, KPMG 2021
- Data Science and Python (Underway)
- Microsoft Azure Fundamentals (Underway)

## AWARDS / ACHIEVEMENT

- Chief of Army Staff and GOC Commendation Card, 2007 and 2017
- Commandant Gold Medal for standing first in order of Merit, IMA (1st Term)
- Hosted National Simulation Seminar 2012

## KEY SKILLS

- Project Management
- Stakeholder Management
- Contract Management
- Negotiations
- Client Acquisition
- Risk Management
- IT Operations
- Budget Management
- Resource Management
- Team Building & Mentoring
- Strategic Planning
- Data Analytics
- Talent Acquisition

## DIRECTOR OPERATIONS, HEADQUARTER, UTTAR PRADESH

2020- TILL DATE

Responsible for end-to-end planning and coordination of mission readiness and operations of all equipment/systems (\$5 B), managed \$6M budget and its judicious expenditure, handled 500+ clients.

- Achieved modernization/refresh of technical infrastructure for all units.
- **Cost Save of \$1M through Outsourcing of maintenance services**, restructure and strengthening network for outsourcing.
- **Planned** budget forecast, allocated budget, monitored expenditure including mitigation.
- **Created** timelines and roadmaps for various projects and instituted measures for **monitoring**.

## COMMANDING OFFICER (HEAD OPERATIONS), MADHYA PRADESH

2017-20

Responsible for end-to-end planning and coordination of mission readiness and operations of all equipment/systems (**\$10B**), led cross functional team – 50 Mgrs, 750+ Supervisors/Technicians

- **Created** KPIs, audited **performance** and studied specific wartime assets; resulted in enhanced mission **reliability to 95-98%** (from 90-95%) and improved **Client satisfaction (>98%)**.
- Automation to improve **dataquality (99%)**, scheduled **maintenance (94%)**, eliminated **surpluses (10%)**.
- Increased equipment availability of vintage eqpt (**Foreign OEM**) by **70%** through **innovations and out of box thinking**.
- **Collaborated** with OEMs for 30% cost saving.

## PROJECT MANAGER, DTE GENERAL OF RECRUITING, MH.

2015-17

- **Envisaged** and executed **multiple projects** for development of software, training and procurement within laid down timelines and financial guidelines.
- **Ensured timely** delivery of software and products with close coordination with Vendors and users.
- **Accelerated development** of Recruitment website and software upgradation for robust and safe recruitment process
- Handled 70+ locations pan India. **Optimised procedures** and **formulated guidelines**.

## PROJECT OFFICER AND PROCUREMENT OFFICER, SDD, HYDERABAD

2009-13

- **Planned and executed** multiple successful projects and products.
- **Spearheaded new products launches** resulting in **\$10M orders**.
- **Reduced procurement lead time by 25%**, crucial to product launches.
- **Researched markets** - Trends, customer needs, technologies and products to create niche products.
- Developed **Driving Simulators** in collaboration with firms & Academia.





# Praveen Kumar

AGE 32 YRS / EXPERIENCE 10 YRS

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*A result-oriented dynamic professional with 10 years of cross functional experience in Operations, Project management, HR & Administration, Indigenization projects, Procurement and Techno-logistics management. A proactive team builder and mentor, with strong work ethics and commitment to organizational objectives.*

## EDUCATION

- Certificate Program In Business Mgmt, IIM LUCKNOW
- PGDM In Operations Mgmt, IMT Ghaziabad
- Course on OSA-AK-M Guided Weapon System, Indian Air Force
- PG Diploma In Aeronautical Engg, VTU Belgaum
- BE (Mechanical Engg), VTU Belgaum

## CERTIFICATIONS

- Lean Six Sigma Green Belt, KPMG
- PMP (Pursuing), PMI
- Agile Scrum Fundamentals, Udemy
- MS Excel, Udemy
- Fundamentals of Logistics, Supply Chain Management and customer service, Udemy
- Digital Transformation & Industry 4.0, Udemy
- CBRN (Chemical, Biological, Radiological, Nuclear) Warfare, Air Force Institute of NBC

## AWARDS / ACHIEVEMENT

- Commended for Disaster relief and rescue operations during Kashmir floods 2014
- Commended for fabrication of Indian Air Force Tableau for Republic Day Parade 2019 & 2020.
- Organized Display of Innovations at Air House on Air Force Day.

## KEY SKILLS

- Operations Management
- Project Management
- Supply Chain Management
- Indigenization Projects
- Risk Analysis and Crisis Mgmt
- Strategic Planning

## OPERATIONS MANAGEMENT

- Advisor to top management for policy formulation, formulation of war/contingency plans, distribution of mission critical assets and providing a hands on approach to strategic endeavors aimed at operational readiness, resource excellence, security enforcement, risk analysis and supply chain management.
- Mobilized Complex Guided Weapon system for Delhi Integrated Air Defense Deployment for 26 January (Republic day).

## PROJECT MANAGEMENT

- Spearheaded MRO (Maintenance, Repair, Overhaul) projects of Guided Weapon System at an ISO & EMS certified Base Repair Depot.
- Initiated implementation of e-MMS (e-Maintenance Management System) project developed M/s Wipro for Guided Weapon system and Mechanical Transport vertical.
- Completed multiple Indigenization Projects to the tune of Rs 10 Crores under "Make in India" program in partnership with multiple Private Defence Partners (Companies), DRDO, MSMEs. Few projects are DPMS (Digital Parameter Monitoring System), ROH of Gas Turbine Unit, ITAR (Indigenous TV Alignment and Responder Rig).
- Initiated towards building up of Eco-System for enhancing cutting edge technology capability for defence manufacturing in Liaison with DRDO under technology Development Fund (TDF) scheme.
- Vast experience in liaison, co-ordination and conduct of project review meetings, technical committee meetings involving end user, developer, quality control and certification agency.

## SUPPLY CHAIN MANAGEMENT/TECHNICAL OPERATIONS

- In depth Knowledge of Defence Procurement Manual, Defence Procurement Procedure, Manual of Indigenization.
- Handled Supply Chain & Inventory management of more than 3000 critical spares through state of the art ERP platform "IMMOLS".
- Ensured cost effective purchasing, procurement, audit and management of vendors, materials, tools and equipment.
- Expertise in on-site monitoring, conducting of root cause analysis of failures and streamlining operations to minimize downtime.
- Spearheaded transportation and fleet management.

## HR, SECURITY AND ADMINISTRATION

- Spearheaded the team for selection of Officers through AFCAT exam in collaboration with C-DAC (Centre for Development of Advance Computing).
- Led a selection team for the recruitment of Airmen, NC(e) and defence Civilians.
- Responsible for administration, welfare, training, skill development program, performance evaluation, discipline and grievance handling for more than 1500 military personals and their families.
- Spearheaded the formation of emergency security response team, installation of perimeter security system, CCTV cameras at vital areas and vital points and automatic road barrier gates.





# Vivek Anand Korati

AGE 33 YRS / EXPERIENCE 11 YRS

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- vickykorati@gmail.com
- Linkedin.com/in/vivek-anand-korati-913b6819

*Professionally competent Military Leader with hands-on expertise in scaling operations, leading troops, projects, and infra management. 12+ years of experience in capacity planning, forecasting, efficiency enhancement, and process design in logistics, warehousing, transportation and manpower optimization, Human Resource Planning / Performance, and Talent management. Administrative and Transport support including Facility management and Security*

## EDUCATION

- Business management course, IIM Lucknow
- BE (CSE) Global Academy of Technology, VTU
- Diploma in Défense management, Army war college, MHOW
- Diploma in combat engineering from College of military engineering, Pune

## CERTIFICATIONS

- Supply Chain Specialisation (University of Rutgers, New Jersey)
- Cybersecurity Certification from ICNS UK.
- Pursuing CISSP (ISC)-2021
- Six sigma black belt-Grey Campus
- Regulatory compliance specialisation from University of Pennsylvania

## AWARDS / ACHIEVEMENT

- Awarded Chief Minister Medal for precise coordination of large scale flood relief operations in Pondicherry.
- Recipient of Army Commanders award [awarded to top 1%] for leading critical disaster relief operations.
- Awarded HR manager of the year for innovation in L&D (1st place among 500)

## KEY SKILLS

- Logistics Planning - Last Mile / Line Haul Operations.
- Planning, Monitoring and Execution of Major Infra Projects.
- Supply Chain for Remote Locations.
- Human Resource Management
- Administration and Facility Management

## CHIEF OPERATIONS OFFICER

2018- 2016

- Achieved 20% improvement in TAT for critical spares and essentials through route optimization and innovative cross docks.
- Established Logistics support and complete last-mile Operations in support of Counter-Insurgency.
- Achieved 25% reduction in operational cost through capacity planning and applying JIT methodology.

## CHIEF OPERATIONS OFFICER

2013-16

- Led a company of 450+ at prestigious Rashtriya rifles in Jammu & Kashmir. Costing, Planning, and Execution of major Infrastructure scale-up in support of operations enabling 24 hours operations
- Maintained 95% availability of critical spares and food inventory through efficiency improvements to supply chain enabling unhindered operations. Steered humanitarian efforts including planning and implementation of turn key projects.

## CHIEF HR OFFICER | L&D | TALENT MANAGEMENT.

2011-12

- Achieved 40% improvement in efficiency in 6 months through 27% headcount downsizing. Employed data analytics to metricise 15+ key performance matrix Led workforce planning, compensation and benefits restructuring, and Talent Management for a team of 900+ achieving zero employee churn.
- Ramped up training efforts through the use of simulators resulting in 25% saving in training manpower costs.
- Achieved 30% higher throughput in training output by creating Training plans and L&D intervention towards basic military training.

## CHIEF ADMIN OFFICER

2011-12

- Provided Admin support for 900+ soldiers at Leh Siachen- world's highest battlefield with 98% adherence to TAT
- Ensured 99% closure of all complaints within 24 hours related to accommodation and transportation and a CSAT score of 4.8/5.
- Ensured 95% deployment of a Fleet of 75+ heavy and medium-lift vehicles Created housing for 300+ families and ensured project completion in time with nil cost overruns.

## PRE ARMY WORK EX - DELL | SALES AND MARKETING

2011-12

- Contributed to revenue growth of 6% in the laptop business for Europe and the Middle East as part of the Online sales division.
- Achieved 8% revenue growth as part of the sales campaign for the Corporate Sales Division in North India
- Successfully converted 5 Key accounts through efficient networking and sales presentations. Awarded "Star Employee" for the year- 2010





# G Sankranand Reddy

AGE 34 YRS / EXPERIENCE 11.5 YRS

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- www.linkedin.com/in/gsreddy87

*A competent professional naval aviator with 11.5 years of experience in Aviation Operations, Administration, and Human Resources Management. 1600 + hours of incident-free offshore helicopter flying. A highly motivated and focused individual, excelling in leading a team towards accomplishing mission-specific goals in a time-bound manner.*

## EDUCATION

- Business Management from IIM Lucknow
- B.Tech (Mech Engg) JNTU Hyderabad

## CERTIFICATIONS

- Helicopter Conversion Course
- Course in Leadership and Behavioural Studies
- Lean Six Sigma Green Belt by KPMG

## AWARDS / ACHIEVEMENT

- Chief of Naval Staff Commendation
- Received "Flight Safety Star" for accident/ incident free flying
- Letter of Appreciation from Commander-in-Chief, Eastern Naval Command

## KEY SKILLS

- Human Resource Management & Administration
- Ability to Perform Under Pressure
- Leadership
- Quick to Adapt
- Risk Assessment
- Effective Team Building skills
- Operations Management

## OPERATIONS

- Undertook extensive offshore flying for prolonged durations away from home port resulting in timely completion of assigned tasks
- Successfully shouldered responsibilities of flying operations during strategic deployments, search and rescue operations.
- As Flight Commander, led a team of 12 aircrew members, onboard ship and ensured 100% serviceability of aircraft during critical missions of ship.
- Effectively coordinated with Andhra Pradesh Government for conduct of Fly Past and Operational Demo at Vijayawada which was presided by the Chief Minister of Andhra Pradesh. Received letter of appreciation from Commander-in-Chief, Eastern Naval Command, 2017.

## HR & ADMINISTRATION

- Oversaw office administration including appraisals, grooming, documentation and career planning/progression of staff pilots and sailors.
- Instrumental in training (classroom and practical) of air handlers in flying operations from amphibious support ship as Flight Deck Officer, resulting in zero accidents/ incidents.
- As a member of board for various infrastructure projects, played a key role in providing insights to future projects and setting timelines.
- Undertook safety audit and training of ship staff as co-opted member to certify flight worthiness.

## ACHIEVEMENTS

- Located sunken boat after meticulous planning off Port Moresby in challenging weather conditions for Governments of Papua New Guinea & Australia. Commended by Chief of Naval Staff, 2017.
- Participated as the only helicopter crew from Indian Navy in Rim of the Pacific Exercise (RIMPAC) among 25 nations at Hawaii, USA. 2016.
- Provided training to Sri Lankan Air Force and Navy personnel in helicopter operations during bilateral exercise. Trincomalee, Sri Lanka, 2018.
- Conducted extensive flying operations for anti-piracy operations. Gulf of Aden, 2012.





# Pooja Sharma

AGE 32 YRS / EXPERIENCE 10 YRS

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*A result oriented professional with excellent communication, analytical & management skills, and a proven track-record of delivering under challenging circumstances.*

## EDUCATION

- DGMP, Business Management – IIM Lucknow
- PGD (DIIT Naval Construction) – IIT Delhi
- B.Tech (Mechanical) – Uttarakhand Technical University

## CERTIFICATIONS

- PMP (pursuing)
- Lean Six Sigma Black Belt
- Professional Scrum Master I
- ITIL 4
- Advance Mountaineering Course
- Basic Mountaineering Course

## AWARDS / ACHIEVEMENT

- Chief of Naval Staff Commendation
- India's Women Achiever (ForeverMark)
- Women's Achiever (Lawmedicon)
- Headed Quality Circle team "SAHAS", which won "Par Excellence" award at NCQC (National Convention of Quality Circle) for innovation
- Represented Indian Naval Team in International Adventure Racing Series.
- Led Indian Naval Mountaineering team on various expeditions

## KEY SKILLS

- Cross Functional Leadership
- Project Management
- R & D
- Operations Management
- Inspection/ Audits
- Quality Management
- Training and HRM
- Budget/ Finance Management
- IT and Cyber Security
- Administration

## PROJECT MANAGEMENT/ R & D

- Designed and conducted trials of maiden indigenous Radio Control Target Boat, at c.50% of the price for an imported unit
- Managed "Habitability Upgradation" project (cost of INR200 million) on various warships of Indian Navy.
- Concluded 3-year Annual Maintenance Contract (cost of INR80 million) for Damage Simulator warship
- Formulated the contract for "Mid Life Upgradation" of Damage Control Training Facility, worth INR120 million
- Coordinated and monitored projects for upgradation of infrastructure in collaboration with MES (Military Engineering Services), worth INR2.5 million
- Organized and coordinated Indian Navy Half Marathon 2017 with over 7000+ participants, worth INR180 million
- Managed Annual Technical Works Project for augmentation of new infrastructure, worth INR260 million

## LEADERSHIP/ OPERATIONS

- Been at forefront of various military operations involving readiness of fleet, crisis management & team building
- Responsible for inventory management, implementation of SOPs and formulated supply plans following critical timelines for western naval fleet
- Led team of 200+ technical personnel for planning & execution of preventive maintenance and snag rectification on warships and submarines, to ensure high level of operational availability
- Managed "Salvage Operation" (cost of INR80 million) of Indian warship, in close coordination with "M/s Resolve Marine", a US based company
- Conducted 15 inclining experiments and formulated stability parameter indicator sheet for warships and submarines

## INSPECTION AND QUALITY IMPROVEMENT/ AUDITS

- Responsible for audit and quality control of major docking/ undocking operations and equipment functionality, to ensure safe operations of warships and Submarines
- Officer-In-Charge of Quality Circle team "SAHAS" for process improvement, using lean six sigma approach

## TRAINING AND DEVELOPMENT

- Trained 10,000+ personnel of Indian Armed Forces and Friendly Foreign Countries in Fire Safety/ Damage Control/ Nuclear, Biological & Chemical Warfare over a period of 2 years
- Formulated computer-based training stability module of warships, for all Indian Navy personnel

## BUDGETING/ FINANCE MANAGEMENT/ SUPPLY CHAIN MANAGEMENT

- Responsible for logistics and supply chain management (including forecasting, tendering, procurement, receipt warehousing and distribution) of spare parts, to ensure smooth refit operations
- Responsible for planning, forecasting, review cadence, budget control and utilisation of funds totalling INR200 million
- Led the digitalisation of procurement procedure, through implementation of e-Procurement & e-Tendering, thereby enabling greater accuracy, transparency and reliability
- Managed and carried out rounds of pre-bid meetings, technical evaluation meetings and final negotiations with various vendors/ companies/ PSUs, for placement and finalisation of orders

## IT & CYBER SECURITY

- Responsible for compliance with various information security policies
- Carried out computer security audits
- Responsible for funds allocated for Information Technology development





# Niati Hirway

AGE 31 YRS / EXPERIENCE 10 YRS

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- www.linkedin.com/in/niatihirway

*A result-driven Air Traffic Controller with passion to produce optimized results. Effective communication and presentation skills to enable establishment of key relationships for the benefit of the organization. Effective manager of human resources with drive to motivate the team to achieve the most effective results.*

## EDUCATION

- Pursuing MA (Aviation Law and Air Traffic Management)
- PGDBM (IT Project Management)
- Bachelor of Engineering(IT)

## CERTIFICATIONS

- Business Management(IIM-L)
- LSSGB (KPMG)
- Training Technology (Indian Navy)
- Air Traffic Surveillance Service (Indian Air Force)
- Air Traffic Management and Air Laws (Indian Air Force)
- Leadership and Development (Indian Navy)

## AWARDS / ACHIEVEMENT

- Most Promising Trainee in ATSS Course with IAF
- Commander-in-Chief Commendation for Dedication to Service
- Master of Ceremony at prestigious Naval Events

## KEY SKILLS

- Presentation/Public Speaking
- Airport and Airspace Management
- Project Management
- Leadership
- Interpersonal Skills
- Administration and HR Management
- Training and Development

## AIR TRAFFIC MANAGEMENT

- Managed airspace and air traffic (Civil and Military) at three naval air stations (Goa, Heliport-Mumbai, Port Blair) in the most expeditious and safe manner producing benefit to Naval exchequer and saving multi crore per year for civil airlines.
- Effectively managed the allocated funds towards maintenance of airport infrastructure to the tune of 500 Crores.
- Key role as a domain expert project planner and manager for upcoming Naval air enclaves and air station at Goa and Ratnagiri.
- Coordinated for Airspace Management on international platform for active Search and Rescue of MH-370 and diaspora evacuation during HUDHUD cyclone.
- Proficient in formulating strategic plans to enhance operations; implementing strict measures in the operating procedures to optimize the resource / capacity utilization.
- Coordinated and conducted Bomb Threat, Terrorist strike and Anti Hijack exercises along with civil agencies (Police and CISF) in accordance with Bureau of Civil Aviation Security Regulations at Goa & Port Blair International Airports

## GENERAL ADMINISTRATION

- Administrative experience in managing security of airspace, manpower regulation and resolving audit (aviation/financial) objections
- Conceptualized, planned, executed and delivered a project worth 100 Lakhs towards upgradation of living spaces of manpower thus boosting morale and awareness of hygiene
- Implementation of disciplinary norms and standards for minimizing violation of regulations and also handling defaulters in accordance with organization regulations
- Steered complete administration of department wherein prepared and reviewed SOPs, Routine Orders Operational Reports and Schedules to ensure accuracy and efficiency and ensured timely dissemination of information and set goals and deadlines for the department.

## HUMAN RESOURCE MANAGEMENT

- Handled HR functions that include task allocation, imparting refresher professional training, leave planning, continuous performance, career progression and handling grievances of vertically specialized personnel and other legal issues
- As in-charge of Airfield Maintenance Team, influential in coordinating with various Govt and civil agencies towards achieving optimization of workforce affording least average delay to airport activities leading to multi crore profit to stakeholders.
- Led a team of 600+ personnel ensuring safe and effective manpower allocation towards handling hazardous situation thereby achieving NIL accident/incident record
- Steered complete administration of department wherein prepared and reviewed SOPs, Routine Orders Operational Reports and Schedules to ensure accuracy and efficiency and ensured timely dissemination of information and set goals and deadlines for the department.

## TRAINING & DEVELOPMENT

- Imparting training, learning value and guidance to 35+ Air Traffic Controllers (Aerodrome and Radar) and 500+ Aviation sailors on Traffic Management and Radio Telephony Techniques
- Facilitated training of over 300 non-aviation sailors towards handling helicopter operations onboard ships ensuring strict compliance to ICAO regulations
- Re-engineered process of collection and display of training data thereby increasing the efficacy of training by 25%





# Anurag Mittal

AGE 42 YRS / EXPERIENCE 20 YRS

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*An agile military technocrat with over two decades of experience in program, operations & technology management in challenging environments. A result oriented & resilient achiever adept at conceptualising & driving high-impact, high-visibility strategic initiatives. Proficient in risk analysis, data driven decision making, commercial evaluation & negotiation, and stakeholder management. An influential and dextrous leader seasoned in time-bound execution of complex multi-dimensional projects, strategic planning and synchronously mentoring multiple teams for maximal efficiency.*

## EDUCATION

- Certificate in Business Management  
- IIM, Lucknow (pursuing)
- PG Diploma in Management  
- JBIMS, Mumbai (2014)
- M.Tech, RF Design & Technology  
- IIT, Delhi (2009)
- B.Tech, Electrical and Electronics  
- Naval College of Engineering, JNU (2001)

## CERTIFICATIONS

- Lean Six Sigma Black Belt
- Lean Six Sigma Green Belt
- Advanced Microsoft Excel

## AWARDS / ACHIEVEMENT

- Silver Medal (PGDM, 2014)
- Commendations by Flag Officer Commanding in Chief:-
  - 2016 - Infrastructure expansion
  - 2006 - Exemplary leadership
  - 2005 - Outstanding performance during strategic deployment

## KEY SKILLS

- Strategy & Policy Formulation
- Planning & Execution of Multi-Stakeholder Projects
- Change Management
- Cost Optimisation
- Sourcing & Vendor Management
- Technology Induction
- Nurturing Leadership & Talent Development

## OPERATIONAL & TECHNICAL LEADERSHIP

- Headed maintenance departments onboard four frontline warships and consistently exceeded performance parameters of state-of-the-art equipment during strategic deployments
- Dynamically commanded teams to achieve operational milestones resulting in several organisational accolades
- Successfully accomplished time-bound targets by effective collaboration with multiple stakeholders, both inter & intra organisational

## DRIVING POLICY & STRATEGIC INITIATIVES

- Significantly enhanced organisational capability by induction of visionary technology (₹20 billion)
- Selected as core team member to evolve a 25-year futuristic roadmap for indigenous development of critical tactical technology
- Meticulously formulated policy for obsolescence management & long-term maintenance including negotiating service contracts (₹1.5 billion)
- Collaborated with multiple stakeholders including MoD, DRDO, Defence PSUs & national/international defence manufacturers to influence strategically & commercially favourable outcomes

## ORGANISATIONAL ENHANCEMENT

- Diligently undertook conceptualisation & execution of civil infrastructure projects (₹3 billion) fructifying into a Unit Citation
- Significantly enhanced IT infrastructure (₹80 million annually) boosting productivity, efficiency & decision-making
- Evaluation & prioritisation of multiple projects to achieve optimal growth with financial prudence ahead of targeted timelines

## TEAM BUILDING AND PEOPLE MANAGEMENT

- Coached officers, ORs and staff to derive optimal output while performing diverse roles within the organisational framework
- Appointed as member of various qualifying boards for assessment of professional competence
- Design & development of software applications for training and enhancing efficiency/accountability of employees





# Rahul Ghangas

AGE 41 YRS / EXPERIENCE 20 YRS

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*I am self-driven and result oriented professional with a total experience of 20 years in handling functional roles in operations/project management, logistics and SCM. I am strong believer in team work and adept at resolving problems by communication and coordinating skills.*

## EDUCATION

- Certificate in Business Management, IIM Lucknow
- MA (Sociology)
- BTech (Electronics), JNTU, Delhi
- PG Diploma Aviation Technology Course, MCEME
- Maintenance Conversion Flight Course (Helicopters)
- Pursuing MBA from Subharti University

## CERTIFICATIONS

- PMP @ PMI
- Inplant Training on Artouste IIIB Engine, HAL
- ATF Quality Management Course, BPCL
- Lean Six Sigma Green Belt, (Pursuing)

## AWARDS / ACHIEVEMENT

- Army Commander's Flight Safety Trophy
- Completion of critical tasks running on tight schedule and limited budget

## KEY SKILLS

- Aviation and Operations Management
- Project Management
- People and Resource Management
- Vendor Relation Management
- Budget and Fund Management
- Supply Chain Management

## OPERATIONS & PROJECT MANAGEMENT

- Executed 15 months **project of shifting of all administrative, technical and logistics infrastructure of an EME battalion whilst undertaking routine repair activities.**
- Prepared statement of case and executed **procurement and installation of security & surveillance equipment worth 15Cr.**
- Undertook servicing and spare provisioning of 15 helicopters by aligning maintenance schedules thereby resulting in 100% availability of equipments during operational cycle.
- As Head, Technical Operations Unit led a team of 500 people including civilian members towards successful completion of assigned tasks. Proved acumen in leave planning, appraisal, training and handling of grievances.
- Co-ordinated repair and inspection of equipments and ensured successful completion of audit with nil observations.

## LOGISTICS & SUPPLY CHAIN

- Facilitated end-to-end material flow to provide unbroken chain of Inventory ensuring storage, dispatch and outbound logistics to ensure higher serviceability of the equipment.
- Focused on elimination & minimising waste and losses in the supply chain ensuring right spares are available at right time and location with emphasis on knowledge about critical spares availability location.
- Spearheaded aspects related to provisioning of spares and requirements validation of Standard & Special Type Ground Support Equipment.
- By effective stakeholder management undertook timely approval and release of funds resulting in procurement of spare parts worth 1.2Cr from pre-approved sellers.
- Provisioned, procured & optimised inventory of more than 10000 spares based on forecasted maintenance requirements and negotiated with vendors in increasing the credit line for availability of spares for mission critical equipment

## TRAINING & ADMINISTRATION

- Planned and Conducted OJT for supervisors and technicians
- Supervised teams in ensuring equipment availability of over 90% using innovative repair initiatives at times under severe resource constraints.
- Tracked progress of undergoing trials & studies.
- Automation of all offices, procedures, standardisation of security drills and installation of latest security related equipments.





# Sunny Munbir

AGE 33 YRS / EXPERIENCE 10 YRS

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*Result oriented and dynamic Indian Army Officer with demonstrated history of working in various projects in leadership roles. Adept at project and operations management with proven testimony of resource utilization, procurement, time and work management and operational risk management for strategic projects. Expertise in maintenance operations in tough terrain. A critical thinker with an innate ability to adapt to any domain and deliver outstanding results.*

## EDUCATION

- Defence General Management Programme, IIM Lucknow: 2021
- Workshop Company Cdr Course MCEME, Secunderabad: 2019
- Medium Level IT Course / Junior Leadership Course, AWC: 2019
- B.Tech (Mechanical), JNU: 2016
- B.SC (Electronics) JNVU, Jodhpur: 2009

## CERTIFICATIONS

- Lean Six Sigma Green Belt KPMG
- Export Import Management Ministry of MSME, Govt of India
- PMP Ministry of MSME, Govt of India
- Entrepreneurship Development Program on Solar Energy Ministry of MSME, Govt of India

## TENURES

- Chief Administrative Officer Bhuj: 2018 - Jan, 2021
- Project Manager Pathankot: 2016 - 2018
- Operations Officer Pune & Secunderabad: 2013 - 2016
- Maintenance Officer Karu, J&K: 2012 - 2013
- Trainee Officer Drass, J&K: 2011 - 2012

## KEY SKILLS

- Leadership
- Communication
- Strategic Planning
- Negotiations
- Vendor Management
- Conflict Management

## PROJECT MANAGEMENT

- Proactive in **assessing risks**, predicting bottlenecks, and finding optimal solutions, while adhering to safe work practices; ensured proactive and preventive maintenance of 60+ Mini tanks by scheduling and overseeing periodic checks.
- Provided **engineering and maintenance** support for over 500+ fleet of vehicles and equipment; analysed reason for breakdown and liaised with multiple OEMs including local vendors.
- Planned and coordinated activities to **reinstall surveillance camera** at Karakorum pass to prevent enemy intrusion; also analysed the data and submitted feedback to higher ups.
- Expertise in on-site monitoring, conducting root cause analysis of failures and streamlining operations to minimize downtime.

## HRM & ADMINISTRATION

- Directed management of full spectrum of HR operations, systems & programs including training, welfare & incentive programs & payroll.
- Delivered high-impact presentations to senior management and established self as an influential communicator.
- Examined proficiency & cleared personnel for career progression; ensured job rotation & **dual trade concept**.
- Responsible for efficient functioning of **Army Canteen** by ensuring effective inventory management, smooth functioning of supply chain and integrating real time accountancy procedures.
- Actively involved in designing the **security layout** of operational bases and constantly evolving its design according to changing needs and circumstance; prepared & updated SOPs & manuals.

## OPERATIONS MANAGEMENT

- **Forecasted** spare and equipment requirements; prepared an annual budget; scheduled expenditures; analysed variances and initiated corrective actions.
- Performed thorough analysis of inventory and ensured its effective utilization, identified needs and procured the right equipment, maintained data and reduced expenses.
- Prepared SOP's to simplify processes to accentuate production through timely purchase, distribution, movement, storage, & processing of inventory.
- Identified demand gaps to provide seamless inventory management and planned yearly/quarterly repair and maintenance of the equipment.





# Angelo Bosco Das

AGE 31 YRS / EXPERIENCE 10 YRS

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*A Logistics Officer with the Indian Air Force having 10 years' experience, specialising in all activities related to Logistics and Supply Chain Management, Procurement, Warehouse Management, Inventory Control and Project Management.*

## EDUCATION

- IIM Lucknow, Defence General Management Programme, 2021
- NMIMS, PGDM (Operations Management) (Currently pursuing)
- IIMM, GDMM, Materials Management, 2018
- Loyola Academy, BA Mass Communication, 2010

## CERTIFICATIONS

- Advance Air Cargo Training, FTCCI, ACPI, GMR Cargo, 2021
- Lean Six Sigma Green Belt (KPMG), 2021
- Fundamentals in Project Management (Google), 2021
- Basics of Distribution and Logistics (ASCM), 2021
- French language D1 course (ILSC, New Delhi), 2021
- MDP in Public Procurement (NIFM, Faridabad), 2015

## AWARDS / ACHIEVEMENT

- Procurement: Saved approx. Rs 50 lakhs to the exchequer through effective purchase management (FY 2018-19).
- Import: Handled operations of defence armament stores worth Rs 3000 Cr including documentation at a major Fighter airbase (2019 and 2020).
- Store Management: Successfully streamlined a 12,000-line inventory along with modernisation of stores (FY 2019-20).
- Appointed as Google Campus Brand Ambassador (Loyola Academy), 2010.

## CORE COMPETENCIES

- Logistics and Supply Chain
- Warehouse & Inventory Management
- Vendor Management
- Data Analysis (ERP)

## WAREHOUSE OPERATIONS MANAGER

- Efficiently managed a wide range of inventory of airborne and non-airborne spares and ensure zero wastage of stores.
- Effectively implemented methods of inventory analysis through in-house ERP to reduce non-performing/non-moving inventory.
- Handled forecast and demand prediction to ensure optimum inventory for conduct of critical air operations.

## SUPPLY CHAIN MANAGER

- Procurement of Ground Support Equipment and other Commercially Off the Shelf items and initiating Annual Maintenance Contracts while ensuring savings to the exchequer without quality compromise.
- Ensured adherence of SLAs in supply of rations for troops.
- Established processes to optimise stocking of critical aviation fuels to support round the clock operations.
- Pro-active review of projects with concerned stake holders to resolve issues which pose as roadblocks in project completion.

## SENIOR OPERATIONS MANAGER (LAST MILE OPERATIONS)

- Effectively implemented processes for inbound and outbound logistics by air, rail and road for cargo using 3PL.
- Timely conduct of capacity and performance evaluation of vendors.
- Independently led the Logistics Department for a remote location in North East India despite various challenges.

## OPERATIONS MANAGER (PROCUREMENT)

- Standardised procurement processes through effective contract negotiation and balancing vendor relations.
- Successfully transited to paperless process on Government e-Marketplace.

## TRAINING AND DEVELOPMENT

- Enhanced competency of Air Warriors through 'in-house' training programmes and conduct of audits.
- Led a team to oversee the project of establishing additional residential accommodation for Air Force personnel at a major fighter base in Central India.





# Sumit Koul

AGE 33 YRS / EXPERIENCE 12 YRS

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*An accomplished military leader and naval technical officer with 12 years of multi/cross-functional experience and proven track record of delivering optimal results in challenging operational and administrative environment. A result oriented and adaptive professional looking forward to utilise the acquired skills to achieve the organisational objectives efficiently.*

## EDUCATION

- DGMP, Business Management, IIM Lucknow
- Electrical Specialisation Course, INS Valsura
- Submarine Technical Course, INS Satavahana
- B.Tech (ECE) , CEC Mohali

## CERTIFICATIONS

- PMP, PMI (pursuing)
- LSSGB, KPMG
- Certificate Course in Leadership & Behavioural Sciences, CELABS, Kochi
- Naval Weapon & Missile Technology Course, DIAT Pune
- Microsoft Excel - Advanced (Udemy)
- Contract Management, TCS, ION Digital Hub

## AWARDS / ACHIEVEMENT

- Won Gold medal and Silver medal for projects in CCQC at QCFI
- Conceptualised, designed and presented functional model of submarine during IFR-2016

## KEY SKILLS

- Project Management
- Operations Management
- Supply Chain Management
- Contract Management
- Leadership and Decision Making
- Strategy/ Business Development

## PROJECT AND CONTRACT MANAGEMENT

- Planned and completed Short Refit (SR), Normal Refit (NR) and Medium Refit (MR) projects for 05 submarines comprising of 05 - 36 months duration; involving scope finalisation, resource planning/ allocation, scheduled monitoring, risk assessment, quality assurance, procurement and stakeholder management.
- Carried out augmentation and up-gradation of Maintenance Repair Overhaul (MRO) facility at Naval Repair Yard in a time bound manner to ensure continued and sustained support to submarines.
- Concluded and executed contracts (AMC/ RRCs) with OEMs for capacity and capability enhancement towards maintenance and repair of critical equipments onboard submarines.
- Spearheaded Inter Department Quality Circle Convention (IDQCC) and undertook in-house development of submarine repair and test facility projects with limited resources; resulting in significant saving to the exchequer.

## OPERATIONS MANAGEMENT

- Led multi-specialised industrial workforce of 10 supervisors and 85+ skilled technicians for rendering technical support to submarines towards liquidation of operational defects and completion of second line maintenance in a dynamic environment.
- Directed a team of 30+ personnel and ensured operational readiness of all electrical/ electronic systems onboard submarine by undertaking snag rectification and Planned Preventive Maintenance (PPM) routines; critical for long/ cross coast deployments.
- Formulated and implemented First Line Maintenance (FLM) schedule and Standard Operating Procedures (SOPs) for yard machineries; resulting in significant reduction in machinery downtime thus leading to productivity enhancement.
- Undertook footprint, functional and performance trials of indigenously developed submarine equipments towards obsolescence mitigation.

## SUPPLY CHAIN MANAGEMENT

- Analysed and reconciled consumption patterns of spares and created forecast to ensure Minimum Stock Level (MSL) at all times. Undertook streamlining of 1000+ spares including stock level monitoring, control and timely replenishment.
- Implemented Government e-Marketplace (GeM) procurement process by collaborating with other agencies and training several in-house teams as per promulgated guidelines and regulations.
- Coordinated disaster relief and rescue operations during the Indian Navy's 'Operation Lehar' (Hudhud Cyclone, 2014) at Visakhapatnam. Ensured safe evacuation of stranded civilians and delivery of around 100 tons of relief material.
- Identified indigenised spares and undertook in-house manufacturing at production centre; resulting in cost reduction of 50%.

## LEADERSHIP AND ADMINISTRATION

- Led multiple teams of service/ civilian personnel; identified bottlenecks, resolved conflicts and sequenced activities to achieve organisational goals.
- Held regular HR policy reviews, performance counselling, appraisals, training activities, disciplinary reviews and implemented agile decisions. Ensured morale of the personnel to the highest level and motivated them to deliver peak performance.
- Imparted training to skilled technicians on various submarine equipments through OEMs to strengthen second line of maintenance.
- Advised and coordinated with Visakhapatnam Metropolitan Region Development Authority (VMRDA) towards major renovation, structural repairs and maintenance of Kursura Submarine Museum; resulting in longevity of the museum and increased footfall of the visitors.





# Priya Jeyakumar

AGE 33 YRS / EXPERIENCE 12 YRS

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*Result oriented and dynamic Indian Naval Officer with 12 yrs of specialist work experience in various operations in leadership roles. Adept at Operations, HR, Administration, Project and Material Management and Security with proven testimony of resource utilization, procurement, time and work management and operational risk management for strategic projects. Expertise in Airborne operations management in maritime domain. A critical thinker with an innate ability to adapt to any domain and deliver outstanding results.*

## EDUCATION

- Defence General Management Programme  
IIM Lucknow : 2021
- Airborne Tactician Course  
Observer School, Kochi : 2010
- Naval Orientation Course  
INA : 2010
- MCA. (Computer Applications)  
Andhra University : 2007
- B.SC. (Maths, Physics and CS)  
Andhra University : 2004

## CERTIFICATIONS

- Lean Six sigma Green Belt, KPMG :  
2021
- NCC 'C' & RD Certificate : 2006

## AWARDS / ACHIEVEMENT

- Led 'NAARI SHAKTI' Naval Contingent,  
RD Parade : 2015
- Awarded with Vice Chief of Naval Staff  
Commendation : 2015
- Led the Naval Guard of Honour at India  
Gate and at Rashtrapati Bhavan : 2016
- Beating Day Retreat ,RD Parade : 2016
- Secured first position in Aviation  
Ground Subjects : 2011
- Led AP - NCC Contingent, Prime  
Minister's Rally , RD Parade : 2006
- Best Cadet NCC, Visakhapatnam Group  
: 2006

## KEY SKILLS

- Operations Management
- Human Resource & Administration
- Project Management
- Change Management
- Risk Analysis and Management
- Crisis Management
- Team Work and Decision Making

## OPERATIONS MANAGEMENT

- Flying as Mission Controller on Dorniers, a multi mission, Maritime Patrol Aircraft planned and carried out many operational assignments, encompassing resource management, task allocation, risk assessment & mitigation through quick & effective decision-making and problem solving.
- Handled complex tactical and communication equipment and ensured its operation by ensuring preventive maintenance requirements & liaising with OEMs; pivotal role in improving infrastructure of operations room.
- Studied and analysed end to end parameters, identified vital lacunae and formulated contingency plans and crisis management SOP to enhance the Air Operations safety.
- Actively involved in collecting, analysing & compiling reports for summarising efficiency of the organisation and submission to higher ups.
- Ensured incident and accident free Defence and Civil Air Operations with diligent planning with due emphasis on optimal utilization of manpower and resources; conducted briefings & coordinated resolutions of operational conflict involving multiple stakeholders to mitigate operational risks.
- Ensured safety of highly vulnerable points by designing Security Orders and updating security layout/assigning patrolling duties and monitoring premises.
- Planned and steered critical multi-dimensional operations in a network centric environment during deployments, involving critical air assets including of sister services from remote locations with optimal utilization of manpower and resources.

## HRM & ADMINISTRATION

- Led and managed a workforce of 100+ personnel in terms of processing confidential employee records, career progression, performance counselling and generating feed backs, discipline, grievance handling, reducing inter department conflicts, leave, rewards and welfare.
- Ensured and did competency mapping for assignments of work activities based on work priority & the skills of team members; roster management to deliver output befitting the dynamic situational scenario.
- Trained and mentored personnel upon change in work profile to facilitate smooth transition and enhancing efficiency of organisation.
- As Recruitment Board member, scrutinised over 3000 applications towards recruiting civilians for various portfolios at Naval Dockyard, Port Blair, with strict adherence to legal aspects and government notifications.
- As handpicked member of Board of Inquiry, carried out extensive research and submitted reports in a time bound manner.
- Ensured change management during implementation of change in procedure, policies, protocols and parameters during nationwide lockdown.
- Entrusted with safekeeping and auditing of Top-Secret books and records, Confidential and compilation of Intelligence data and ensuring Nil Observations.
- Coordinated and conducted motivational presentations and visits for school children and adults at the Air Station.

## PROJECT MANAGEMENT

- Executed maiden installation of Multi-Dimensional Data Management System; accomplished at evolving a project plan, incorporating cost and budget baselines & executing the same with diligent monitoring & control.
- Spearheaded relocation of Operations centre without hampering Critical Air operations and ensured time bound reinstallation of equipment costing millions.
- Led a team of professionals in executing missions during various International & National exercises like SIMBEX, TROPEx, CASEX, Ex-Vimaaan etc.
- Monitored maintenance activities involving multi-stakeholders, ensuring task completion within stipulated timelines and prevented cost overruns.
- Planned and executed different types of flying missions and air searches as Manager Operations.





# Hari Krishan Sharma

AGE 56 YRS / EXPERIENCE 35 YRS

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*A Skilled maintenance professional with 35 years of expertise in Multi-Dimensional assignments in Indian Air force; Managing multiple roles encompassing, Leadership in Operations, Project implementations, Maintenance, HR, Security, Administration; Aiming to express same potential in leadership roles with an esteemed organization.*

## EDUCATION

- DGMP, Business Management and Administration IIM, Lucknow
- B.Tech. (Electronics And Telecommunication Engineering) from service.
- Diploma (Electronics and Telecommunication Engineering) from CTI,AF, Bengaluru..
- MA (History) From Maharshi Dayanand University Rohtak.
- MA(Hindi) from Osmania University Hyderabad.

## CERTIFICATIONS

- Quality Assurance course, DIAT, Pune
- Security Officers Course Air Force Intelligence School, Pune

## AWARDS / ACHIEVEMENT

- Commendation by Air-Officer-Commanding-in-Chief- 2015

## KEY SKILLS

- Strategic Planning & Implementation
- Team Management & Leadership
- Project Management
- Operations & Maintenance

## PROJECT MANAGER AND STRATEGIC LEADERSHIP

- Planning the maintenance activities to have 100%serviceability of Air Field infrastructures, communication and navigational equipment for uninterrupted operations.
- Skillfully Leading HR and security aspects keeping key result areas into consideration.
- Successfully completion of two projects related to Modernisation of Air Field Infrastructures as per the ICAO standards for CAT-II Air Fields by embadding instrument landing system,communication and navigational equipment.
- Headed the team for maintenance and achieved above 90% of serviceability of aircrafts deployed in the naxal operations.
- Established the pre-requisite infrastucture at three Air Bases to meet the requirements of Ministry of Home Affairs for seamless operations.
- Stratgic planning and commissioning of two units in Andaman and Nicibar Islands.
- Modification of an Aircraft fleet without intervention of M/S HAL, thereby saved an exchequer of Rs 75 crores.
- Planning and commissioning of Air Combat Manoeuvring and Instrumentation lab at key location well within the allotted time period.
- Upgradation of obsolescence equipment in three stages, thereby enhanced 10 years of operational life of the equipment.
- Design, fabrication and establishment of five test benches for major overhauling of communication equipment. Thus, enhanced repair capability as well as saved Rs 18 crores per year.

## SUPPLY CHAIN MANAGEMENT

- Developed a framework for demand/supply chain, identifying the consumption pattern.
- Ensured quality, reliability and reasonable prices of the spares by negotiating with vendors to procure essential materials and ascertaining alternate dealers for business consolidation.
- Performance evaluation of the vendors, based on their manufacturing capability, quality system, rejection level and timely delivery.
- Performing Material Requirements Planning (MRP), material availability check.

## ADMINISTRATION AND HUMAN RESOURCE

- 25 Years of independent administration of men and material.
- Optimum management of HR, material, vehicles and other utilities.
- 12 years independent handling of man, material and the information at the sensitive bases
- Preparation, review and implementation of standard operating procedures for office functioning and security set up.





# Bhargav S Gorti

AGE 42 YRS / EXPERIENCE 20 YRS

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*A National Defence Academy graduate with 20+ years of experience in serving as Officer in Indian Navy (IN) submarine arm, with specialization in Communications & Electronic Warfare and IT. Proficient and experienced in leading international and national strategic events; large scale technical program implementations; complex logistic and supply chain operations; leading projects with multi-geographic and multi-functional teams*

## EDUCATION

- Business Management IIML
- MSc (Def Studies) – Madras University
- MS (Software Systems) – BITS Pilani
- MSc (Telecom) – Cochin University
- Bsc - JNU

## CERTIFICATIONS

- LSSGB
- Advanced Excel
- Russian - Certificate of proficiency

## AWARDS / ACHIEVEMENT

- Chief of Naval Staff Commendation – For conducting International Fleet Review 2016
- FOCINC Commendation – For integrating Submarines into Network Centric Grid

## KEY SKILLS

- Operations Management
- Project Management
- Supply Chain Management
- Technical Management
- Training & Development
- Leadership Roles

## OPERATIONS MANAGEMENT - INTERNATIONAL FLEET REVIEW 2016

- Selected to lead 31 committees (combination of Naval, Ministerial and Civilian bodies) for effective planning and execution maintaining strong relationships with senior stakeholders
- Chaired and guided 4 divisions (Hospitality, Security, Supply Chain Management & Budgeting)

## SUPPLY CHAIN MANAGEMENT

- Spear Headed Submarine Repair Management Program, designing paradigms for Procurement Planning and Management, Supply Chain Management and Inventory Optimization
- Ensured meticulous account management and identified system and process improvement opportunities

## TECHNICAL MANAGEMENT - NETWORK CENTRIC OPERATIONS

- Prepared operations blueprint for fitment of proprietary satellite equipment onboard through qualitative and quantitative research and piloted the project across selected class of submarines
- Cross platform integration into Network Centric Grid of Navy

## TRAINING AND DEVELOPMENT

- Designed 360-degree Training pedagogy for Vietnam Peoples Navy crew – Combination of classroom, virtual walk through models & simulators and immersive technology-based assessments
- Mentored and coached 18 senior Vietnam Naval Commanders, on multiple career paths, as part of 'Train the Trainer' program

## LEADERSHIP ROLES

- Had the rare privilege to Command three different submarines between 2013 and 2017
- Acted decisively and lead 125 officers and sailors during numerous prolonged deployments in the face of adversary and otherwise
- Headed Investigations to establish circumstances leading to the loss of valuable military equipment on two occasions and loss of life on another occasion to ensure process improvement
- Used data analysis and pattern matching in decision making to accomplish long term organizational goals
- Appraised performance and behaviour of officers and sailors through effective 1:1 meeting, coaching and mentorship
- Presided over Board for establishing world class Deep Submergence Rescue Vessel infrastructure in East Coast of India





# Ravi S Hegde

AGE 34 YRS / EXPERIENCE 11.5 YRS

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- www.linkedin.com/in/rav19

*Vibrant and Skilled Helicopter Pilot of the Indian Navy with 10 years of flying and DGCA CPL (H) holder on the Alouette III. Specialist in afloat (ship based) missions, with extensive experience in Aircraft Carrier Operations. Recognised by Flag Officer Naval Aviation in 2018 towards conduct of safe and efficient flying operations. A Dynamic HR and Operations Manager with acumen for Man and Material Management. An able leader and multi tasker with an aptitude for Critical Analysis, Decision Making, Strategy and Project Management.*

## EDUCATION

- Certificate Course – IIM Lucknow, March 2021 – Sep 2021
- PGDBA – HR (2015). Prin. L. N. Welingkar Institute of Management Development and Research, Mumbai
- B. Sc (Life Sciences and Biochemistry). KC College, Mumbai, 2008

## CERTIFICATIONS

- Commercial Pilot Licence (Helicopter). DGCA, India
- LSSBB

## AWARDS / ACHIEVEMENT

- Flight Safety Star – by Flag Officer Naval Aviation, 2018

## KEY SKILLS

- Helicopter Pilot
- Decision Making
- Operations
- Project Planning and Execution
- HR and Material Management
- Strategy Development and Execution
- Critical Analysis

## ORGANISATIONAL CHANGE

- Headed a team of officers and men to achieve set goals for the year by introducing process enhancement structure thereby increasing the overall efficiency of the unit.
- Undertook SWOT analysis to alleviate the tough tasks thereby reducing man-hours requirement.
- Encouraged cross trade learning by integrating workers of different specialisation over relatively common tasks.
- Modernised the procedures of conduct of operations by introducing state of the art technology for better situational awareness and supplement the decision making.
- Envisaged, initiated and set up futuristic infrastructure, paving way for conduct of smooth operations of a geographically remotely located air-base.

## OPERATIONS AND STRATEGY MANAGEMENT

- Undertook In depth analysis of existing operational procedures to identify weak areas and effected unconventional remedies to enhance safety and security to undertake missions.
- Implemented novel techniques to improve the existing supply chain framework ensuring reduced delivery timelines without compromising quality of output.
- Liaison with civil authorities for smooth passage of military assets through civil residential areas in odd hours of the night.

## ENGAGEMENT OF PERSONNEL

- Identified personnel based on their abilities of reasoning, innovation, creativity and encouraged them to solve problems with simple solutions.
- Organised the men into smaller groups with varied credentials to promote learning, exchange of ideas and build a cohesive, robust team spirit.
- Decentralised authority of supervision till the junior most personnel according to experience and maturity for increasing accountability, and ownership for the assigned job, its accomplishment and allied outcomes.





# Surinder Kumar

AGE 45 YRS / EXPERIENCE 21 YRS

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*A Seasoned operation professional with 20 years of expertise in Multi-Dimensional assignments in the Indian Army; Managing cross-functional roles encompassing Leadership, Operations & Maintenance, Data Analytic, Supply Chain Management; Targeting to express potential in leadership roles with an esteemed organization.*

## EDUCATION

- DGMP, Business Management and Administration, IIM, Lucknow
- M.Tech(Dynamic & Control System) from IIT, Mumbai
- B.E.(Mech Engineering) from AIT,Pune University
- Diploma in Aviation Tech & Management, MCEME Hyderabad
- Diploma in Mangement from Devi Ahilya Bai University, Indore
- Diploma in Technical Management, EME School, Baroda

## CERTIFICATIONS

- PMP
- AGILE, Scrum Master
- LSSGB

## KEY SKILLS

- Strategic Planning & Implementation
- Team Management & Leadership
- Project Management
- Operations
- Supply chain Management
- Decision Making
- FMEA
- Vendor Management

## PROJECT MANAGER AND STRATEGIC LEADERSHIP

- Leading the entire gamut of **Operational Maintenance** thereby enhancing the equipment availability to **70% from 50%** by **FMEA** and **designing a staggered maintenance plan**.
- Strategically and skillfully** Lead workforce of about **250-300 people** including Officers and Technicians as Head of Technical operations of three **Engineering Support Units**.
- Planning, Development, and Supervision of **technical infrastructure worth Rs 200 crores approx** for **Maintenance, repair and overhauling (MRO)** of helicopters at **Haldwani and Bhatinda**.
- Established New Technical unit worth Rs 75 crores of equipment and 150 technicians** for sustenance of mission critical equipment at Bangalore.
- Achieved Cost saving of 25% on repair** to company by establishing Remote **Location Specialized Repair Facility** of composite material.
- Reduction in the **servicing duration by 12%** by analysing and removing the **MUDA and MURA** in servicing process.
- Oversee the **manufacuring process of spares and moffication of specialist vehicles** in Amy Base Workshope.
- Developed in house **software program** using Excel functions like Vlookup, Hlookup and Pivot table for analysis of more than **5000 fields of data** for equipment management and generation of progress reports.

## OPERATIONS & MAINTENANCE

- 21 years of 24 x7 operation and maintenance of variety of equipment like helicopters, armoured fighting vehicles, IT equipment, Generators and heavy vehicles in all terrain in Indian Army.
- Planning and effectuating **preventive, shutdown, breakdown and predictive maintenance schedules** of machinery, plants and utilities.
- Managed the entire project lifecycle** with a key focus on effective utilization of **5M (Man, Machine, Materials, Method and Money)**.
- Inspection & Maintenance Operations** such as execution of strategic plans, process & equipment selection and control.

## SUPPLY CHAIN MANAGEMENT

- Developing a **framework** to analyze demands patterns, identifying short & long-term requirements.
- Negotiating with vendors** to procure essential materials at reasonable price & quality and ascertaining alternate dealers for business consolidation.
- Performance evaluation of the vendors** based on his manufacturing capability, quality system, rejection levels, timely delivery.
- Performing **Material Requirements Planning (MRP) and Material Availability Checks**.
- Maintaining **Continuous Process Improvement (CPI) Process** by managing and directing supply chain scorecard for the region.
- Proficient in ABC, VED and FSN analysis for inventory control.
- Data Analytics mentality** including the ability to look across lots of data and information to make better, faster, holistic decisions.





# Hemant K Sharma

AGE 34 YRS / EXPERIENCE 11 YRS

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A **Multi-faceted** officer with a demonstrated history of working in the **HR, Operations, Security and Administration** industry. Skilled in **Security Management, Man Management, Decision-Making, and excellent human resource specialist**. Having **strong work ethos**, capable of **cohesively leading the teams** in challenging work environment. An **adept communicator** and keen sportsman with proven flexibility and adaptability towards **dynamic work requirements**. Aspiring to exercise core **military attributes, values and leadership** skills to related careers in Corporate sector.

## EDUCATION

- DGMP, Business Management, IIM Lucknow 2021
- MBA, Marketing & finance ICFAI University 2008- 10, Hyderabad
- Bachelor in Commerce, Osmania University, 2005-2008, Hyderabad

## CERTIFICATIONS

- Lean Six Sigma Green Belt, KPMG
- Defence Financial Management , Kolkata
- Diploma in Advance Gunnery Course

## AWARDS / ACHIEVEMENT

- Best Outgoing Sports Person Award (Officers Training Academy, Chennai)
- Awarded for Best Choreographer (Ramoji film city) Hyderabad
- Best Cadet in NCC

## KEY SKILLS

- Strong oral and written communication skills
- Interpersonal skills
- Execute decision making
- Leadership skills
- Time management skills
- Problem solving skills
- Organization skills
- People skills

## POSITION OF RESPONSIBILITY

- Placecom IIM Lucknow 2021
- Cultural festival Organiser, ICFAI University 2010

## PROJECT & OPERATIONS MANAGER

APRIL 2018-SEPT 2021

- Single handedly executed **strategically important projects** in military establishments involving highly skilled manpower and diverse inventory worth **98 crore**.
- Identified critical vulnerabilities during security audits / testing and achieved **100 % security compliance by plugging the gaps through up gradation** of security infrastructure.
- Responsible for the **overall direction, coordination, strategy, quality and growth of the company**.
- Ensured **Public Safety and Security** under highly volatile and dangerous situations in Jammu and Kashmir.
- Formulated and Standardized crisis management strategies.
- Ensured** overall 24x7 security & safety in insurgency infested **Poonch Sector** by analytical & methodological application of laid down policies, **motivated** troops during pressure.
- Experienced in managing or **coordinating security investigations** of complex nature
- Capable of managing large teams and carry out day to day activities, **planning and executing the process** on ground.

## HUMAN RESOURCE MANAGEMENT

APRIL 2014 TO MAR 2018

- Handled HR functions for 11 years in the Army, conducted new employee **orientation training** for 2000 personnel, managed inter cultural teams from various background.
- Facilitated on boarding sessions **and on-the-job training and development** for new hires, **bolstering job position knowledge** and skill set in employees.
- Formulated SOPs for continued enrichment of personnel, conducted **performance appraisals, grievance handling**. **Proactively handled career planning** of personnel, supervised working staff.
- Managed and handled of **employee benefits, recruiting, interviewing or hiring of staff in accordance of policy**.
- Led Team & Planned end to end operations and carried out placement drive for selecting **250 recruits** amongst **1000 applicants** while executing stringent organizational norms.

## MANAGER LOGISTICS AND ADMINISTRATION

NOV 2011 TO MAR 2014

- Effectively administered** sub unit of 200 personnel; involved in talent management, **performance appraisal, career planning**, welfare policies and conflict management.
- Established procedures for **optimal allocation of manpower** thus reducing the requirement by 20% independently handled **logistics** of an equipment intensive unit.
- Successfully conducted **annual inspections** and visits of **important dignitaries**; prepared presentations and briefed officials on various parameters.
- Anticipated potential threats and accordingly upgraded the **security** and surveillance system of the entire garrison extended over a geographical area of **100 acres**.

## ASSISTANT MANAGER

SEP 2010 TO OCT 2011

- Aditya Birla Money, Hyderabad
- Handled various financial products of Aditya Birla Money,





# Shubham Mishra

AGE 32 YRS / EXPERIENCE 11 YRS



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*Experienced Professional with expertise in Man Management, Security, Supply Management and Strategic, HR Policy Design and Implementation, Performance Management. Led diverse cross-functional teams in the Indian Air Force whilst also managing high-level management positions across rigorous terrains. Led a team of 150 men in difficult conditions at the world's highest battlefield at heights above 15000 feet in the Kargil Sector and the Siachen Glacier.*

## EDUCATION

- PGMP- IMT Ghaziabad
- DGMP-22 (IIM LUCKNOW).
- Basic Air Staff Course(2015).
- Bsc.(biotechnology) Kanpur University (C.S.J.M)

## CERTIFICATIONS

- Fighter Controller's Course
- Camouflage Sigma course.
- IACCS "O" level course.
- Basic Face Reading.

## AWARDS / ACHIEVEMENT

- Commendation by Air Officer Command-in-Chief for excelling in leadership and operational skills
- Core member of IACCS project

## KEY SKILLS

- Aviation Operations
- Strategic Management
- Operations management
- Stakeholder Management
- Project Management
- Vendor relation management
- Public Relations and communication skills
- Training and Development
- Business Planning
- Risk Analysis and Management

## SENIOR OPERATIONS OFFICER

2014 TO 2020

- Performed as Chief/Senior Operations Officer (Project/Program Manager) on technical issues, management and career development of 200 employees for more than 6 years.
- Provided advice to entities and managers (Assignment contouring) on implementation of strategies and policies for risk mitigation and performed complete performance measurement baseline of national level or one of a kind projects.
- Fostered feedback and developed internal change management processes by continuous improvement, reduce waste and increase productivity of operations room.

## OPERATIONS OFFICER

2009 TO 2014

- 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.
- Saved operational hours of equipment resulting in capital saving on a daily basis through effective escalation of key risks and impediments

## TRAINING & DEVELOPMENT

- Contributed towards one of the biggest projects of Indian Air force (1700 Crores approx). Contributed as core member from Operation's and was responsible for its testing, management and training of personnel pan india
- Responsible for complete procurement of Security equipment and logistics for the Air Force Station and its distribution exceeding about 30 Lakh INR.
- Performed duties of CMC (Crises management cell) Officer I/C with 04 staff and ensure smooth functioning and operations during Pandemic which included managing medical/transportation/ security and man-management.





# Pooja Singh

AGE 39 YRS / EXPERIENCE 14 YRS

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Collaborative, dynamic and result-oriented Indian Army officer with 14 years of experience across diverse functions in leadership roles. Experienced in project and security management with proven testimony of resource utilization, time and work management and operational risk management for strategic projects. Adept in critical analysis, persuasive skills, resource optimization and organizational skills. Have an accomplished track record of leadership, capacity building, developing constructive and sustainable processes in Administration, HR Management and Training. A critical thinker having analytical approach to situations, quick on the uptake, with an innate ability to adapt to any domain and deliver outstanding results and capable of achieving targets under constraints.

## EDUCATION

- Defence General Management Programme, IIM Lucknow : 2021
- MSC Military Technology, Berhampur University : 2010
- PG Diploma in Weapon Systems : 2005
- B.ED., IP University: 2003
- B.SC. Chemistry Delhi University : 2002

## CERTIFICATIONS

- Certification in Lean Six Sigma Green Belt, GreyCampus
- Certification in Lean Six Sigma Black Belt, GreyCampus
- PMP Certification Training, GreyCampus
- Certification in Ultimate MS Office, UDEMY
- Pursuing Certification if French Language, IGNOU

## AWARDS / ACHIEVEMENT

- President of Science Association
- From 1st Batch of Lady officer inducted in Army Combat Arms
- Nominated for Commendation from Chief of Army Staff
- 1st Woman Officer from Army Air
- Defence to do Combat Parachute Jump
- Captain of Command Shooting Team

## TENURES

- Quarter Master/ Proj. Manager Ambala 2017- 2018
- Project Manager Mathura 2016 - 17
- Chief Security Officer Kota : 2014 - 15
- Maintenance & Operations Officer Jodhpur : 2009- 13
- Maintenance & Operations Officer Ferozepur : 2004 - 08

## CORE COMPETENCIES

- Operations & Project Management
- Resource Management
- HR & Admin
- Security strategy

## PROJECT AND OPERATIONS MANAGEMENT

- Developed a logistics policy that streamlined supply of rations, fuel, equipment etc. which increased the **operational efficiency** of the unit.
- Ensured consistent operational improvements by conducting regular technical and administrative **inspections** of equipment and procedures.
- As **staff officer and advisor** to CO, provided administrative assistance to CO to ensure day to day official commitments.
- As Officer In-charge of the Army Image Projection Project of Ludhiana District, encouraged and motivated youngsters in school and college to join Indian Army.
- Managed end to end operations during high profile visits, which included visits of Chief Minister and senior official from Indian Army.
- Pivotal role in automating the complete unit by heading a project for installation of LAN network; planned and coordinated activities between b/w expert teams.
- Planned and implemented communication strategies, analysing press releases and supervising the creation and production of media materials.
- Planned and coordinated activities to assess feasibility of **infrastructural** development in various locations; also assessed budget heads.

## HR AND TRAINING

- Created a strong team presence, with consistent achievement in motivating and **engaging employees**, built up top performing teams in the organization improving employee retention and working relationships.
- Managed HR programs including employee benefits, staff recruiting, stress management, grievance handling, **policies and procedures**, welfare, payroll and employee relations in various locations/offices.
- Ensured and did **competency mapping** for assignments of work activities based on work priority & the skills of team members.
- Entrusted to process **confidential employee records**, generated feedback reports and suggested improvements; examined proficiency & cleared personnel for career progression and job rotation.
- Provided management, administrative and training services to 600+ active duty personnel; facilitated, submitted, tracked & evaluated annual training requirements.
- Provided 1st of its kind training facility to **NCC girl cadets** at army facility, also executed **training of trainer** modules for **NCC faculty**.

## SECURITY

- Responsible to collect, collaborate, analyse and disseminate intelligence and managed all areas of personnel, physical and material security of the cantonment as **Intelligence officer in Kota**.
- Administered the integration and upgradation of complete security and surveillance system of a major cantonment in a critical location housing important Headquarters and approx. 10,000 troops by installation of perimeter security system, intrusion detection & access control systems.
- Devised surveillance plan for spotting and preventing infiltration by **analysing data** and preparing reports received from UAVs.
- Led a team of 10+ officers/ jawans as security officer to undertake a search and **rescue operation for locals**.





# Ravindra Bathula

AGE 31 YRS / EXPERIENCE 10 YRS

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*Indian Air Force Officer with multidisciplinary background in Operations, Project Management, Software technologies, Supply Chain Management (SCM) and Defense Aviation MRO. Led cross-functional teams to consistently deliver remarkable results in assignments ranging from mission critical Frontline Ops to Aviation and enterprise projects. Adopted integrity, agility and perseverance as guiding principles in pursuit of excellence.*

## EDUCATION

- M Tech (Software Systems & Data Analytics) BITS -Pilani
- PG Diploma (Aeronautical Engineering) VTU, Belgaum
- B Tech (Electronics & Communication) JNTU- Hyderabad

## CERTIFICATIONS

- AndroidStudio/UX
- Python/Tensor Flow
- Tableau/MS Excel
- Weka/MySQL
- PMP

## CORE COMPETENCIES

- Operations & Project Management
- Process & People Management
- Negotiation & Conflict Resolution
- Supply Chain Management

## AWARDS/ACHIEVEMENTS

- Represented India at International Youth Exchange Program
- President's Colours from The Hon'ble President of India
- Adjudged 'Best Shooter' in Counter Assault Training Course
- Certified Scuba Diver, Skier
- Rock Climber and Para Jumper

## PROJECT MANAGEMENT

### 2011 TO CURRENT

- Effectively managed change in a dynamic work environment while rolling-out e-Maintenance Management System (e-MMS), an **enterprise solution**, and stood **First** among Defence MROs in its successful roll out.
- Achieved **self-reliance** in undertaking technical projects and **saved over US \$4 Million** to the exchequer and extended the fleet sustenance by a decade.
- Headed and oversaw production ops that executed **US \$14 Million** tech processes.
- Extended **pan-India** tech support for medium lift aircraft operations. Collaborated with reps from DGAQA, RCMA and HAL to propose measures to improve fleet reliability by **15 percent**.
- Led inter-departmental teams to achieve **QMS: AS9100C, ISO 9001:2018 & EMS: ISO 14001:2015 certifications** without attracting any 'Non-Compliance (NC)'

## OPERATIONS

- Led technical teams to ensure round the clock availability of airborne assets worth **US \$70 Million** for roles including Casualty Evacuation (CASEVAC) & Human Assistance and Disaster Relief (HADR).
- Maintained an unblemished record of **zero accident/incident** in air ops.
- Planned, controlled and executed technical activities ranging from first & second line preventive maintenance to tech-policy making, obsolescence management, Supply Chain Management (SCM) and Technical training.

## IT & DATA ANALYTICS

- Conceptualized, **designed and developed** Android mobile apps.
- Employed data analytics, visualisation tools to gather **BI from data** of aircraft spares consumption and **saved approx. US\$1 Million** to the exchequer.
- Part of IAF-CERT, responsible for upkeep of communication n/w, incident handling and vulnerability prevention at field level IT infrastructure.





# Siddarth V

AGE 35YRS / EXPERIENCE 14 YRS

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*Experienced Naval Officer with a demonstrated history of working in the Defence & Space industry. Skilled in Strategic planning, Operations, Satellite Communications and interception (SATCOM), Project Management, Supply Chain Management, Inventory Management, and Contract Negotiation. A lateral thinker with strong work ethics and commitment to organizational objectives.*

## EDUCATION

- PG Diploma in Satellite Communications
- M.Sc. Telecom
- B.Sc. Biochemistry

## AWARDS / ACHIEVEMENT

- Inducted and operationalized two portable and one major state-of-the-art communication interception systems.
- Innovated measures and enhanced operational productivity under resource constraints.
- Implemented novel measures and provided a cohesive learning atmosphere to hone professional skills.
- Coordinated seamlessly with the upper echelons of organization and ensured timely recognition of team's performance.

## KEY SKILLS

- Leadership and strategic planning
- Project management
- Operations Management
- HR Management
- Logistics and supply chain Management
- Contract Management

## PROJECT MANAGER

- Formulated SQRs, enabled suitable site selection and implemented state-of-art satellite communication interception system—first of its kind in the Indian Navy.
- Effectively coordinated with various stakeholders and ensured smooth implementation of the system against tight deadlines to achieve critical operational capability.
- Created a knowledge repository by creating an exhaustive training docket and in-house videos to support training of future crew.
- Formulated SOPs, doctrine of operations, and information flow methodologies. Ensured clarity among the crew with clear demarcation of responsibilities for smooth operations.
- Coordinated with units and higher formations and maximised synergy in operations.

## CHIEF EXECUTIVE OFFICER

- Motivated and led a team of 100 personnel to achieve the organizational goals under constrained environments.
- Carried out ATP of VLF, HF, and V/UHF portable COMINT interception system and assessed the system capability. Coordinated with sister services and set up a microwave link over 30 km and ensured maximum exploitation of the system with constrained manpower.
- Carried out ATP and inducted portable SATCOM interception system into the organization. Carried out trials at 10 different locations, spanning over 100 days, and consolidated a system performance report along with the operational methodology.
- Conducted extensive Field Evaluation Trials for project worth 4 billion rupees, and ensured the incorporation of advanced technologies in the VLF, HF, V/UHF DF system domains to derive maximum ROI.

## OPERATIONS OFFICER

- Coordinated with various agencies and ensured smooth conduct of operations to achieve organizational targets and requirements.
- Ensured availability of critical spares and essential items, and conducted seamless operations through meticulous inventory management.
- Ensured proper and systematic training of personnel to achieve higher levels of professional competence and instil confidence in them to perform in challenging environments.
- Implemented seamless and robust communication with units and Headquarters, thus ensuring smooth conduct of various operations at sea.
- Headed the safety committee and ensured a safe work environment in the unit per promulgated policies.





# Hemanth Sudev

AGE 32 YRS / EXPERIENCE 11 YRS

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*Indian Airforce Force Officer with Ten (10) years of demonstrated leadership and team management skills and rich experience in the domains of Operations & Project Management, Strategic Mission Planning, Aviation Security and Maintenance, Forecasting and Resource allocation. Self-motivated, disciplined & proficient with an analytical intellect to handle both service & civil, cross-functional teams & workforce, in making sound decisions & efficiently executing organizational strategies.*

## EDUCATION

- Pursuing DGMP, Business Management and Administration, IIM, Lucknow
- Post Graduate Diploma in Aeronautical Engineering, Visvesvaraya Technological University (Dec 2011 -Dec 2012)
- Bachelor of Electronics & Communication Engineering Kerala University -(2005 -2009)

## CERTIFICATIONS

- Certified Protection Professional
- Pursuing Project Management Professional (PMP)
- Lean Six Sigma Black Belt (LSSBB)
- Certified Network Security Specialist (CNSS)

## AWARDS / ACHIEVEMENT

- Awarded with Commander-in - Chief Commendation in recognition of professional excellence and Leadership Skills.

## CORE COMPETENCIES

- Security and Risk Assessment
- Team Management
- Project Management
- Analytical Thinking
- Business Acumen
- Problem Solving Ability

## SENIOR OPERATIONS MANAGER

- Spearheaded all strategically related technical projects, approving design and monthly reviews for performance measurement.
- Established and administered annual budget with effective controls to prevent overages, minimize burn rate and support sustainability objectives.
- Chaired and completed three aircraft accident/incident investigations in record time.
- Directed complex upgradation program of aircraft documentation and servicing schedules into integrated electronic maintenance management system (eMMS) for Chetak/Cheetah helicopters, leading to improved stability systems and 50% reduction of down time.
- Organised Local Purchase Committee and Price Negotiation Committee for handling both Capital and Revenue procurements as per Delegation of Financial Powers

## TECHNICAL OPERATIONS & AVIATION INFRASTRUCTURE MANAGER

- Planned, scheduled and maintained 30+ Chetak/Cheetah/Cheetal helicopters located at three geographically dispersed areas.
- Headed a multifunctional team of 150+ personnel belonging to diverse demography and varying age groups in Jammu & Kashmir and sustained 3600+ hrs of flying operations under harsh climatic conditions.
- Formulated training programme for skill improvement of workers resulting in 20% reduction of critical maintenance issues.
- Meticulously planned and executed operations, with significant time and resource constraints, as a part of search and rescue missions.
- Co-ordinated with various external agencies (like HAL, govt bodies, etc), outside the IAF, to facilitate seamless helicopter operations.
- Implemented Quality Circle at workplace for improved and efficient processes.
- Collaborated across different functional levels for smooth execution of 1st and 2nd Line maintenance activities in Chetak/Cheetah/Cheetal helicopters, resulting in 10% reduction of maintenance activities duration.
- Designed maintenance scheduling software for effective utilization of available resources, resulting in pull processes for single line maintenance of helicopters.

## HR/ TEAM MANAGEMENT/ TRAINING AND DEVELOPMENT

- Managed HR processes including Onboarding, Training, Appraisals, Discipline and Welfare for 300+ personnel and ensured high levels of team performance
- Incorporated employee engagement processes and achieved substantial rise in motivation levels by implementing policies for performance monitoring, rewards, and recognition

## DESIGN & DEVELOPMENT ENGINEER - TATAELXSI

2010 TO 2011

- Technology expert in broadcast and DTV domain, with end to end integration, quality assurance and automation framework. Hands on grooming experience grooming, design, field trials and operations support
- Area of expertise: - Linear TV - CA systems, EPG metadata ingest and delivery, SDV, edge QAMs
- On Demand systems - Back office systems, DRMs, CDNs, Asset ingest, delivery and sessions management





# Tariq Islam

AGE 44 YRS / EXPERIENCE 21 YRS

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Senior leader, policy-maker & influential value creator, with a distinguished career of 21 years in the field of **Project, Operations Management and Administration** in the Indian Army. Recognised for providing guidance and building consensus on growth plans and transformative change programs. A result oriented professional having strong analytical, communication, interpersonal and organizational skills is looking for a challenging role in the corporate sector.

## EDUCATION

- **Business Management Course.**  
IIM Lucknow
- **M.Tech (Aerospace Engg.)**  
DIAT Pune : 2013
- **Diploma in Aviation Tech. & Mgmt.** MCME : 2005
- **B.E. (Mechanical)**  
Mysore University : 1998

## CERTIFICATIONS

- **Lean Six Sigma Green Belt**  
KPMG
- **PRINCE 2 Agile Practitioner**  
Axelos : 2021

## AWARDS / ACHIEVEMENT

- Core team member of Best Project of DRDO : 2018
- Awarded Flight Safety Trophy : 2013 - 2016
- Appreciation for commissioning of indigenous UAV "Nishant" : 2010

## KEY SKILLS

- Leadership
- Risk Mitigation
- Negotiations
- Training
- Vendor Management
- Effective Communication
- Team Management

## PROJECT MANAGEMENT

- Executed **projects** of varying size, complexity & durations incorporating cost & budget baselines & executing the same with diligent monitoring & control.
- Achieved **70-90% serviceability** of high value equipment during active operations by meticulous project planning, execution & synergizing cross functional teams.
- Instrumental in establishing the first Engineering Support Infrastructure and testing lab facility worth 100 Cr INR for Heron Drones in the Indian Army.
- Conceptualized and developed an automated system in **MS Excel** to monitor the life of 500+ components fitted in aircraft: led to savings in time and manpower.
- Experienced in **designing new** products like weapon platforms, test benches etc. by effective planning, scheduling, risk assessment & budgeting.
- Played key role as Project Manager (Aeromechanical) and Flight Test System Engineer in Project Rustom-II (Drone) of DRDO; nominated as **SPOC** from DRDO for managing the Production Partners (HAL & BEL).
- Strengthened policies, SOPs and processes for management of maintenance and technical projects, representing the policy-making authority to develop strategies for high-risk operations.

## OPERATIONS MANAGEMENT

- Forecasted demands, shortlisted vendors & procured items worth crores after thorough study and preparation of requirements via cost effective tendering process/ e-procurement/ direct purchase.
- Achieved **~15 % reduction in Scaled inventory** through ABC, VED, FSN and HML analysis.
- Expertise in on-site monitoring, conducting root cause analysis of failures and streamlining operations to minimize downtime.
- Oversaw execution of more than 30 contracts and, focused on improving **demand planning** and maintaining required inventory of spares and components by building strong relationships with OEMs and multiple vendors.

## HRM & ADMINISTRATION

- As **Chief Administrative officer** directed full spectrum of HR operations, administration, security, welfare programs and payrolls.
- Empowered to process confidential employee records, generated feedback reports and suggested improvements; examined proficiency & cleared personnel for career progression and job rotation.
- Assessed **training** needs, compiled training resources, conducted courses, revised syllabi & evaluated the effectiveness of programs ensuring development of professional competencies in terms of soft and technical skills.
- Experienced in **Event Management** of high-profile social functions with over 200 guests.
- As **Facility Manager** renovated & redesigned Officer's Club and Dept. Store with turnover of 1cr INR.



# Potsangbam Roshnirama

AGE 33 YRS / EXPERIENCE 11 YRS

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An accomplished dynamic, motivated and result oriented Indian Army officer with diverse experience of 11 years in **Project and Operations Management**, HR & Administration, Training and School Administration. Proven ability to analyze, plan, organize and prioritize work resulting in optimum efficiency and resource utilization. A result-oriented person with an analytical approach to situations and capable of achieving targets under constraints. A resilient team builder with excellent communication skills, possessing inherent ability to address both professional and personal aspiration of the subordinates.

## EDUCATION

- Defence General Management Programme, IIM Lucknow : 2021
- Medium Level IT, MCEME : 2015
- B.Tech (Mechanical Engineering), College of Military Engineering & MCEME : 2015
- Bsc (Geophysics), Imphal College (Manipur University): 2008

## CERTIFICATIONS

- Lean Six Sigma Green Belt, KPMG
- Defence Financial Management, Kolkata
- Export Import Management, Ministry of MSME, Govt of India
- PMP, Ministry of MSME, Govt of India
- Digital Marketing & E-Commerce, Ministry of MSME, Govt of India

## TENURES

- General Staff Officer/ Project Manager** Srikona (Assam), 2017- 2021
- Chief Project Manager** Kankinara : 2015 - 17
- Operations Officer** Pune & Secunderabad, 2012- 15
- Workshop Officer** Karu, Ladakh (J&K) : 2010- 12

## AWARDS / ACHIEVEMENT

- Recommended for Vishisht Seva Medal
- Panel Member for discussion on "Role of Assam Rifles/ Army in Nation Building".
- Awarded "B" and "C" Certificate in NCC

## KEY SKILLS

- Leadership
- Strategic Planning
- Training & Development
- School Administration
- Planning & Coordination
- Analytical Thinking

## PROJECT MANAGEMENT

- Responsible for complete **planning, scheduling**, monitoring, controlling, overhaul and maintenance of engineering equipment and specialist vehicles as progress and planning officer of Army Base Workshop.
- As **Staff Officer to Major General**, responsible to ensure day to day official commitments of Army Commander; coordinated movement, meeting, and security arrangements in Counter Insurgency areas.
- Interacted and coordinated with civil dignitaries for various **society development projects** like skill development, institutionalizing primary health centres, women empowerment centres, children welfare schemes, etc.
- Effectively coordinated project requirements across cross functional teams for **modernization** of Army Base Workshop.
- Planned and developed infrastructure, training and sports facility for the collective welfare of staff & students in 12 schools of the Assam Rifles and a Sainik School as the **Education Officer**.

## OPERATIONS MANAGEMENT

- Ensured consistent **operational improvements** by conducting regular technical and administrative inspections of equipment and procedures.
- Facilitated end-to-end material flow to provide unbroken chain of Inventory; focused on elimination & minimising waste and losses in the supply chain.
- Expertise in on-site monitoring, conducting **root cause analysis** of failures and streamlining operations to minimize downtime.
- Handled **inventory** of more than 150 vehicles & equipment with serviceability more than 97% through efficient preventive / proactive maintenance, spares & human resource management.

## HR AND TRAINING

- Created a strong team presence, with consistent achievement in motivating and **engaging employees**, handled full spectrum of HR operations.
- Shouldered the appointment of Finance Officer, Education Officer, Asst. Inspector Arms and Staff officer; established processes and systems that resulted in better facilities along with improvement in **employee morale**.
- Ensured and performed **competency mapping** for assignments of work activities based on work priority & the skills of team members.
- As a training officer provided administrative and training **services to 100+** active duty personnel; prepared training plans, compiled syllabus and planned trainings keeping in consideration the changing requirements.
- Created and managed talent advisory staff responsible for organising various **recruitment rallies** for 2900+ aspirants; managed day to day sourcing, advertising, interviewing, budgetary and security activities.





# Tushar Gupta

AGE 31 YRS / EXPERIENCE 10 YRS

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*An agile, collaborative and high EQ manager. Experienced in Project & Operations Management. A learner without barriers and a follower of Servant Leadership. Led large cross-functional teams in domains of Military Aviation & IT. Collaborated with Multinational Defence forces and OEMs. A Veteran who is keen on utilising his VUCA learnings in the Corporate World.*

## EDUCATION

- General Management Programme, IIM Lucknow
- PG Diploma in Aeronautical Engineering (Electronics)
- B Tech (Computer Science)

## CERTIFICATIONS

- MiG-21 & Simulator
- Project Management Principles & Practices
- Lean Six Sigma Green Belt
- Aviation Fuel Quality Control
- Aerospace Safety Capsule
- Electronic Warfare
- Leadership and Organisational Behaviour
- PMP (Pursuing)

## AWARDS / ACHIEVEMENT

- Recommended for C-in-C Award
- Completed 100% transfer of Fighter Squadron
- Saved Aircraft on Fire

## KEY SKILLS

- Leadership
- Communication
- Project management
- Operations
- Negotiation

## COMMUNICATION NETWORKS & IT OPERATIONS

- Led a team of 20 Knowledge Workers (including 3 Floor Managers) as head of the Centre for Communication & IT.
- Handled \$1 Mnsophisticated Networking & Cyber Security equipment.
- Project "Communication efficiency Ramp-up" Reduced OFC downtime by 50%, upgraded Wi-Max infrastructure, enhanced throughput by 400%.
- Project "ERP Lab setup" Established ERP Lab for trainee soldiers. Resulted in 95% improvement in comprehension of trainees.
- Managed Mobile Communication network (WCDMA), Node B & Encryption. Ensured 97% availability in liaison with M/s HCL & Nokia.

## AEROSPACE OPERATIONS & MAINTENANCE MANAGEMENT

- Lead a team of 90 Technicians (+18 Floor Managers) in carrying out Preventive Maintenance Servicing and major fault rectifications for \$10MN Military Aircraft in a 15000 Sq. Ft facility.
- Managed fighter aircraft operations for two Squadrons, working in extreme high pace environment and thin margin for error, with a record of NIL accidents.
- Carried out joint investigation with CEMILAC, DGAQA & HAL to identify root cause of Engine Flame out, tested engine on Russian made Test Bed.
- Conducted Life Extension Study along with HAL for MiG-21 fleet.
- Executed field trials for upgradation of MiG-21 Flight Data Recorder.
- Implemented "JIT" strategy & ensured 10% reduction in `TAT' with efficient management of Human Resource and timely supply of spares, reducing deviation from Exploitation plan to 2%.
- Project "Recover Grounded Aircraft" recovered aircraft, involved in aviation Incident at out-station base with a team of 13 technicians, in record time.
- Project "Pre Floods Evacuation" Evacuated 07 Aircrafts against a strict timeline and ensured their safety during floods.
- Maintained MiG-21 simulator with an availability of 350 days in a year.

## STRATEGIC PLANNING

- Led an elite team of 5 Knowledge Workers (+1 Floor Manager) in strategic planning for Aircraft exploitation and for liaison with external agencies like IAF Head Quarters & OEM.
- Project "Asset Transfer" fulfilled 100% Customer requirements over a period of 1 year. Additionally, planned & facilitated pre-emptive servicing, which reduced receiving units work load by 80%.
- Negotiated with Air HQs resulting in on time delivery of Mission critical asset to customer in the middle of war game zone, reduced Aircraft TAT by 66%.
- Contracted M/s. Olympus & Scholly for maintenance of NDT equipment.
- Exploited ERP platform for provision of spares meeting desired specifications and with 98% on time delivery.





# Reshu Chaudhary

AGE 33 YRS / EXPERIENCE 11 YRS



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*Dynamic, versatile and performance driven Military officer who offer 11 years of demonstrated military leadership in addition to rich experience in the domains of Managing the Supply Chains, Projects, Operations, Transportation, Warehouses, Inventories. Skilled in building cross-functional teams, demonstrating exceptional communication skills, and making critical decisions during challenges. Adaptable and transformational leader with an ability to work independently, creating effective presentations, and developing opportunities that further establish organizational goals.*

## EDUCATION

- Business Management Program - IIM Lucknow
- MBA -Aviation
- Bsc (Hons.) - Chemistry

## CERTIFICATIONS

- Graduate Diploma in Material Management
- Professional Diploma in Public Procurement
- Lean Six Sigma Green Belt - KPMG

## AWARDS / ACHIEVEMENT

- Air Officer Commanding in Chief commendation for exemplary professional commitments

## KEY SKILLS

- Logistics Management
- Supply Chain Management
- Operations Management
- Contract Management
- Administration
- Strategic Sourcing

## SENIOR LOGISTICS AND PROCUREMENT MANAGER

- Formulated and executed, short term and long term contracts for aircraft, missile, vehicle, radar, IT and communication spares and services with various indigenous and foreign vendors and PSUs
- Set up a contract dept. in an organisation developing frameworks, documentation, processes and procedures for procurement worth Rs 20 Cr annually and successfully transitioned to e-Procurement and GeM
- Managed a strict quality control of the products/ services procured and ensured prompt after sales service/ post contract management including timely payments to suppliers, leading to total satisfaction of users as well as suppliers/vendors
- Channelized overall management of Procurement Process, Cost Reduction, Contract Negotiation, Deliveries Management, Vendor Relations and Vendor development at various Air Force Units with an annual budget of Rs 20 Crore.

## LOGISTICS AND SUPPLY CHAIN MANAGER

- Led entire Supply Chain encompassing benchmarking, procurement through tendering and contracting worth Rs 50 Cr annually, warehousing approx 4,000 tonnes of stores and seamless distribution to approx 300 bases spread across nation using the best mode, in the allotted timelines
- Carried out periodical review of Inventory, statistical forecasting, planning, scheduling, budgeting and procurement with a focus to meet stringent time-lines in an operational environment

## PROJECT & OPERATIONS MANAGEMENT

- Ensured availability of resources for successful operations of a Station involving Flying, Missile, Radar Squadrons, Mechanical Transport, Signal, Communication and Information Technology units
- Directed logistics support and resource allocation to 30 Stations under a Command HQ
- Directed the project teams in setting up of new infrastructure for fresh inductions and infrastructures in IAF
- Ensured timely availability of resources for various tableaux in Republic Day Parade Handled entire operation of URC with a turnover of Rs 30 Cr

## HUMAN RESOURCE MANAGEMENT & ADMINISTRATION

- Administered HRM functions such as documentation, discipline, grievance redressal, performance review and policy implementation for 100 plus personnel.
- Experienced at undertaking psychological counselling for over 500+ personnel deployed in high stress environment in the Air Force.
- Successfully conducted 'end to end' recruitment in the Air Force for over 300 personnel including physical, behavioural and psychometric tests.
- Implemented measures for women empowerment and initiatives through the Women Welfare Association





# Chirayu Motial, SM

AGE 46 YRS / EXPERIENCE 23 YRS

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www.linkedin.com/in/chirayu-motial-46bb7220b

- A dynamic, versatile and accomplished professional with 23 years of meritorious service in Indian Army along with proven leadership qualities.
- Leading a team from user end which was instrumental in Strategic planning, development and execution of a DRDO- ATAGS project for 3 yrs in conjunction with two Corporate companies and a number of PSU's.
- Expertise in end-to-end management of operational projects, training and strategic planning.
- Possess a proactive and result oriented outlook, strong proponent of team work and ability to build trusted working relationships.
- Possess excellent communication and collaboration skills to manage stakeholders, recruit, train, and lead cross-functional teams across multiple locations to peak efficiency and productivity.

## EDUCATION

- MSc (Weapon Technology)
- General Management Programme, Indian Institute of Management, Lucknow
- BA, Jawaharlal Nehru University, New Delhi
- Senior Command Course for Management applicable for Commanding Officers

## AWARDS / ACHIEVEMENT

- Sena Medal (Gallantry)
- Force Commander's appreciation UN (DR of Congo)
- DG of Artillery's appreciation

## KEY SKILLS

- Strategic Leadership
- Project & Operations Management
- Business Continuity Planning
- HR Management
- Analytical skills

## CAREER SUMMARY

- Company Commander in Rashtriya Rifles (Sopore) 2000-01: Responsible for collation of intelligence, execution of operations in counter insurgency role and safety of civilians in Sopore town (J&K). Awarded with Sena Medal (Gallantry) for neutralizing terrorist at risk to own life.
- Instructor Artillery Centre Hyderabad: Responsible for training of soldiers into professional Gunners.
- Instructor National Defence Academy: Responsible for transforming raw cadets into leaders of the future.
- Operations Officer in UN (DR of Congo): Responsible for planning and execution of plans to contain the rebels out of city of Goma.
- Commanding Officer (Artillery): Responsible for Operations, Training, Discipline, Administration of 600 persons and Finance and System Management at various locations.
- Project Coordinator, Project Management Team: Headed the Project Management for an ongoing DRDO project Advance Towed Artillery Gun System (ATAGS) worth 300 crores.





# Suchetana

AGE 32 YRS / EXPERIENCE 10 YRS

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A conscientious and adroit leader offering an extensive cross-functional experience in the fields of **Strategy, Operations, Logistics, Security, HR, Administration & Maintenance**. Handled procurement on several niche Technology equipment of IA worth millions of rupees. Adept at improving operational stability, efficiency and profitability. Highly resourceful and committed professional driven by optimism with emotional maturity skilled at managing multi-faceted teams under adverse conditions to achieve organisational goals. An avid learner keen to take on new challenges.

## EDUCATION

- Defence General Management Programme, IIM Lucknow : 2021
- Advance Course in Communication Equipment, MCME : 2015
- Technological aspects of IA Equipment, EME School : 2013
- B.E (ECE), VP Dr PGH College of Engg & Tech : 2010

## CERTIFICATIONS

- Lean Six Sigma Green Belt by KPMG
- Export Import Management by Ministry of MSME, Govt of India
- PMP by Ministry of MSME, Govt of India
- Entrepreneurship Development Program on Solar Energy by Ministry of MSME, Govt of India

## TENURES

- General Staff Officer/ Proj. Manager** New Delhi 2020- Till Date
- Chief Operations Officer** Srinagar 2018 - 20
- Project & Maintenance Manager** Bathinda : 2015 - 18
- Maintenance Officer** Tenga Valley /Awar/ Secunderabad : 2011- 15

## KEY SKILLS

- Leadership
- Policy, Planning & Strategy Making
- Operations & Supply Chain Mgmt.
- Team Building
- Vendor Management
- Business Negotiations

## PROJECT & OPERATIONS MANAGEMENT

- Effectively managed & directed 150+ highly skilled technical workforce to meticulously follow the laid down technical practices, procedures and SOPs related to maintenance of Army Equipment.
- Achieved more than 90% serviceability & availability of one of its kind electronic warfare equipment **Samyukta** during active operations by meticulous project planning, execution & synergizing cross functional teams as Chief Maintenance Officer at Bathinda.
- Forecasted** demands, short listed vendors & procured items worth crores after tendering process through manual tendering process / e-procurement portal; ensured optimal spare availability at all times.
- Handled **inventory** of 400+ vehicles and equipment with serviceability more than 95% through efficient preventive / proactive maintenance.
- Experienced in preparation of RFIs/RFPs price negotiation and managing vendors to ensure completion of projects, on-time.
- Awarded** GOC-in-C, Northern Command Citation for performing RCA to diagnose problems in **Electronic Warfare & CRCIED** equipment; rectified the issue thus ensuring safe movement of convoys after Pulwama Attack.

## HR AND TRAINING

- Directed management of full spectrum of HR operations, systems & programs including training, **welfare** & incentive programs & payroll.
- Responsible for making financial business decisions, strategic planning for use of public funds, forecasting & budgeting.
- Examined proficiency & cleared personnel for career progression; ensured job rotation & dual trade concept.
- Assessed training needs, compiled training resources, conducted courses, revised syllabi & evaluated the effectiveness of programs.
- Designed & implemented an effective training 3 levels feedback mechanism; resulted in overall increase of **training effectiveness**.

## SECURITY

- Actively involved in designing the **security layout** of operational bases and constantly evolving its design according to changing.
- Maintained a safe and secure environment by assigning **patrolling** duties and monitoring premises in Counter Insurgency area/ large areas.
- Successfully produced, analysed and disseminated **intelligence** to subordinate units and managed all areas of personnel, physical and information & cyber security.
- Resolved major surveillance and monitoring issue by meticulously working on technicalities/circuit diagrams for indigenisation of **Israeli equipment**.





# Vinay Shivaram

AGE 35 YRS / EXPERIENCE 14 YRS

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*Experienced Leader with over 14 years of successful experience in man power management and multi-tasking. Recognized consistently for performance excellence and contributions to success in previous tenures at varied roles. Strengths in analytics and operations backed by training in Data Science.*

## EDUCATION

- DGMP, Business Management and Administration, IIM, Lucknow
- BE, Electronics and Communication, UVCE, Bangalore

## CERTIFICATIONS

- Executive Program in Data Science, IIM, Lucknow (pursuing)

## KEY SKILLS

- Strong Leadership and Communication
- Planning and Coordination
- Analytical Skills
- Operations Management

## ANALYSIS AND OPERATIONAL MANAGEMENT

- Carried out extensive data analysis for successful engagement of a high-speed ariel target from an Anti-Air Defence System which had not been achieved in 13 years by undertaking extensive troubleshooting through innovative and out of the box techniques.
- As an Operational Trainer of Gunnery in work up team, have analysed critical strengths and weaknesses of both individual and team for increasing the operational readiness, weapon efficiency and efficiency of man/ ship management planning of 25+ ships.
- Audited and augmented security setup of 20+ naval establishments under Western Naval Command.

## SENIOR SHAREPOINT DEVELOPER

JUL 07 – DEC 09

- Collaborated in team environment to produce high-quality programs and applications for Education Collaboration industry.
- Gathered and defined customer requirements to develop clear specifications for project plans.
- Reviewed and incorporated latest technology innovations and development strategies to improve build speed, quality and end-user experience.





# Dr. Sanjay Kumar Srivastav

AGE 56 YRS / EXPERIENCE 32 YRS

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*A versatile, diligent, dynamic, result oriented, technically sound, military veteran and scholar warrior with cross functional organizational skill set and management capabilities, backed by a keen analytical mind. A multi faced professional with vast experience in Operations, Project Management, IT services, Training, Research and Development, Human Resource Management and Administration.*

## EDUCATION

- DGMP Business Management & Administration IIM Lucknow
- Ph D (Atmospheric Science)
- M Tech (Computer Science)
- MBA (Human Resource Management)
- M Phil (Meteorology)

## CERTIFICATIONS

- Certified in Leadership, Behavioural Science.
- Certified in Appraisal Reporting COP (French)
- Certified in Operation and Installation of High Processing Computing System (HPCS)
- ISRO Induction Training Programme

## AWARDS / ACHIEVEMENT

- Appreciation by Prime Minister of India - As a team member of a project "Mausam on Line".
- Appreciation by Assistant Chief of Air Staff, Indian Air Force .
- Commendation/Appreciation by Air Officer Commanding-in-Chief in 2009 / 2010 / 2012.

## KEY SKILLS

- Artificial Intelligence & Cloud Computing Consultant
- Academic Administration & Training
- Operation & Strategic Planning Consultant
- Project Management
- Research & Development
- Human Resource Management

## PROJECT MANAGEMENT

- Planning, co-ordination and execution of projects in a highly challenging environment.
- Efficient Resource management and distribution for execution of operational work and projects well within stipulated time.
- Adherence to technological advancement and innovations for efficient execution of project.
- Developed e-commerce multivendor platform "SUVEDHA" and Artificial intelligence training and consultancy web site "ARTLLIGENCE"
- As Head and Joint Director, Indian Air Force executed various innovative projects like Induction and operationalization of High Processing Computing System (HPCS), Induction and operationalization of Data Diode in Indian Air Force and Mausam on line.
- As Joint Director (Equipment procurement and maintenance) at Air Head Quarters (Vayu Bhavan), New Delhi ensured high serviceability and smooth induction of IT based meteorological equipment.
- Independent Project Leader for various Research, Operational and Procurement projects at Air Head Quarters, Indian Air Force.

## ACADEMIC ADMINISTRATION & TRAINING

- Principal and Chief Instructor (Academic administrator) at Workshop Training Institute, AF Tambaram, University of Madras, Chennai
- Directing staff (Instructional duties) at Basic Flying Training School.
- Directing staff (Instructional duties) at Air Force Administrative College, Coimbatore.
- Instrumental in streamlining training curriculum and imparted training to 6500 plus trainees for enhancing operational worthiness through overall skill development.
- Provided training to the officers and air warriors of friendly foreign countries in functional planning and operational activities.

## HUMAN RESOURCE MANAGEMENT

- Effectively administrated the establishment of 2000 plus personnel involved in policy formulation talent management, Discipline, performance appraisal, career planning, and welfare policies.
- Administrated the integration and upgradation of state-of-the-art Officers' mess management system as President of Command officers' Mess committee,
- Enhance the growth rate and ensured high customer satisfaction at unit run canteen of Canteen stores department as Officer-in-charge.

## RESEARCH AND DEVELOPMENT

- R & D in the field of Information Technology and Atmospheric science.
- Invited to present paper in various International conferences at USA, UK, Poland and published various papers in International Journals.
- Book Chapter: "Geospatial Applications for Natural Resources Management" published by Taylor and Francis Publishers, USA.



# Munish Bansal

AGE 35 YRS / EXPERIENCE 12 YRS

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*Distinguished leader, policy-maker and influential value creator, with a career of 10+ years in the field of **Operations and Project Management** in the Indian Navy. Recognised for providing guidance and building consensus on growth plans and transformative change programs. Well versed in cross functional leadership, multi-cultural values, management and team building. A very strong believer of internal & external relationships & composed in challenging environment.*

## EDUCATION

- **Business Management Course.**  
IIM Lucknow : Pursuing
- **Lean Six Sigma Green Belt Certified**  
**PMP**  
PMI : Pursuing
- **PG Diploma in Marine Technology**  
Cochin University : 2011
- **B.Tech (Mechanical)**  
PTU : 2009

## AWARDS / ACHIEVEMENT

- Led team which was awarded Best Department : 2018
- Led team which was awarded Best Team during War Exercise : 2015
- Led team for undertaking Fire Fighting Operations in Mantralay Building : 2012
- Awarded service medal for successful operations in Gulf of Aden against pirates : 2012
- Awarded best department onboard ship by Audit Team : 2011

## KEY SKILLS

- Leadership
- Project Management
- Inventory Management
- Vendor Negotiations
- Training & Mentoring
- Total Quality Management

## OPERATIONS MANAGEMENT

- Handled ship **maintenance** activities involving multi-stakeholders, ensuring task completion within stipulated timelines and prevented cost overruns.
- Reorganized the department into **lean structure** & effective domain specific teams for optimal utilization of manpower & resources.
- Identified **demand gaps** to provide seamless inventory management and planned yearly/quarterly repair and maintenance activities of the equipment for **3 lakhs+ types of items**.
- Organized and purchased inventory of spares, tools and equipment for effective working of customers; **removed duplicity** which led to saving of approx.. INR 125 cr.
- Responsible for driving the operational excellence of warehouse supplies and logistics-ensuring **audit** and compliance requirements are met

## PROJECT MANAGEMENT

- Facilitated end-to-end material flow to provide unbroken chain of Inventory; focused on elimination & minimizing waste and losses in the supply chain.
- **Conceptualized** and developed an automated system to track, monitor and review urgent requirements, led to savings in time and manpower and system was implemented in entire Navy.
- Shouldered the responsibilities of **planning**, procurement, technical and warehouse officer; established processes and systems that resulted in better facilities along with improvement in employee morale.
- Undertook responsibility as project manager for planning, coordinating and monitoring of Submarine Construction, and procured equipment/ spares worth INR 700 cr+ from Indian/ foreign vendors.

## HR & ADMINISTRATION

- Performed complete functions of HR operations, systems & programs including **training, welfare & incentive programs** and payrolls.
- Presented various status reports at **senior management** reviews to realign policy decisions and ensure operational readiness.
- Entrusted to process confidential employee records, generated feedback reports and suggested improvements; examined proficiency & cleared personnel for career progression and **job rotation**.
- Assessed training needs, compiled training resources, conducted courses, revised syllabi & evaluated the effectiveness of programs.
- Responsible for efficient functioning of Officers Mess by ensuring high quality services, effective inventory management, smooth functioning of supply chain and integrating real time accountancy procedures.
- Managed end to end operations during high profile visits & VIP events like Presidential Fleet Review, actively involved in complete planning and management including accountability for invitations; lodging, food and transportation arrangements and negotiations with vendors.



# Prashant Kadam

AGE 32 YRS / EXPERIENCE 10 YRS



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*Meticulous and goal-oriented professional with ten years of experience in fighter squadron ground and flying support operations in the World's 4th largest Air Force. Passionate in innovation, Expert in Team Building, Operations Management, and General Administration. Efficient in a challenging environment with Organizing ability and adaptability. With exceptional liaison skills, reliable option for handling international customers.*

## EDUCATION

- Business Management Administration, IIM Lucknow
- M Tech Quality Management, BITS
- PGD in Aerospace, VIT
- B Tech (Mech), Pune University

## CERTIFICATIONS

- Project Management Professional (PMP - PMI)
- Maintenance Operation on Aircraft
- Business Communication Certification Rochester Institute
- Appraisal Workshop
- Lean Six Sigma Green Belt
- LinkedIn courses
  - Project Management
  - Conflict Management
  - Scrum basics
  - Finance Strategies

## AWARDS / ACHIEVEMENT

- Best in Maintenance award 2019-20
- Winner in Intra Command Electronic warfare Quiz 2018-19

## INNOVATIONS

- Designed & Manufactured Hand sanitizer dispenser
- Design and Fabricated Bomb loading trolley platform Roller

## KEY SKILLS

- Project Management
- Operations Management
- SCM
- Quality Management

## SOCIAL ACTIVITIES

- Haath Madaticha " NGO "

## SENIOR OPERATION MANAGER

- Ensured the timely calibration of tools, testers and gauges using lean methodology which facilitates the aerospace machines to sustain its efficiency for its future utilization.
- Spearheaded the audit process of aviation Lubricant's labs in IAF for their quality standards (POL), Usage life and Storage conditions.
- Operation Management of 183 military specialist vehicles with a record of 95% serviceability (avg for 2 yrs) covering 7,00,000 KM per year.
- Managed contracts with various firms for effective utilization of costlier assets.
- Setup full proof Supply Chain of Armament store for 49 fighter aircraft in a remote location.
- Facilitated operations support to Royal Singapore Air Force and US Air Force for timely completion of a TACTICAL training exercise.
- Led the team of 100 plus multicultural professionals to support trainee flying missions on 33 fighter aircraft

## COMMANDING OFFICER OF AIR FORCE RANGE UNIT

- Commanded Air to Ground Range of IAF spread over 4900 acres in Kolkata region (one of the most active range in Indian Air Force)
- Facilitated the range Administrative support to 08 national and 03 international missions of the Air Force.
- Designed and manufactured precision mapping targets for laser-guided Armament Stores.

## PROJECT MANAGEMENT

- **Implemented Electronic Maintenance Management** System (e-MMS) Project, in mechanical Transport and Armament vertical of Indian Air Force in co-ordination with team of Wipro.
- Implemented **e-SEWA** (Digitization of office correspondence software) in eight sections of IAF.
- **Performed role of Quality Inspector** on setup of additive mixing facility (Fuel System Icing Inhibitor) at Bulk Petroleum installation for fighter aircraft in co-ordination with Indian Oil Corporation
- Obtained clearance on the construction of modern storage infra worth USD 16 million for technology-intensive Military store from DRDO CFEEs.
- As an aircraft system expert conceptualized aircraft operation from nonfamiliar bases and formulated SOPs which became the template for future operations.
- Planned and executed the task of transportation of 600 Ton of military stores from central to the eastern part of India by special Armament train.
- Carried out acceptance of 03 fighter aircraft from Aircraft Manufacture Industry (HAL).

## HR AND ADMINISTRATION

- Enhanced Professional competence of 150+ personnel by implementing an innovative on job training program.
- 8 years of experience in coaching and performance counseling of Junior Managers and team members in the demanding work environment of IAF.
- Managed sports facilities (Swimming Pool, Outdoor Gym, Basket Ball) for 2500 members of IAF family.
- Organized center for excellence program for 34 IAF bases in Eastern Air Command





# Narendra Singh Bisht

AGE 32 YRS / EXPERIENCE 10 YRS



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*A dynamic professional with 10 years of enriching experience in frontline Operations and Aviation Maintenance, Project Management, Strategic Mission Planning, Training, Forecasting and Resource allocation. Keen to explore the corporate world and willing to take up challenging assignments.*

## EDUCATION

- Business Management, IIM Lucknow
- PGD- Project Management, Symbiosis
- Diploma in Aeronautical Engineering, VTU
- BE (Mechanical), VTU

## CERTIFICATIONS

- PMP
- LSSGB
- CSM
- PMI-ACP(Pursuing)
- Certified Para jumper

## AWARDS / ACHIEVEMENT

- Appreciated by CAS for conduct of induction ceremony of 'Apache' helicopter
- Supervised Armament missions towards 'Pathankot Airbase Attack' retaliation
- Certified 'Armament and Explosives' operations specialist
- Appreciated for Designing and fabrication of contactless dispensing machine to prevent COVID-19 spread

## KEY SKILLS

- Leadership and decision making
- Project Management
- Planning and organisational skill
- Team Building

## OPERATIONS MANAGEMENT

- Spearheaded a cross- functional team of 10 supervisors and 160+ technicians in achieving process excellence while ensuring quality and stringent timelines of flying operations with Nil accidents.
- Ensured operational continuity by formulating and Validating functional parameters of equipment, designed manuals and SOPs to enhance sustainability.
- Established TQM as culture and integral part of all functions including procurement, maintenance and training, eliminated functional incompatibility.
- Prepared maintenance reports of attack helicopter fleet, identified and reported abnormal trends & associated risks to effectively minimize the downtime of aircrafts by 17 percent.
- Achieved timely availability of inventory of more than 100 mechanical transport vehicles, 5000+ critical spares through effective coordination between multiple stakeholders (supply chain, inventory management, planning & control).
- Developed diversified and ultra-skilled team by multiskilling and constant mentoring; achieved 25% increase in productivity.
- Channelized overall management of procurement process, inventory control, contract negotiation, deliveries management and vendor relations during the tenure of responsibility.

## PROJECT MANAGEMENT

- Reincarnated crashed helicopter to setup as Training Aid for functional demonstration for trainees.
- Tailored the technical facility infrastructure and administrative facility for 'APACHE Helicopter' as per OEM specifications.
- Headed the Project 'Implementation of e-MMS' (Electronic Maintenance Management System), the IAF's initiative to automate the Execution, Monitoring and Planning processes for maintenance activities in 'Mechanical Transport Section'.

## TRAINING ROLE AS INSTRUCTOR

- As Chief Instructor at 'Attack Helicopter Technical Training School', infused Aerodynamic and Avionics concepts into trainees through working models and modern teaching aids; 09 batches of Indian trainee courses and 03 batches of foreign trainee courses with representatives from Sri Lanka, Myanmar, and Afghanistan.

## SECURITY AND ADMINISTRATION

- Functioned as Joint Secretary for Airforce Welfare Organization consisting of more than 1400 registered members and managed more than 05 ventures including school for under privileged kids, one thrift shop and one playschool; entrusted with financial management, welfare activities, event management and interaction with vendors.
- As administrative advisor to the commanding officer, dealt with the document upkeep, ensured policy follow up, administered corrective actions.





# Abhinav Bhardwaj

AGE 30 YRS / EXPERIENCE 10 YRS

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*An action-oriented, data-driven leader with an analytical approach to situations and capable of **achieving targets under constraints**. Self-motivated professional with a long-term vision offering extensive experience in People, Project, Quality, Operations management roles and leading cross-functional teams.*

## EDUCATION

- Certificate in Business Management, IIM Lucknow
- M Sc (ECE), CUSAT
- B Tech(ECE), Himachal Pradesh University

## CERTIFICATIONS

- Managing Relations with Employee Unions- V V Giri National Labour Institute
- EM Interference/Compatibility Specialisation- DIAT, Pune
- PMP(Pursuing)

## AWARDS / ACHIEVEMENT

- Chairman DRDO( Scientific Advisor to Defence Minister) Annual Commendation-2017

## KEY SKILLS

- Emotional Intelligence
- Solution Selling
- Process Improvement
- People Management
- Project Management
- Quality Assurance
- Operations Management

## SENIOR PROGRAM MANAGER, NAVAL DOCKYARD, MUMBAI 2021 TO 2018

- Program Manager for **40** projects worth **INR 3600 crore**
- Coordinated **Stakeholder conflict resolution** and progress reviews meetings to mitigate/control cost and time overruns
- Carried out **Gap Analysis** to formulate 10-year Infrastructure Modernisation Road Map
- Improved policy, procedures and contingency plans for better **management of risk and uncertainties** involved in projects

## PROJECT MANAGER, STRATEGIC PROJECTS/ DRDO

2018 TO 2015

- Project Manager for two strategic project worth **INR 15,000 crore**.
- Formulated **Quality Assurance Plans(QAP)** for the strategic projects
- Identified dispensable QC procedures/stages** and modified outfitting sequence to **increase daily outfitting capacity by 25%**
- Formulated and Integrated Daily Production monitoring database with '**Power BI**' to improve daily **QC Inspection Rate by 100%**
- Led a 130+ team** of QC inspectors for electrical and weapons outfitting

## HOD(ANTI-SUBMARINE & ELECTRONIC WARFARE), INS SHIVALIK

2013 TO 2015

- Ensured the **100% Operational availability** of critical Systems worth **INR 100 crore**
- Effectively managed **Strategic vendors** to ensure timely availability of more than 500 spares and inventory
- Represented Indian Navy** during Bilateral Naval exercises with USA, China, Russia, Japan and Vietnam
- Established specialized PCB Repair Lab for **Self-reliance** in repairs of mission-critical PCB modules





# Shashank Dubey

AGE 44 YRS / EXPERIENCE 22.4 YRS

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*A Go-getter, techno-functional, committed, dynamic and result-oriented leader with 22+ years of meritorious service and experience in diversified fields like Operations, technical IT leadership, Project Management, Supply Chain Management with ability to lead diverse cross-functional teams. Strategic planner, leader and thinker with proven track record to deliver timely innovative solutions, build and maintain synergy amongst stakeholders.*

## EDUCATION

- M.Tech (Radio Frequency Design and Technology), IIT Delhi
- B.Tech (Electrical Engg), Naval College of Engg (affiliated to JNU)

## CERTIFICATIONS

- PMP
- Data Analytics using R and Python, NASSCOM/IIT Madras
- Course on AI/ML, IIT Madras
- Stanford Online Course on Machine Learning
- Neural Networks and Deep Learning
- Improving Deep Neural Networks
- Structuring ML Projects
- Convolution Neural Networks
- Sequence Models

## AWARDS / ACHIEVEMENT

- Letter of Appreciation by Shipbuilding & Ship Repair Centre, St. Petersburg, Russian Federation
- Two Commander-in-Chief commendations (western & southern)

## KEY SKILLS

- Strategic Planning & Leadership
- Project Management
- Operations Management
- Negotiations/Influencing
- Stakeholder Engagement
- Performance Evaluation & Optimisation
- Contracts Management
- Supply Chain Management
- Risk, Crises & Team Management
- Data Scientist/ Research

## ADDITIONAL KNOWLEDGE DOMAINS

- Deep Learning
- Machine Learning
- Business/ Data Analytics

## JOINT DIRECTOR PROGRAMMES / GREEN FIELD PROJECT

- Initiated, defined, planned/developed, executed, monitored and controlled multiple technical infrastructure projects/ programmes amounting to Rs 4000 Cr.
- Demonstrated competencies in baselining of scope, schedule and cost of projects towards modernisation of high end technical facilities, associated infrastructure of Naval repair yards resulting in enhanced functionality.
- Served as advisor/evaluator to the senior management in policy decisions, operations, evaluation and improvement of functional effectiveness, modernisation, productivity and efficiency of the Naval assets.
- Achieved technical excellence and innovation towards the creation of Detailed Project Reports, Master Plans, Preliminary Designs and Detailed Designs of the infrastructure in close association with global Consultants and the Academia

## CHIEF OPERATIONS OFFICER/ IT OFFICER/ PIONEERING IN AI

- Ensured optimum operational availability of state of art power generation machineries, communication systems, RADARS/ SONARS etc of frontline warships to meet the mission requirements. Implemented lean resources management and optimisation techniques with reduced time and cost.
- Guided teams from industry on Design, Development, Integration, Manufacturing and Trials of Systems.
- Successfully championed India's first indigenous Control Systems for strategic assets through collaboration with Global IT, Consulting & Technology firm, Navratna Public Sector Undertaking and Small and Medium Enterprises.
- Established and implemented standards, protocols, practices and policies related to the technologies. Created a vertical, with a sharpened focus on core and future functions and eliminated non-core legacy functions to improve employee engagement and increase productivity.
- Selected as Indian Navy rep to represent Navy in the Tri services Joint Working Group to identify, conceptualise, implement and steer the Artificial Intelligence (AI) based use cases in Armed Forces to progress on the AI roadmap chartered by Govt. of India for Armed Forces.

## SUPPLY CHAIN MANAGEMENT

- Inventory and supply management of complex Naval Systems and their associated stores/spares. Procured machineries/systems through rate contracts.
- Contracts Management including inventory management, reporting and tracking etc.





# Rahul Kushwah

AGE 34 YRS / EXPERIENCE 12 YRS

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A core **Project & Operations Manager**, specialized in handling multiple projects and liaising and leading diverse teams, having 12+ years of experience in multi-functional fields at various levels of the organization. Handled high-volume of training & administration and personnel management in a fast-paced environment, adhering to strict tight deadlines and aggressive goals. Experienced in heading project teams and human resources department, expert in designing educational strategies, and coaching individuals to success.

## EDUCATION

- Business Management Course IIM Lucknow : Pursuing
- Defense Financial Management Course Indian Navy : 2013
- Electrical Specialization Course Indian Navy : 2011
- Naval Weapon & Missile Technology Course Indian Navy : 2010
- B.Tech Electrical & Electronics UPTU : 2009

## CERTIFICATIONS

- Project Management Professional Certification PMI : Pursuing
- Lean Six Sigma Green Belt, KPMG 2021
- Project Management Workshop PMWARES : 2020

## AWARDS / ACHIEVEMENT

- Awarded Foreign Service Medal (Gulf of Aden) : 2019
- Commendation by Flag Officer Commanding-in-Chief (Western Naval Command) : 2015
- Appreciation Letter by Flag Officer Commanding Western Fleet: 2014
- Appreciation Letter by Commanding Officer INS Talwar : 2014
- Member of strategic in Top Secret mission in sync with 20 external Govt. agencies

## CHIEF PROJECT MANAGER

2017 - TILL DATE

- Executed **projects** of varying size, complexity and durations on board Nuclear class of submarines at Ship Building Centre Visakhapatnam, focusing on Electrical Weapon system's Factory Acceptance Trials, installation, setting to work, Harbour Acceptance Trials and Sea Acceptance Trials incorporating cost and budget baselines and executing the same with diligent monitoring and control.
- Coordinated and executed RCs/ AMCs in SAP from multiple OEMs/vendors to ensure preventive and breakdown maintenance of Weapon systems on board strategic submarines.
- Mobilized resources for **installation and commissioning** of Missile Fire/ Weapon/ General Fire control system projects; experienced in analyzing and interpreting information from multiple agencies to reduce critical reaction time.

## PROJECT & PROCUREMENT MANAGER

2013-2017

- Headed multidimensional operations with a team of 100+ OEM professionals; ensured testing, delivery, repair/ maintenance of all Electrical Weapon systems fitted on board Western Fleet naval warships as per laid down standards and planned its maintenance for its operational availability.
- Supervised preparation of **budgetary assessments** & finances of the annual budgets for planned and non-planned activities; led system repair project worth INR 20 crores for capital naval warships.
- Coordinator of Western Fleet Evening Annual Function (a mega event involving 100+ companies); prepared master timeline, scheduled events & allocated resources; catered sponsorship of over Rs15 Mn.

## CHIEF OPERATIONS OFFICER

2011-2013

- Performed extensive study of Indian Naval Ship Ganga electrical systems to enhance its electrical efficiency thus ensuring its **operational readiness** for handling tough situations; understood shortcomings and rectified the same through detailed technical and defect analysis.
- Proposed, designed, and worked in coordination with 5 OEMs to utilize space available on ship in most efficient and economical way for installation and trials of Anti-Submarine Warfare (ASW) system.
- Executed real time three successful Torpedo firings at sea and obtained best performances from Anti-Submarine Warfare (ASW) systems during naval operations at sea.

## ELECTRICAL SYSTEM MANAGER

2009 - 2011

- Involved in study of maintenance, repair and safety support to electrical systems; ensured operation of equipment by completing preventive maintenance requirements; following manufacturer's instructions; troubleshooting malfunctions; calling for repairs; evaluating new equipment and techniques.
- Entrusted to ensure electrical operational functioning of INS Valsura & INS Zamorin; awarded **ship competency** certificate as Electrical Officer.





# Vijayan

AGE 34 YRS / EXPERIENCE 13 YRS

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*Motivated and self-driven Naval Officer with 14 years of demonstrative career in leadership and project management role possessing excellent communication, adaptability, logical thinking, and people management skills with strong military ethics, hard work, and dedication for organizational development. Documented strengths in building and maintaining relationships with diverse range of stakeholders in dynamic, fast-paced settings.*

## EDUCATION

- Pursuing DGMP, Business Management and Administration, IIM, Lucknow
- BE, Industrial Engineering, College of Engineering, Guindy, Chennai

## AWARDS / ACHIEVEMENT

- Commander-In-Chief Commendation for Innovation

## KEY SKILLS

- Project planning and development
- Multi-Site Operations
- Staff Management
- Safety and compliance
- Training

## DEPUTY DIRECTOR - HR, ADMIN AND SECURITY

- Collaborated with Civil and Quasi-Government agencies to accomplish refit completion project of Major Warship worth INR 2500 Crores.
- Developed and initiated projects costing INR 25 Crores, including managing costs, schedule and performance.
- Drafted security operating procedures and training materials for ammunition and equipment worth INR 50 Crores.
- Managed a team of 50 personnel which included Performance monitoring, appraisal and Compensation Planning.

## TRAINING OFFICER

- Mentored 160 budding Defence Officers, resulting in stronger staff development and camaraderie a quintessential trait expected of any Defence Officer.
- Achieved First position amongst 17 other units and retained the title for consecutive three terms.
- Eliminated process gaps by implementing new methods of standardized training.





# Rishabh Agnihotri

AGE 33 YRS / EXPERIENCE 10 YRS

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An accomplished, seasoned and performance driven officer with strong leadership expertise and diverse experience of over 10 years of service in Indian Army in varied fields which include **Project Management, Operations, HR and Administration**. An enterprising manager who successfully delivered critical projects through innovative solutions in an active global environment. An adept communicator and sportsman, willing to take on new challenges and exercise military attributes and values in the corporate sector.

## EDUCATION

- Management Defence Program, IIM Lucknow, 2021
- B. Tech in Mechanical, UPTU, 2010
- Diploma in Defence Management, Army War College, Mhow, 2018
- PG Diploma, Combat Engineering, CME, Pune, 2012

## CERTIFICATIONS

- Lean Six Sigma Black Belt, 2021
- Lean Six Sigma Green Belt, KPMG, 2021
- Engineer Command Course, CME, Pune, 2018
- Advance Cyber Security Certification, MCTE Mhow, 2013

## AWARDS / ACHIEVEMENT

- Best Team Leader in 2016 for Project Beacon, J&K
- Multiple Letters of Appreciation During Service
- "Certified Instructor" Grading in all Professional Courses
- State Level Badminton Player

## KEY SKILLS

- Project Management
- Operation Planning
- Public Speaking
- Strategy Formulation
- Crisis & Conflict Resolution
- Leadership & Team Building
- Organization Skills

## IT LITERACY

- Python
- C++
- MS Excel

## SENIOR PROJECT MANAGER (OPERATIONS & LEADERSHIP) 2016 TO CURRENT

- Led timely execution of critical infrastructure projects with a cost outlay of 80~100 Cr with nil cost overruns across J&K
- Managed and scrutinized **strategically important engineering works** in Ladakh. Project Team Leader for construction of 40 civil works at an altitude of 12,000 feet. Ensured work completion in a record period of 60 days leading a team of 120 men and technical personnel
- Devised system to **identify/correct performance gaps** and thereby reducing cost corrections and time overruns, formulated **Standard Operating Procedures (SOPs)** for execution of various projects spread across difficult geographical terrain
- Supervised construction and Quality assurance of **1100 seater** State of the art **Auditorium** at Bathinda
- Leadership across multiple green field projects across the complete life cycle including planning, budgeting, contract, and coordination with various state agencies
- Conducted large scale training programs involving **200 men** on **Geographical Information System** thereby enhancing operational capability and organizational efficiency
- Formulated policy** and put measures in place for **COVID-19** at unit and sub-unit level thereby ensuring **zero positive cases**

## PROJECT MANAGER

2014 TO 2016

- Project **Manager** of first **4-lane road construction project** in J&K under Border Roads Organization
- Responsible for Total Project Management including planning, cost, estimation, execution and maintenance of 120 km road stretch on National Highway 1A
- Managed **flood relief operations** during 2014 J&K floods, including construction of **180ft Bailey Bridge** over River Jhelum in **three days** and timely distribution of relief materials
- Coordinated and managed transport movement of strategic assets, manpower and vehicles for operational and administrative purposes at highly dynamic and strategic locations
- Planned and Supervised Logistics Operations including warehousing and safe transportation of critical stores including last mile delivery at inhospitable terrain and difficult locations

## HUMAN RESOURCE MANAGEMENT

2011 TO 2014

- Led workforce planning, promotion, structuring, compensation, benefits restructuring and Talent Management for a team of 250+ achieving almost 95% employee satisfaction
- Conceptualised introduction of training simulators resulting in almost 15% saving in training manpower costs towards basic training on various aspects
- Led and Motivated** a cross functional **team of 600** in the most inhospitable terrains ensuring highest level of **operational alertness**
- Led employee engagement/compliance/curriculum development across functions to enable a high training throughput and zero rejections during the training period





# Manju Kumari

AGE 33 YRS / EXPERIENCE 10 YRS

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Productive **Human Resources and Operations Manager** from Indian Air Force with **10+ years** of proven track record of success in developing and administering operational plans and procedures. Expert in maximizing team knowledge and productivity by effective training, monitoring and directing employees in application of best practices and regulatory protocols. Experience in handling multiple functions like project management and security and interaction with various OEMs/ vendors for material procurement. Expertise in handling multitask operations under adverse conditions.

## EDUCATION

- Defence General Management Programme, IIM Lucknow : 2021
- PGPM, IMT Ghaziabad : 2021
- DBA(Personnel Management), IIBM : 2020
- B.Sc., M.S Ramaiah: 2008

## CERTIFICATIONS

- Lean Six Sigma Green Belt, KPMG : 2021
- Psychometrics Level- I Certification
- Leadership Award

## TENURES

- Senior Administrative Officer**  
AFS Hindon : 2016- 2020
- Project Manager**  
AFS Ambala : 2013- 2016
- Project & Administrative Officer**  
AFS Salua (WB) : 2010 – 13
- Flying Officer**  
AFS Memaura : 2010- 10

## KEY SKILLS

- Leadership
- Personnel Management
- Training & Mentoring
- Team Building
- Security Arrangements
- Business Negotiations
- Decision Making
- Critical Thinking

## PROJECT & OPERATIONS MANAGEMENT

- Forecasted** demands, short listed vendors & procured items worth crores after tendering process through manual tendering process / e-procurement portal; ensured optimal items availability at all times.
- Created **SOPs** and guides for ensuring complete security protocols at Hindon; ensured budgeting, timely completion of contracts ,capital procurement and strategic business negotiations for various equipment.
- Managed end to end operations during high profile visits & VIP events like **Golden Jubilee & Air Force Parade**, actively involved in complete planning and management including accountability for invitations, price negotiations with vendors for lodging, fooding and transportation arrangements.
- Supervised preparation of **budgetary assessments** & finances of the annual budgets for planned & non-planned activities.
- Shouldered** the appointment of Works Officer, Welfare Officer, Sports officer and Staff officer; established processes and systems that resulted in better facilities along with improvement in employee morale.
- Liaised with **MES** and undertook various **infrastructural development** projects like construction of perimeter wall; conducted thorough survey of station, assessed placement of towers, type of wiring required etc.

## HUMAN RESOURCES MANAGEMENT

- Directed management of full spectrum of HR operations, systems & programs including training, **welfare & incentive programs**, payrolls and budgeting involving funds up to INR 12 million. Entrusted to process confidential employee records, generated feedback reports and suggested improvements; examined proficiency & cleared personnel for career progression and job rotation.
- Developed policies & procedures to improve administrative support systems like clothing, furniture, ration and vehicle management as OIC welfare bus.
- Delivered **high-impact presentations** to the senior level management and established self as an influential communicator.
- As member of the **Recruitment Board** managed and organized hiring processes from start-to-finish of recruiting candidates, assessing resumes, performance, interviewing, hiring, and on-boarding all new employees.
- Assessed **training needs**, compiled training resources, conducted courses, revised syllabi & evaluated the effectiveness of programs.
- Actively involved in designing the **security layout** of operational bases and constantly evolving its design according to changing needs.
- Entrusted with responsibility to plan & execute **COVID 19** quarantine centre and provide support to the infected personnel and their families.
- Maintained extensive case notes to record changes in behaviour and performance and track personality profile of candidates.





# Unni Krishnan (Ph.D)

AGE 44 YRS / EXPERIENCE 21 YRS



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*Dynamic and result-oriented leader with exceptional record and experience in diversified fields like operations, project management, SCM, Quality and Training. Ability to handle multitask operations/projects and lead cross-functional teams. Strategic planner with proven ability to deliver innovative solutions, team building and nurture productive relationship with all domains*

## EDUCATION

- Ph D ( Nanotechnology)
- M.Tech ( Aerospace ) Specialisation  
Air Armament. DIAT, Pune
- B.Tech ( Mech) Production , Govt  
Engg College Trissur

## CERTIFICATIONS

- Google certification on project management.
- ISO 9001:2015 auditor
- Lean six Sigma (Black Belt)
- Senior Maintenance officers course
- Technical categorisation Examiner for MiG Fleet

## AWARDS / ACHIEVEMENT

- Chief of Air Staff commendation
- Two AOC-in-C commendation  
(western & eastern)
- Two appreciation letters from  
command HQ

## KEY SKILLS

- Project Management
- Operations Management
- Aviation Maintenance Mgt
- Quality Management
- Performance evaluation &  
optimisation
- Leadership & strategic planning
- Supply chain Management
- Risk, Crises & obsolescence  
management
- Business negotiations
- Business Analyst / Intelligence

## JOINT DIRECTOR OPERATIONS MANAGEMENT (MRO)

- Managed Industrial Facilities of MRO depot for manufacturing of spares. Implemented lean management and optimisation techniques to meet operational/maintenance commitments with reduced time and cost.
- Headed Indigenisation team for fleet sustenance, including development of critical and technologically complex components from design to certification in collaboration with RCI, RCMA, saving foreign exchange, reducing downtime and attaining self-reliance.
- Expertise in testing of more than 100 engines per year of four variants and maintenance of 5 engine testbeds. Executed complex aviation maintenance and rectification operations to accomplish operational commitment of 425 hrs of monthly flying task with zero accidents/incidents, which included operations at multiple Geographic areas

## JOINT DIRECTOR PROJECTS

- Developed, defined and executed project plans, scheduled deliverables in maintenance domain ensuring optimum resource utilisation and effective management.
- Demonstrated competencies in resource planning, administration, & budgeting for modernisation of MRO facilities, Armament Storage Park, training infrastructure and associated domains.
- Technical member and advisor for adaption and procurement of additive manufacturing system in IAF and formulated the technical procedures and policies for manufacturing through rate contracts

## SUPPLY CHAIN & QUALITY MANAGEMENT

- Inventory and supply management of armament, ATF and associated aviation store
- Spearheaded the procurement of machines, its consumables of production unit by formulating rate contracts saving huge revenue by negotiations .
- Evaluation of KPI of spares manufactured and indigenised in accordance with acceptance criteria, formulation of QAT and PAT, quality improvement, timely delivery, credit terms etc.

## DIRECTOR TRAINING / HUMANA RESOURCE /TEAM DEVELOPMENT

- Experienced in imparting type training and licensing to technical crew for operation, maintenance, rectifications of aircraft, aeroengine and support systems and testers.
- Headed team to establishing training for new fleet in IAF by optimum utilisation of resource, formulation of training programme and associated administrative requirements.





# Paramvir Bakshi

AGE 54 YRS / EXPERIENCE 32.5 YRS

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*Indomitably spirited air warrior possessing a plethora of work experience in myriad fields with specialisation in operations, leadership roles, training management, human resource management, safety management and security management.*

## EDUCATION

- Defence Management Programme - IIM-L
- Under Graduate Degree- Bachelor of Science
- Senior Defence Management Course, College of Defence Mgmt, Secundrabad
- Higher Defence Course, MHOW

## CERTIFICATIONS

- Flight Safety & Accident Investigation Course
- Advanced Security & Intelligence Course

## AWARDS / ACHIEVEMENT

- Chief Of Air Staff Commendation Badge
- AOC-in-C, WAC Commendation Badge
- AOC-in-C, EAC Commendation Badge
- Best Flight Safety Manager Award
- 1700 hrs of accident -free flying of MiG 21 fighter aircraft

## OPERATIONS & LEADERSHIP

- Twin command assignments wherein managed 700 personnel for integrated operations, broad based training, performance appraisal, administration, discipline and welfare.
- As Principal Staff Officer, identified and implemented effective strategies for building team effectiveness by promoting spirit of camaraderie & cooperation.
- Ensured time critical management & maintenance of war equipment and material worth 500 crores.

## TRAINING/ HUMAN RESOURCE MANAGEMENT

- Supervised training of 10,700 NCC Cadets of 80 Schools & 50 Colleges of four districts of Maharashtra for 2 yrs and 8 months.
- During the Selection Camps, identified & assessed leadership and behaviour traits of NCC Cadets for their participation in National level Competitions including the prestigious Republic Day Camp at New Delhi.
- Ensured personality development & imparting critical decision making skill through emotional support & role modelling to these Cadets.

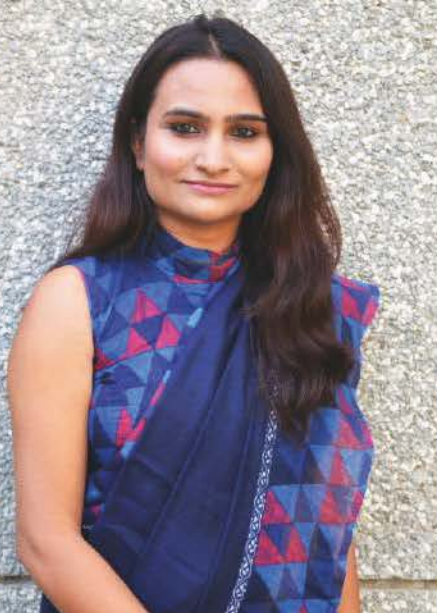
## FLIGHT SAFETY MANAGEMENT

- As Command Flight Safety Officer of the most operational Command (maximum operational flying) strategized safety measures and formulated SOPs for all types of aircraft viz fighters, transports, helicopters and UAVs.
- As Command Flight Safety officer of Maintenance Command, strategized safety procedures to ensure optimum quality control and best maintenance practices in the Repair and Overhaul facilities for all types of aircraft of Indian Air Force.
- As Station Flight Safety Officer, managed and ensured correct safety protocols through regular safety audits of all departments (operational, administrative and maintenance) of the station.

## SECURITY AND INTELLIGENCE

- As Counter Intelligence Officer of a premier Air Force Station managed and ensured security of information, personnel and property by utilising innovative techniques to create a robust Counter Intelligence apparatus.





# Akanksha Devrani

AGE 33 YRS / EXPERIENCE 11 YRS

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*A resilient team builder with excellent communication skills, possess diverse cross functional experiences in operations, Data Analysis, Project Management and Resource Management of 11 years. A critical thinker, quick on the uptake with the innate ability to any domain and deliver outstanding results. Proficient in operations with skills and prudence to execute plans in conjunction with ground realities to maximize sustainable quality output.*

## EDUCATION

- DGMP, IIM LUCKNOW, LUCKNOW
- AIRBORNE TACTICIAN, INS GARUDA, KOCHI
- B.Sc. Life Science, Miranda House, Delhi University, Delhi

## CERTIFICATIONS

- Certificate in German Language, Delhi University, Delhi
- Leadership and Behavioural Sciences, CLABS, Kochi
- Crew Resource Management, IAF, Agra
- Mental Health Awareness, INHS Ashwini, Mumbai
- Low frequency Analysis and Recording, ASW School, Kochi
- Operational Training in Aviation Medicine, AMTC, Hindon
- Frontier of Radiations in Life Sciences, INMAS, DRDO, Delhi
- LSSBB
- PMP (Pursuing)

## AWARDS / ACHIEVEMENT

- Represented Indian Navy in SAREX at Mumbai organized by AAL.
- Represented Indian Navy as one of the panel speakers during 50 years of Golden jubilee celebration of International Women Pilot Association at Delhi.

## KEY SKILLS

- Operations
- Critical thinker
- Project management
- Human resource management
- Training
- Administration

## OPERATION AND PROCESSES

- Led change management goals e.g. record digitization and transparency in the stocking management through e-governance of Naval Officer's Club, Goa as Secretary of club having approx 1000 members.
- Conceptualized and completed Introduction of online payment system through smart cards in record time involving activities like resource planning and optimization, system integration & multiagency coordination along identifying the right technology, enabling solution, using interpersonal skills in negotiation with the service provider (YES Bank) to bear the necessary cost of IT infrastructure and hardware for the pilot project resulting in increased efficiency, more convenience for members and cost saving for the institute.
- Formulated, standardized SOP for new onboard equipment.
- Accomplished operational missions like Maritime Reconnaissance, Coastal surveillance, SAR missions achieving more than 1500 hrs on Long Range Maritime Reconnaissance aircraft (IL 38 SD).
- Flown overseas to Muscat, Cairo, Turkey and Moscow towards overhaul of aircraft and ensured timely handing over of aircraft.

## PROJECT MANAGEMENT

- Spearheaded various aircraft modernization projects to have better maritime domain awareness with Operation Control Centre during Missions.
- Implemented LDBMS and EHDD on airborne platform approx. cost INR 500 Million, a large-scale Indian Navy Project aimed at digitizing sonic database in signature form vital to national security to assist decision making seamlessly a cross organizations.
- Conceptualized Master Land Utilization plan at Naval Base, Goa with new LRMR acquisition and RESS.
- Monitored and Collaborated with Design/ Production Agencies including international OEMs and Quality Assurance agency for timely implementation of all projects through Design Reviews, Process Monitoring and Acceptance Testing for new equipment fitment.
- Conceptualized and Implemented NOISC for Naval Officers Institute, Goa in order to improve the quality by resourcefully managing the funds and building better infrastructure for member's approx. cost INR 30 Million.

## HUMAN RESOURCE MANAGEMENT AND TRAINING

- Handled the Grievances Committee and served as Counselor for subordinates and their families.
- Handled full spectrum of HR functions including policy formulation, career mapping, talent management, strategic leadership development team structuring, performance appraisals, compliance and conflict resolution.
- Assessed performance regularly by rendering confidential reports and promoting deserving employees for promotion and awards.
- Conducted various workshops and training programs for enhancing professional and inter personal skills.
- Established various Non Profit Ventures like Vocational training camp for underprivileged children and Women.





# Tariq Rasheed

AGE 44 YRS / EXPERIENCE 21 YRS

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*Result oriented professional with 21 years' experience across diverse, complex, dynamic & challenging assignments in demonstrative leadership roles. Seeking a challenging assignment in IT / Telecom Operations, Information Security, Strategic Leadership, Training, Operations, Project / Contract / General / Human Resource / Supply Chain Management with a reputed corporate house.*

## EDUCATION

- M.Tech (IT & Telecom), 2014
- B.Tech (IT & Telecom), 2006
- M.Sc (Military Tech), 2010
- B.Sc (Physics), 1998

## CERTIFICATIONS

- Certificate Course in Business Management, IIML, 2021
- Lean Six Sigma Black Belt, 2021
- Diploma, Senior Level Defence Management, 2014
- Diploma, Junior Level Defence Management, 2010
- Honours Diploma, Software Technology & Systems Management, 1997
- Certificate Course, BASIC Programming, 1989

## KEY SKILLS

- IT
- Communications
- Information Security
- Effective Communicator
- People Skills
- High EQ
- Leader & Team Builder
- Training
- Adaptability
- Cross Functional Coordination

## TRAINING

2019 TO TILL DATE

- Senior Instructor & Head of Department at Military Institute of Technology, Pune. Oversaw tech training of 180 mid - level & 50 junior officers. Designed & executed training agendas, did academic & sociometric assessment to include future employment recommendations.

## CHIEF OPERATIONS OFFICER

2016 TO 2019

- Commanded an electronic warfare battalion with 450 personnel & over 100 platforms. Concluded an upgradation contract worth Rs.1000 Cr. Participated in three operational deployments, numerous training exercises & simulations.

## CHIEF OPERATIONS OFFICER

2014 TO 2016

- Raised & commanded a new communications unit with 120 personnel. Executed a long-distance road move to permanent location. Implemented IT & communication networks for a newly inducted force.

## PROJECT MANAGEMENT

2011 TO 2013

- Was assigned a project management role in a team, to develop a strategic IT & communications network at the apex level to integrate surveillance & fighting platforms.

## IT & COMMUNICATIONS

2007 TO 2009

- Operated & managed a strategic IT & communication network spread across 350 kms with multiple nodes while leading a sub-unit with over 100 personnel

## SMALL TEAM LEADERSHIP

2003

- Managed 30 personnel, providing IT & communication services, also provided radio communications for Army adventure sports.
- Executed small team missions in counter insurgency & provided access to IT & communication services in adverse physical & weather conditions.

## HR MANAGEMENT

2003

- In all roles, dealt with diverse workforces with personnel of dissimilar backgrounds, aptitudes, abilities & skills. While working in challenging workspaces, was responsible for enforcing HR policies.

## PROCESSES

2003

- Was actively involved in improving & implementing standard operating procedures & increasing process efficiencies to improve workforce effectiveness in all roles.





# Anand Patharkar, SM

AGE 32 YRS / EXPERIENCE 10 YRS

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*A Young, Dynamic and Versatile Indian Army Officer with 10 years of Active Field Area Ops Experience including Combat Commander of U.N. Peace Keeping forces in DR Congo, Africa. Ability to take calculated and result oriented decisions thereby earning repute for exceeding expectations. Unflinching skills in the field of Strategic Planning, Critical Analysis and Solution Development, Resources Management, Securities and General Administration.*

## EDUCATION

- PG Diploma, IIM Lucknow
- PGDBA (HR), Symbiosis Institute of Management, Pune
- B. Com

## CERTIFICATIONS

- PGD in Defence Management and Strategic Studies
- PGD in ICV Tech and Combat Application
- Certification in Inventory Management
- LSSBB Certifications
- NCC C certificate

## AWARDS / ACHIEVEMENT

- Gallantry Award, \*Sena Medal\*, August 2019
- U.N. Force Commander's Commendation Card, March 2013
- 20+ Appreciation letter for outstanding work in services

## KEY SKILLS

- Operations Management
- Strategic Human Resources Management
- Project Management
- Security and General Administration
- Supply Chain Management

## OPERATIONS AND STRATEGY MANAGEMENT

- More than 450 Combat Ops with zero error over 30 Months at Pulwama (J&K).
- Awarded **SENA MEDAL (GALLANTRY)** on 15 Aug 19 for Single Handedly Planning, Leading and Executing an extremely sensitive mission, neutralizing 2 hardcore, most wanted terrorists in Pulwama Sector (J&K) after terrorists.
- Analysed extant policies developing innovative solutions to augment security of operational area under my charge by identifying and sealing vulnerable points & platforms post abrogation of Article 370 in J&K by close liaison with MoD, MHA and local Authorities.
- Head of Operation Manager during India china conflict, ensuring the battle readiness, training and resources management in high altitude area of eastern Ladakh.

## HUMAN RESOURCES MANAGEMENT AND TRAINING.

- Mentored and lead a team of 120 ultra-strong skilled personnel, coupled with proactive approach which resulted in immediate control and mitigation of incoming threats in terrorists stronghold areas of South Kashmir.
- Carried out effective Administration, discipline and training of more than 120 troops for over 7 years in extreme weather conditions of Ladakh and Rajasthan, ensuring high morale of the troops.
- Formulated and Implimented a stringent training schedule lead by self which Resulted in winning the most Coveted Professional Recce Troop Trophy at Corps level in 2016 and 2017.

## PROJECT MANAGEMENT.

- Planning, setting up and operationalizing 12 Modular Pre-Fabricated Op Wks Shelters to provide accommodation and work place for 180 personnel in extreme weather conditions at an altitude of 17500 Ft.
- Played a vital role in construction of the Jaisalmer War Museum as SPOC between Indian Army, local authorities and civil contractors for execution of the entire project in a time bound manner and also Carried out Security Audit of the project, identified possible lacunae's, and chalking out revised measures to enhance the security of the area.
- Executed Scrap Management project (remnants of fired missiles, rockets, projectiles etc) worth Rs 338 crore of Pokhran field firing range in 2019-20.
- Played an Instrumental role between MoD And Govt of Rajasthan in land acquisition for Pokhran cantonment area.

## FOREIGN ASSIGNMENTS.

- Commanded a team for protection of more than 3, 50,000 Internal Displaced People (IDP) at Mugunga, DR Congo. Solely responsible for accommodation, food, medical facilities and security of 5 different IDP camps.
- Carried out multi-dimensional and varied peacekeeping missions in cross functional environment with close coordination of international NGOs
- Awarded U.N. FORCE COMMANDER'S COMMENDATION CARD for making 19 terrorists surrender in a peaceful negotiation manner in highly disturbed areas of DR Congo.

## GENERAL MANAGEMENT

- Ensured maintenance and serviceability of 80 vehicles and 45 Specialized Combat vehicles in battle ready state.
- Supply management for 700 people on daily basis for more than 3 years.
- 25+ Perspective Management events in South Kashmir.
- Effective man and material management worth millions of dollars for Operational deployment in eastern ladakh.





# Digvijay Singh

AGE 41 YRS / EXPERIENCE 20 YRS



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*Dynamic, self-driven & result oriented aviation professional with over 20 yrs. of experience in complete fleet management across India and ensured customer satisfaction at various operating bases. Skilled in undertaking Aircraft Maintenance, Repair, and Overhaul (MRO) of British and Russian origin aeroengines. Worked across various levels i.e., from Apex level to Operator level. Experienced in foreign procurement and negotiation with vendors.*

## EDUCATION

- GMP, IIM (L) 2021 Batch
- M. Tech (Quality Mgmt), BITS Pilani (2016-18)
- PGDBA (Ops. Management), Symbiosis CDL (2003-05)
- B.E. (Production & Industrial Engineering), Delhi College of Engineering (1996-2000)

## CERTIFICATIONS

- Management of Leadership & Organizational Behaviour (26-29 Sep 11)
- Integrated Material Management Course (18-22 May 09)
- Quality Assurance Services - Aeronautical (27 Aug- 20 Oct 07)
- Overhaul of aeroengines - M 53-P2, R-29 and Viper (30 Jul- 10 Aug 07) - ISO 9001 Certified
- Technical Type Training on three types of aircraft (Kiran MK I/IA, MK II & HPT-32)
- Aeronautical Engineering Course (08 Jan 01 to 30 Jun 02)

## AWARDS / ACHIEVEMENT

- AOC-in-C Commendation
- Commanding Officer – Multiple times

## KEY SKILLS

- Dynamic Team Building & Leadership
- Resource Management
- Budgeting & Cash Flow Optimization
- Organizational Performance & Productivity Planning
- Business Negotiations
- Contract Management

## AIR HQ, NEW DELHI (JOINT DIRECTOR ENGINEERING) DEC 16- TILL DATE

- On the mission to ensure life cycle management of fleet
- Deliver best quality of aircraft and aeroengines to operators with continued sustainability
- Led multiple teams for innovative solutions. Negotiated, finalized, and successfully managed contracts up to 1 Billion INR, resulting in successful management of fleet over the years
- Established solutions for the fleet by leading the team at international vendor's premises resulting in improvement of serviceability from 55 to 90%

## MRO SETUP -BRITISH ENGINE (CHIEF OF ENGINES) JUN 14- DEC 16

- Successful completion of overhaul/ repair task of 190 engines and 1500 accessories.
- Scaled-up the production of engines to meet the fleet requirement from 42 to 62 engines.
- Built a team of 250 personnel across all key functions in 3 months to deliver increased task

## I LEVEL SETUP (SENIOR ENGINEERING OFFICER) DEC 10- JUN 14

- Owned the responsibility of increasing the aircraft availability from 40 to 90% over a span of 12 months
- Succeeded in reducing multiple snags of flame-out at operating unit by establishing the root cause and instituting remedial measures
- Ensured motivation of personnel is always maintained high by continuous improvement in work culture

## MRO SETUP- RUSSIAN ENGINE (FLIGHT COMMANDER) FEB 07-DEC 10

- Successfully completed overhaul/ repair task of 160 engines and 2500 accessories during the tenure along-with team of 450 personnel
- Ensured successful Transfer of Technology for overhaul / repair of engine & its accessories from Russians over a duration of 11 months. This has resulted in improved efficiency and knowledge of personnel
- Continuously improved processes (quality circles) led to significant reduction in snags, for e.g., Oil leak from Nose Bullet snags were reduced from 27/year to Nil

## O & I LEVEL SETUP (SENIOR ENGINEERING OFFICER) JAN 01 – FEB 07

- Resurrected the operations of aircraft at base and ensured management of aircraft at multiple locations
- Handled simultaneous operations of O & I level maintenance of aircraft
- Owned the responsibility of successful achievement of operations for approx. 10,000 hrs year after year





# Manuricha Chauhan

AGE 32 YRS / EXPERIENCE 10 YRS

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A core Project and **Operations Manager**, specialized in handling multiple projects and liaising and leading diverse teams, having approx. **10 years** of experience in Air Force. Worked to plan, direct and coordinate the operations that take place within an organization. Adept at management with proven testimony of resource utilization, **time & work management** and operational risk management for strategic projects.

## EDUCATION

- **Defence General Management Prog.**  
IIM Lucknow : Pursuing
- **Lean Six Sigma Green Belt**  
KPMG : 2021
- **Certification course in Six Sigma**  
KPMG : Pursuing
- **Diploma in Modern Applied Psychology**  
UDEMY : Pursuing
- **LLB**  
Dr BR Ambedkar University, Agra : Pursuing

## AWARDS / ACHIEVEMENT

- Awarded Chief of Air Staff Commendation : 2016

## TENURES

- Sqn Ldr, Adampur. 2020-21
- Sqn Ldr, Jamnagar 2017-20
- FG Offr/Flt Lt/Sqn Ldr, Adampur 2012-17

## KEY SKILLS

- Leadership
- Risk Mitigation
- Planning
- Training
- Time Management

## OPERATIONS MANAGEMENT

- Identified demand gaps to provide seamless inventory management and planned yearly/quarterly repair and maintenance of the equipment; sorted inventory as per **ABC, VED and HML analysis**.
- Procured pertinent resources and provided **logistics of critical tooling**, equipment, aircraft parts, components, and man power from all stations necessary to complete present and future maintenance requirements.
- Ensured that maintenance readiness and reliability met standard requirements, by working with third party agencies, **OEMs / HAL** and repair entities for cost savings and asset availability.
- Performed cross functional coordination between **maintenance control**, planning, technical services to resolve all mechanical issues to return aircraft to a safe for flight condition.
- Prepared and upgraded **SOPs** for enabling and ensuring smooth operations of aircraft at high altitudes.

## HRM & ADMINISTRATION

- Created a strong team presence, with consistent achievement in motivating and **engaging employees**, built up top performing teams in the organization improving employee retention and working relationships in all departments.
- Worked closely with management to determine staffing requirements and **asserted fitness** of the identified candidates for the job.
- Assessed training needs, compiled training resources, conducted courses, revised syllabi & evaluated the effectiveness of programs.
- Controlled & coordinated manpower planning including processing of **Annual Appraisal reports**, training, career progression, physical & mental well being, counselling and grievance handling for officers & men and ensured a healthy working environment.

## PROJECT MANAGEMENT

- Supervised and assisted the preparations on **maintenance, planning** and scheduling of aircrafts and equipment, prepare progress reports, proposals, requirements documentation, and presentations.
- Awarded **Chief of Air Staff Commendation** for saving an aircraft that could have been damaged in fire by displaying quick decision making & prompt action.
- Planned phasing out of legacy fleet while maintaining good serviceability through tie ups with OEM, HAL and mother depot.
- Solely responsible for planning and executing the **movement of squadron** from Jamnagar to Adampur and ensuring the initialization of functioning and smooth operations of the new squadron in record time.
- Unit awarded **Presidential Colours**, responsible for end to end arrangements for the function and VVIP arrangements including their lodging, logistics etc.





# Manish Katela

AGE 32 YRS / EXPERIENCE 10 YRS

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*A seasoned professional with 10 years of experience in operations management, project planning and management. Looking for an opportunity where I can capitalise my key skills in the growth of the organisation.*

## EDUCATION

- Certificate Course in Business Management, IIML
- DIIT (Naval Construction), IIT Delhi
- B. Tech (Civil Engg), MNIT Jaipur

## AWARDS / ACHIEVEMENT

- Awarded Commendation by the Secretary R&D in 2020.
- Launch of 14 ships in a period of 3 years

## KEY SKILLS

- Excellent Administrative and Managerial Skills
- Risk Taking Ability
- Vision for Growth
- Manpower Management
- Target Oriented
- Project Planning & Management

## OPERATIONS MANAGEMENT

- Substantial knowledge about E-commerce platform. Co-Founder of brand FUBAR, which is amongst the top six home grown brands in the category of Apparels on E-commerce platform.
- As HoD(Hull), facilitated achievement of all mission objectives by ensuring operational availability of mission and safety critical Hull Systems, at sea and at foreign ports through efficient utilization of the available resources and logistic support.
- Steered structural and outfitting work of 14 warships in a span of 3 Years by synergizing efforts of shipyards and OEMs towards successful launch of these vessels.

## PLANNING AND MANAGEMENT

- Undertook Project Monitoring and cost evaluation of front line Warships latest Ferry crafts, Fuel and Water Barges for Indian Navy.
- Undertook capacity analysis of shipyards in Kolkata, eg - GRSE, Titagarh and Corporate Shipyard.
- Lead cross functional teams with over 700 personnel and managed strategic contracts towards planning, scheduling and executing to achieve the timely completion of maiden repairs of the strategic vessel.
- Identified critical activities and modified the planning accordingly to optimally utilize scarce resources to minimize the effect of multifarious challenges of Covid-19 on critical timelines of the strategic project.

## ADMINISTRATION & PEOPLE MANAGEMENT

- Aligned efforts of Ministry of Defence, Indian Navy, BARC and various multinational OEMs through onsite visits and review meetings chaired by Chairman DRDO.
- As a training In-Charge, was instrumental in reviewing and implementing a new structure of training for basic orientation of Naval Architect Officers.
- Managed training, appraisal, grievance meetings, interview and aspiration of over 100 personnel (Service and defence civilians) towards achieving optimal results and meeting organizational goals.
- Represented Indian Navy as Naval Contingent Commander in the second largest Republic Day parade of the country at Kolkata in 2017.





# Abhijeet Sarkar

AGE 35 YRS / EXPERIENCE 11 YRS

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*I am a driven professional with 11+ years of experience in environments demanding independent problem solving, operations management and stakeholder management skills. An adroit leader proficient in achieving mission tasks running on tight schedule and limited budget. I am committed towards the use of technology for benefitting people and believe in delivering results through detailed analysis & collaborative action.*

## EDUCATION

- Certificate Course in Business Management, IIM- Lucknow (2021)
- MBA in Operations, Symbiosis, Pune (Part Time-Contact Program), (2018-2020)
- B.Tech Biotechnology (2008)

## CERTIFICATIONS

- PMP, PMI (USA), Dec 2020
- Lean Six Sigma Green Belt, KPMG
- Certificate Course in Tableau, Udemy
- French A1 Level, Alliance Francaise de Pune

## AWARDS / ACHIEVEMENT

- Co-authored and presented research paper at command level seminar
- Spearheaded editorial team of the inaugural edition of Command Coffee Table Book
- As part of mini project in MBA successfully undertook Six Sigma analysis of a local ice cream parlor
- Commended by Officer Commanding of the unit for displaying professional excellence
- Undertook dissertation project on a novel topic of Data Driven Business Transformation using Tableau

## KEY SKILLS

- Maintenance Plans & Operations Management
- Project/Program Management
- Process improvement and optimization
- Performing RCAs
- Working knowledge on Tableau
- Strategic Planning & Leadership
- Training Design & Development

## STRATEGY & OPERATIONS- INDIAN NAVY, MUMBAI

- As a Weapon Officer, acted advisor to Commanding Officer on strategy planning of various operations, leading a team of 220 men through challenging, high risk situations at sea (2017-2018).
- Visited friendly foreign nations (Singapore, Russia, Philippines, Muscat, Oman & Bahrain) and undertook various bilateral exercises achieving mission objectives successfully.
- Maintained 100% operational availability of assets/infrastructure through continuous defect monitoring, analysis and structured servicing schedules.
- By timely resolution of known risks, undertook successful inspection and trials of weapon systems. Drafted audit reports and ensured completion of same with nil observations.
- Through effective liaisoning with technical team and M/s L&T Pune, spearheaded successful trials of Advanced Light Weight Torpedo Tube System.
- Excelled in maintaining a smooth operational cycle of 18 months.

## BUDGETING & FORECASTING- INDIAN NAVY, MUMBAI

- Strategically planned works services worth INR 92 lacs (2013-2014). By forecasting known-unknown risks ensured judicious use of funds during the financial year meeting all operational requirements.
- Prepared Statement of Case which led to timely approval of funds from financial authority towards procurement of weapon spare parts and equipment.
- Maintained minimum stock inventory for unknown risks resulting in extended operational availability of equipment and weapon systems.
- As Officer-in-Charge Non-Public Fund effectively maintained cash account book with nil observations during audit/inspection.

## DIRECTING STAFF & TRAINING- NATIONAL DEFENCE ACADEMY, PUNE

- Emphasized and applied a continuous 'process-oriented' approach along with being 'result oriented' (2018-2021).
- As a naval instructor developed training content towards upgraded data integration across naval service subjects.
- Drafted and prepared approx. 120 tri service (Army, Navy, Air Force) confidential reports of officer cadets.
- With strong communication, presentation & interpersonal skills mentored and inspired teams to achieve their potential.
- As a Directing Staff with single point responsibility, led a team of 20 trainees in winning Camps (field exercise) championship for consecutively three academic terms (2018-2020).
- Coordinated and administered efficient functioning of the squadron, meeting all training and operational taskings.





# Ishan Gulati

AGE 30 YRS / EXPERIENCE 10 YRS

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*A versatile, decisive and innovative technical leader with 10 years of experience in Indian Air force handling various projects, HR management, administration, training and operational assignments. Proficient in Missile Systems maintenance, Operations, project management, vendor negotiations, resource management and supply chain management. Always keen to explore new possibilities of improvement in system with innovative ideas and willing to take up new challenges with positive outlook.*

## EDUCATION

- DGMP Business Management & Administration IIM Lucknow
- PGDBA in Operation (Pursuing)
- PGD in Aeronautical Engg
- B.Tech in Mechanical Engg

## CERTIFICATIONS

- PMP Certification PMI
- Lean Six Sigma Black Belt
- Supply Chain management

## AWARDS / ACHIEVEMENT

- Appreciation by AOC-in-C for Ex Vayushakti
- Appreciated for arrangements in Ex Avia Indra 2014
- Recognised for Innovative Ideas during Command meet

## KEY SKILLS

- Operations and Supply chain Management
- Project Management
- Business Development
- Strategic planning
- Negotiations and Liasoning
- HR and Security Mgmt
- Leadership and Team building
- Hospitality

## OPERATIONS AND SUPPLY CHAIN MANAGEMENT

- Successfully executed time bound operational tasking involving squadron mobility and firing of missiles after testing with efficient utilization of resources, ensuring compliance to plans, liasoning with civil authorities, planning and forecasting requirements.
- Led a team of over 250 professional military personnel to accomplish assigned task to cater requirements of Mechanical transport and messing for around 2000 personnel including
- VIP dignitaries during various national level military exercises like Ex Gaganshakti, Ex-Avia Indra and Ex Vayushakti, by planning, budgeting, procurement, resource management and communication.
- Reduced downtime by 15% for supply of missile system/spares and specialist vehicles by ensuring end to end material flow to provide unbroken chain of inventory, forecasting, warehousing, logistics and supply chain management.
- Led a team of experts for breaking down the missile explosive, packing and dispatching for testing at ARDE, pune by ensuring compliance to all safety measures.

## PROJECT MANAGEMENT

- Directed strategic plans for timely execution of projects like E-Maintenance Management System worth Rs 900 Cr and E-Office worth Rs 25 Cr, by following agile approach and continued training, resulting in positive feedback to stakeholders at all level, live monitoring and 50% decrease in paper work.
- Innovated a Mobile Diesel tank, using an old vehicle by planning logistics and market research, resulting in saving of man hours and assets worth Rs 50 lacs.
- Developed an automated missile offloading system to offload the missile on launcher which saved up to 10% man-hours per exercise.
- During Pandemic, developed a mobile based token system for URC, resulting in controlling footfalls, improved customer satisfaction and increase in sales by 100%.
- Spearheaded the project worth Rs 5 Cr for new building infrastructure for MT section keeping in view all the future developments and requirements.

## HR & ADMINISTRATION

- Actively involved in policy formulation, planning, organizing and reviewing HR requirements, in consultation with all the stakeholders. Also, entrusted upon for the recruitment of Civilians and Non Combatants employees in IAF.
- As an advisor to Commanding Officer, entrusted upon for discipline, processing confidential records, generating feedback, proper documentation, assessment, evaluation and appraisal of personnel.
- Led a part of administration and hospitality of events like Ex Gaganshakti, Ex Avia Indra between India and Russia in year 2015 and Ex Vayushakti 2019 involving ministers, VIP dignitaries and media.
- Spearheaded a project with an NGO, for installation of community drinking water stations, through Corporate Social Responsibility of RBL bank.





# Palash Ranjan Das

AGE 34 YRS / EXPERIENCE 12 YRS

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*Collaborative and Dynamic Naval officer with demonstrated history of working in multimillion government project in leadership role. Adept at project Management with proven testimony of resource utilisation, time and operational risk management for strategic projects. A result-oriented person with an analytical approach to situations and capable of achieving targets under constraints.*

## EDUCATION

- Business management course @IIM Lucknow
- Submarine Electrical Specialisation, INS Satavahana,
- B-Tech (Electronics and Communication) @ WBUT
- Leadership Course, Centre for Leadership and Behavioural Science, Kochi

## CERTIFICATIONS

- AI & ML @IT, Chennai
- MDP on Defence Procurement @ NIFM, Faridabad
- Lean Six Sigma Black Belt

## AWARDS / ACHIEVEMENT

- Commendation by Flag Officer Commanding-in-Chief, ENC- 2016
- Deputed abroad (02+02) times as contract negotiation team member and team leader for acceptance of equipment
- 10 + Letters of Appreciation for extraordinary performance

## KEY SKILLS

- Operation Management
- Procurement Manager
- Project Management
- Contract Management & negotiation
- Defence Procurement Process
- Maintenance Management
- Analytical Decision Making
- Quality Assurance
- Organisational Leadership
- Adept in acquiring new skills
- Supply chain Management
- Inventory control Management

## DEPUTY DIRECTOR, IHQ MOD(N)/SUBMARINE ACQUISITION. 2017-2021

- Integral member of Project Management Team of (approx) Rs 50,000 Crs Submarine Acquisition Project under ambit of Strategic Partnership Model.
- Procurement process, Budget overview and post Contract Management of high value naval acquisitions with close liaison with Ministry of Defence, and various agencies (Financial Advisors, Infrastructure departments etc)
- Conceptualise and steered various indigenous project through DRDO, DPSUs and Indian MSMEs i.a.w PM's vision of "Make in India".

## ASSISTANT PROJECT MANAGER, NAVAL DOCKYARD (VIZAG) 2014-2017

- As project manager of Weapon Department at Naval Repair Yard, Vizag was responsible for Major repairs of ships/submarines through departmental strength of over 400 personnel which included Production Planning, Material Management, outsourcing, ensuring smooth execution of work.
- Planned, supervised and executed 100% work package of Torpedo Tube, Missile launching system and first-time installation of upgraded Submarine Sonar system of a frontline submarine under refit.
- Implemented best practice standards for safety for removal of all weapon rotary machineries onboard ships and submarine resulting in Nil observation during acceptance and audit.
- Augmented contemporary infrastructure at Weapon Department of ND(V) for long term support of Naval assets.

## DEPUTY HEAD OF DEPT. (ELECTRICAL), INS SINDHUSHAstra. 2012-2014

- Led the team of 35+ technical manpower ensuring combat readiness of weapons and sensors throughout meeting all operation requirement including supply chain management of machinery spares and logistics.
- Prepared and approved complete electrical and weapon work package of onboard submarine for upcoming Medium Refit (MR) cum life upgradation project.
- Improved methods for measurement, documentation, workflow management and undertook audits of various non-Public Funds onboard.



# Rashmi Khatri

AGE 33 YRS / EXPERIENCE 10 YRS



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*10 years of Leadership experience in diverse fields of Air Space Management, System management, HRM, Administration, Training & Development and Career and welfare Counselling. An effective leader with excellent interpersonal skills, strong analytical problem solving and organizational abilities for better output. Possess core values of honesty, integrity and loyalty. A Proactive Team Builder with Strong Work Ethics and Commitment towards Organizational Objectives.*

## EDUCATION

- Business Management from IIM Lucknow
- B.Sc Computer Sc. – GCW Rohtak

## CERTIFICATIONS

- Joint Air Defence Indoctrination Course
- Course in Leadership and Behavioural Studies
- Lean Six Sigma Green Belt from KPMG

## AWARDS / ACHIEVEMENT

- Professional Category “BEE”
- “Commander-in-Chief Commendation”
- As Executive Director the AF School was “Best” in whole South Western Air Command in 2016.
- Ensured successful Air Operations during Balakot Strike.
- NCC ‘C’ Certificate holder.

## KEY SKILLS

- Air space Management & Risk Management
- Resource planning
- Decision Making in High stress environment
- Human Resource Management & Administration
- Effective Training and Mentoring Ability
- Risk Taking & Contingency Management
- Effective Team Building skills

## AIRSPACE MANAGEMENT & RISK MANAGEMENT

- Battle Hardened Leader with an experience of live aerial battle with Pakistan Air Force during Balakot Attack for which name was forwarded for Vayusena Medal Gallantry by Commanding Officer.
- Experience of Air Space Control over Delhi Integrated Air Defence Centre (DIADC) during Republic Day, Independence Day and Prime Minister swearing in ceremony.
- Orchestrated all Air Space Operations during Op Bandar.

## PROJECT MANAGEMENT

- Supervised L&T project worth Rupees 500 crores as Officer In charge of Project Management Group.
- As Director System, successfully executed the project of installation of Radio Telephony sets in whole J&K and Ladakh sector.
- Worked as Air Force rep with BEL team in phase wise upgradation of Command & Control Systems.

## COORDINATION & EVENT MANAGEMENT

- Have co-ordinated events during “The President’s Standard Presentation”. The Guest of Honour being the President of India.
- An experience of Officer In-charge Training of the Unit, Executive Director of AF School, Station Fire Section and Station Gas Agency.
- Have implemented measures for women empowerment and initiatives through the Women Welfare Association.

## HUMAN RESOURCE MANAGEMENT AND ADMINISTRATION

- Administered Human Resource Management functions such as documentation, discipline, grievance redressal, performance review and policy implementation for 500+ personnel.
- Budgeted, procured and distributed training items, office equipment & aerospace safety items as per organisational requirement.
- Experienced at undertaking psychological counselling for over 500+ personnel deployed in high stress environment.
- Amplified productivity with overtime scheduling whenever warranted, displaying flexibility and dependability working in challenging shifts.

## RECRUITMENT AND TRAINING

- Recruited Air Force Civilians, Non Combatant Enrolments and Teachers for AF School.
- As Training Director have prepared and managed the training budget by ensuring availability of training equipment & stationery.
- As Education Officer conducted many cross functional seminars for station personnel.

## WORKS SERVICES AND INFRASTRUCTURE MAINTENANCE

- Have supervised various work services ranging from operational specification works to residential projects.
- As PMG supervised special repairs and addition, alterations to old buildings as part of the maintenance and life enhancement plans.





# Suresh Chandra Sahu

AGE 40 YRS / EXPERIENCE 15 YRS



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*Senior professional with demonstrated leadership having 15 years of diverse experience in managing large establishment and its operational needs including aspects of Human Resource Management, Administration, Air Defence Operations, Risk analysis, risk management, Training and Development and Crisis management.*

## EDUCATION

- CERTIFICATE COURSE IN BUSINESS MANAGEMENT, IIM LUCKNOW
- MBA (HR) FROM KOU
- B.SC(PHYSICS)

## CERTIFICATIONS

- LEAN SIX SIGMA GREEN BELT-KPMG
- STRATEGIC HUMAN RESOURCE MANAGEMENT
- CYBER SECURITY FOUNDATION COURSE

## AWARDS / ACHIEVEMENT

- RECOMMENDED FOR AOC-IN-C
- COMMENDATION IN 2012 AND 2014

## KEY SKILLS

- STRATEGIC PLANNING
- RISK MANAGEMENT
- HR OPERATIONS
- ADMINISTRATION
- SECURITY
- AEROSPACE MANAGEMENT
- ADAPTABILITY

## OPERATION MANAGEMENT

- Successfully commanded one transportable radar unit in carrying out air defence operations and frequent redeployment of the unit along Rajasthan border in adverse weather conditions for longer period during Indo-pak conflict by continuously motivating the personnel.
- Incident and accident free Operational control of the cream layer of human resource talent i.e. the fighter pilots of Indian Air force and taking decisions in seconds in the air to execute the game plan while catering for all contingencies in the air and ensure zero error.
- Planning, Briefing, Executing, Analysing and Debriefing Operations
- Resource Optimization with proactive planning and preventive measures.
- Incident and accident free operations ensuring safety of the costly assets of Indian Air Force.
- Instrumental in implementing new technology network centric operational projects.
- Ensured effective operations through constant reinvention and redesign.

## HR, ADMINISTRATION AND SECURITY

- Managed the HR functions of over 200 personnel including man management, performance appraisal, discipline, promotion, grievance handling and welfare
- Conducted training in administration, weapon controlling, fire fighting and security
- Cross Functional Coordination and collaboration for timely Zero error delivery of actionable.
- Involved in high level security meeting with MHA, DM, SP and various intelligence heads.
- Responsible for periodical security evaluation and implementation of security protocols.
- Managed large administrative facilities like Air force school, CSD, Gas Agency, Air force wives welfare association and Officers mess.
- Carried out forecasting and budgeting for effective management and work productivity.





# Rohit Badyal

AGE 32 YRS / EXPERIENCE 10 YRS

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An astute and result oriented professional with **10+ years of cumulative professional experience** in the Indian Army in Logistics and Supply Chain Management, Tendering and Procurement, Project Management, Human Resource Management and General Administration. Seeking a challenging role wherein my knowledge, skills and experience can be leveraged to enhance the growth of the organization with strong work ethics and commitment to organizational objectives. Established self as a good communicator and an influential briefer.

## EDUCATION

- Business Management Course, IIM Lucknow: Pursuing
- Advance Gunnery Course School Of Artillery, Devlali: 2014
- Middle Level Information Technology MCTE: 2013
- Fire Fighting Course Ammunition Dump: 2012
- CIDDS Chetak CIDDS Training School: 2012
- Post Grad Diploma in Mass comm, Panjab University: 2010
- BA Psychology, Panjab University: 2009

## CERTIFICATIONS

- Lean Six Sigma Green Belt KPMG: 2021
- Export Import Management MSME - Technology Development Centre: 2021

## AWARDS / ACHIEVEMENT

- Army**
- Twice lifted football trophy at Bde level & once at Corps level as captain
- Part of LRP (long range patrol) MILAP at eastern Ladakh
- Other**
- Awarded with NCC "C" certification
- Participated in Republic Day camp -2009
- Awarded as Best Cadet
- Handball national - Gold medal -2005

## TENURES

- Chief Administrative Officer, Janglote, J&K: 2019 - Till Date
- Project Manager, Jalandhar, Punjab: 2018-2019
- Operations Officer, Devlali, Maharashtra: 2016-2018
- Logistics Officer, Tangtse, Ladakh: 2014-2016
- Trainee Officer, Rajasthan: 2011-2014

## KEY SKILLS

- Leadership
- Effective Communication
- Business Negotiations
- Training & Mentoring
- Planning & Scheduling
- Team Management

## OPERATIONS MANAGEMENT

- Forecasted demand and facilitated end-to-end material flow to provide unbroken chain of inventory of spares, rations, clothing etc. with focus on elimination & minimising waste and losses in the supply chain.
- In charge for organizing **social events** from concept to completion and evaluation; consulted with seniors, managed budgets, contacted guests and speakers, promoted the event and liaised with suppliers.
- Effectively planned movement of vehicles to higher fields so that none of them exceed the prescribed threshold; trained Jawans for precautions to be taken.
- Responsible for efficient functioning of Officers Mess and Army Canteen by ensuring effective **inventory management** and integrating real time accountancy procedures; increased quarterly profits upto 20 Lakhs with efficient demand forecasting as per needs.
- Presented various status reports at senior management reviews to realign policy decisions and ensure operational readiness.

## PROJECT MANAGEMENT

- Project and Operations Manager of an Artillery Unit responsible for all **operational, administrative and discipline** issues for a strength of more than 200 troops in various locations; handled logistics issues emanating from adverse climatic conditions and in tough terrains.
- Have successfully conducted and coordinated multiple **convoy movements** for changing/forward locations by intensive planning of route charts, halts etc. and ensuring security both during movement and deployment.
- Saved lives of 5 people who were injured in a road accident down a cliff with prompt response and timely risk assessment.
- Prepared the football team and trained and encouraged players resulting in the team lifting the **1st Brigade Trophy** for the unit under my Captaincy.
- Determined schedules, sequences & assignments for work activities, based on work priority & the skills of team members.

## HRM AND ADMINISTRATION

- Controlled & coordinated **manpower planning** including processing of Annual Appraisal reports, training, career progression, physical & mental well being, counselling and grievance handling for officers & men and ensured a healthy working environment
- Cultivated relationships with multiple organisations/ individuals in the integration of strategic and operational **security plans**; constructed strong collaborative alliances and built consensus for cooperation to achieve goals and objectives.
- Managed periodic reports & returns of all the activities being conducted in establishments under jurisdiction; ensured discipline among personnel.
- Conducted threat analysis and strategic tactical planning to ensure secure environment; conducted joint operations with Border Security Forces & Police.
- Entrusted with responsibility to plan & execute civilian & army personnel movement inside & back to base during pandemic times; ensured all safety protocols; responsible for conducting administrative inspections.





# Ashish Mathur

AGE 45 YRS / EXPERIENCE 22 YRS

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*A passionate military leader with diverse experience in technology driven roles in operations, risk and project management. Dynamic IT professional with proven abilities to manage risks and take impactful decisions through analytical planning, process improvement and optimal resource management. Looking forward to blend technical expertise and learning abilities to align with the dynamic corporate environment and take up new challenges.*

## EDUCATION

- Business Management Course, IIM Lucknow
- Masters of Science, University of Madras
- Bachelor of Technology, Jawaharlal Nehru University

## CERTIFICATIONS

- Pursuing Lean Six Sigma Black Belt (LSSBB), IASSC USA
- Pursuing Agile Certified Practitioner (PMI-ACP), PMI USA
- Project Management Professional (PMP), PMI USA
- Fintech, Banking & Applied Risk Management, IIM Lucknow
- Machine Learning & AI using Python, IIT Bombay
- Cyber Security Policy, IIT Delhi

## AWARDS / ACHIEVEMENT

- Army Commander's Commendation Card for validating cyber incident management and disaster recovery plan in respect of 20+ military stations
- Awarded as the Commanding Officer for 'Best Unit in Training & HR Management', amongst 20+ units in the military sector
- Selected as member of military contingent for United Nations Mission in South Sudan (UNMISS), based on meritorious service record and stringent selection process
- Nominated to attend the prestigious Command & Staff course at the Defence Services Staff College (DSSC), Wellington based on a nationwide competitive exam

## KEY SKILLS

- Operations
- Program Management
- Cyber Security
- Risk Management
- Data Analytics

## DIRECTOR, IT & CYBER SECURITY OPERATIONS

2016 TO 2020

- Optimised the communications & IT infrastructure inter-connecting 20+ military stations through efficient data analytics and change management; achieving 150% increase in bandwidth capacity at 20% reduced annual budget.
- Planned and directed programs towards capability enhancement of Strategic IT Networks in South Western Zone, in support of organisational strategy and change management, with procurement budget exceeding INR 200 million per annum.
- Steered and fast tracked the execution of INR 500 million program involving 10+ projects for up-gradation of Electronic Warfare Systems through efficient financial planning, effective process improvement and focussed risk management; to meet the operational timelines.
- Effectively managed program (10+ sequential projects) to build multi layered, secure and reliable IT infrastructure at 30+ inter-connecting nodes in Rajasthan & Punjab; in support of organisational strategy and dynamic military deployments.
- Ensured robust cyber security posture in South Western Zone, comprising 2000+ IT network assets; thereby achieved state of 'zero' cyber security violations, through effective process mapping, efficient data management & analysis of audit reports.
- Planned and conducted information & cyber security exercise in coordination with CERT-Army and validated cyber incident response and disaster recovery plan in respect of 20+ military stations in South Western Zone, through proactive engagement of stakeholders.

## SENIOR TECHNICAL PROGRAM MANAGER

2013 TO 2016

- As the Commanding Officer of a Signal Regiment, effectively led, inspired and motivated diverse cross functional teams, comprising of 10 engineers/ technical managers and 600 technical soldiers; to ensure 24x7 operations of mission critical IT infrastructure & services.
- Consistently planned and executed 25+ projects towards communications and IT infrastructure (~INR 200 million), to build up resilience in mountainous terrain and high-altitude areas in North Sikkim; thus, achieved operational capability enhancement by 30% and network capacity enhancement by 50%.
- Trial evaluated the pilot project on 'Software based Electronic Warfare System'; and optimised its software design through integration of certain hardware & software modules, resulting in overall savings in the project cost.
- As core member of the technology audit & risk management team, validated the software design of 'PKI based Messaging Application' for the Indian Army; and periodically conducted training for more than 500 trainers annually.

## SENIOR OPERATIONS MANAGER

2012 TO 2013

- Managed 24 x 7 operations of United Nations (UN) communications & IT network to ensure 99.99% availability of secure voice and data services, to operationally support more than 500 international UN personnel from 20+ countries.
- Ensured high mission reliability for conduct of mobile tactical operations by UN Observers and UN Military Liaison Officers through integration of UN radio communications with the GPS based vehicle tracking system.
- As advisor to the United Nations State Coordinator and Senior Military Liaison Officer at UNMISS on tactical & security communications, conducted periodic training for more than 200 international personnel.

## ALSO SERVED AS

Senior Operations Manager (2010-12) Uttar Pradesh | Operations Manager (2008-10) Jammu & Kashmir | Technical Program Manager (2005-08) New Delhi | Project Manager (2000-2005) Jammu & Kashmir | Team Leader (1997-2000) Sikkim, West Bengal, Jammu & Kashmir



# Shailesh Gopalakrishnan

AGE 31 YRS / EXPERIENCE 10 YRS

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*A Certified PMP professional targeting challenging assignment with a leading organization of repute. Offering nearly 10 years of cross functional experience in Operations and Project Management with Indian Navy, also have expertise in Contract Management, Supply Chain, QA, Human Resource and Risk Management. Seeking senior level role in Operations, Project Management, and Supply Chain Management.*

## EDUCATION

- 2021 - Business Management from IIM L (Pursuing)
- 2013 - M.Sc.(Electronics and Telecommunication) CUSAT - First Class with distinction
- 2011 - B.E. (EEE), Anna University - First Class with distinction

## CERTIFICATIONS

- Certified PMP @ PMI (2867897)
- Lean Six Sigma Green Belt - Gray Campus

## AWARDS / ACHIEVEMENT

- Chosen for Chief of Naval Staff Commendation in 2017
- Chosen for Commander-in-Chief, Western Naval Command Commendation for 2015
- Recognized as Most Promising Officer in 2011

## KEY SKILLS

- Project Management
- Operations Management
- Stakeholder Management
- Contracts/ Procurement/ Inventory Management
- Team Management
- IT Skills (MS Office, Power BI, CATIA, Auto CAD, MS Project, PLM)

## OPERATIONS MANAGEMENT

- Planned and executed task by **formulating corrective and preventative maintenance SOPs** for timely maintenance of critical equipment and **ensured 100% uptime**.
- Steered a cross-functional engineering team of 11 supervisors and 82 multi-skilled technicians** of Naval Yard to plan & execute preventative maintenance and snag rectification of Submarine fleet of Eastern Command.
- Ensured seamless execution of 9 varied contracts worth Rs 3 Crores** to the satisfaction of the user.
- Directed a diverse team of 30 personnel onboard Submarine** for regular Maintenance, Procurement and Operations.
- Formulated a strategy and **concluded 5 different contracts worth Rs. 1.5 crores** in a short time span **for a Start-up initiative**.
- Administered & **streamlined conduct of operations, implemented best practices by continuous improvements** to ensure economic utilization of sizeable manpower towards Submarine deployment.
- Acted as Head **QA Manager for a team of 33 Consultants** and executed quality inspections/ audits for a Strategic Submarine Construction project.
- Managed **Administration** of multiple organisations with **staff strength of 30 to 110**. **Ensured high moral and mentoring of subordinates** from diverse background.

## PROJECT MANAGEMENT

- Played a pivotal role in completing retro fitment of wide-ranging electrical equipment for **two Submarine projects worth 50 crores** each as part of upgradation project with stringent timelines.
- Finalized a project within a targeted budget of **1 Crore** and within schedule. The same resulted in defect rectification support for Submarines of Eastern Fleet at all the Harbours of India **enhancing operational duration** of submarines.
- Implemented new technology** for precision measurement in a critical engineering activity and engaged in feasibility study by gathering of data to finalize technical specifications, Followed by prototype trials and quality certification.
- Undertook an indigenization project** which led to **savings of approx. Rs 1.2 crores** to the exchequer and availability of critical warship supplies at short notice.
- Pioneered a Start-up project** towards creation of a 24x7 support facility with multiple OEMs for undertaking repairs for fleet of Submarines.



# Surendra Sharma

AGE 41 YRS / EXPERIENCE 20 YRS

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17+ years **InfoTech & InfoSec leadership** across domains of Strategy, Planning, Policy & Governance; Risk Management; Sec Operations; Audit; Training; and Design & Development of Secure Systems. 7+ years as **Chief Architect & Sr. Program Manager** leading diverse teams in design, prototyping, development, evaluation & nationwide deployment of high-assurance Cybersecurity systems & solutions. A **technocrat strategist & executor** recognized as **critical thinker, team-builder, innovator and futurist**.

## EDUCATION

- Certificate in Business Management, IIM Lucknow
- PhD Scholar: IIT Madras (2017- ongoing)
- MS(CyberSec), Masaryk Univ, Czech Repub. 2018
- MTech. (CSE), IIT Madras, 2010
- MSC (ETE), CUSAT, 2005
- Btech. (EE), JNU, New Delhi, 2003

## INDUSTRY CERTIFICATIONS

- CISSP, ISO 27001:2013 Lead Auditor
- CCNA (Cyber-Ops), CompTIA Security+
- CNSS, ICNSS, UK
- Blockchain Specialization, R3/ NPTEL/ Coursera
- Cybersecurity for ICS, DHS, USA
- Azure certifications(AZ-900 & AI-900)
- Lean Six Sigma Green Belt, KPMG
- PMP & Agile Scrum Master (Pursuing)

## AWARDS / ACHIEVEMENT

- Chevening Cybersecurity Fellowship-2021, Cranfield Univ, UK
- Scholarship in MS(Cybersec), top 3%
- Chief of Naval Staff commendation, 2016
- Best Proj. & Silver Medal in MTech @ IITM
- First in merit in MSc. & BTech courses
- Published 4 IEEE papers | Speaker @NULLCON
- Scholarships/selections - Indo-Dutch Cybersecurity school, CDAC & SETS course

## CORE SKILLS & EXPERIENCE

- Threat modeling, risk assessment & secure solution architecture, design & engg.
- Aligning security strategy, plans, policies, procedures & controls with business goals
- Motivational leadership to large teams to attain full potential of individuals & groups
- Formulation, execution & assessment of security policies, processes, controls, operations & audit
- Project management of IT & Cybersecurity product/solution in compliance to standards
- Deliver business value through balance of security, convenience & risk appetite.

## MEMBERSHIPS/ VOLUNTEER / MENTORING

- Member, International Association of Cryptology Research, IACR # - 20180829
- Member (ISQ2 - Apr 21 & EliteCISOs Non-Profit group of CISOs - Apr 2019
- Member Block-chain Working Group, Cloud Security Alliance (CSA) & IoTSSA
- Contributing member of Center for Internet Security (CIS) Benchmarks
- Mentor, PG Students of RMIT, Melbourne

## CHIEF ARCHITECT, PROGRAM MANAGER & HEAD (SECURE SYSTEMS DEVELOPMENT LAB) WESEE, MINISTRY OF DEFENCE, GOVT. OF INDIA (2014-TILL DATE)

- Solution Architect (SA) & Project Manager (PM)** for Agile development of **10+ strategic/tactical** enterprise communications & end-point security applications of 100 for Pan-India deployment across all Naval Stations & Platforms
- System Designer & Product Manager** of custom E2E **Appl. Layer-Hardware Security Module** with KMS and SPOC for successful evaluation by external Govt. agencies
- PM, R&D, design and development of **software application for mutually exclusive encrypted volume** storage in windows servers/desktops for multiple thin-client users
- Design, development & Pan-Navy deployment of **custom secure email application** over Satellite links on **hardened Linux OS** using **Agile/rapid prototyping** SDLC.
- Security design and verification** of collaboration software application for over **100+ ships/units** of Indian and foreign navies during **Presidential IIR - 2016**
- Mentored** 3 Start-up/MSME winners of Innovation in Defence Excellence (IDEX) challenge by MoD, GoI, to innovate and create **high assurance cyber systems**
- Achieved ISMS implementation** and sustained **ISO 27001:2013 certification** through multiple re-certifications/annual surveillance audits of Labs since 2014
- Processes based systems development to achieve & maintain **CMMI-L3** accreditation since 2015 for the organization in various roles of **PM, Process Co-ord., SQA** etc.
- Peer reviewed/validated design & security elements** of **NGFW, Data-diodes & CDS**
- Threat modeling & security controls design** for **Ship's Data Network** for integration of **50+ complex systems** onboard warships under design/production
- SME member in multiple high-level boards and committees for **Management/Review of Institutes and Projects**
- Authored papers** for integration of bleeding-edge **Block-chain and Quantum Tech**

## HEAD OF DEPARTMENT/GROUP ON-BOARD WARSHIPS INFOTECH, INFOSEC & ELECTRONICS/WEAPON SYSTEMS (2012-2014 & 2005-2007)

- Formulated, reviewed/revised & promulgated InfoSec policies** to align with Navy policies; **effective security controls** and audits of 100+ systems in Org/Units
- Organized internal & external **InfoSec risk management** and **quarterly/snap audits** of IT & **special embedded systems** of 20+ warships/units in the fleet/command
- Executed multiple projects of installation, configuration & commissioning** of IT infrastructure/Data center cumulatively comprising of FC-LANs, over 80 network devices, Perimeter/EPP security, 30 Phy/Virtualized Servers and 1000 PCs with productivity applications, Web/file/mail servers and security/patch update servers
- Headed design, development & deployment** of many InfoTech & InfoSec Projects:-
  - Raspberry-Pi based **low-cost, hardened Linux** Kiosk node to access services
  - Decentralized dynamic monitoring** with mobile IP cameras over **securely configured** wireless router access network overlaid on wired backbone
  - Secure web application** for automated checklist of all **emergency procedures** of warship for **instant access & availability** at Bridge Command Post

## CHIEF TRAINER, TECH TRAINING INSTITUTE & PROJECT OFFICER (SPECIAL RESEARCH) INFOTECH, INFOSEC & SPECIAL EMBEDDED SYSTEMS (2010-2012 & 2007-2008)

- Formalized & revised training syllabi for **InfoSec, InfoTech & embedded systems**
- Mentored & Guided** multiple IT/InfoSec projects (Linux hardening, TOR, Arduino/IoT sensor grid, DALI smart Lighting, e-library DB migration)
- GP-GPU supercomputer(8x Nvidia GTX-690) for cryptanalysis, VA/PT & simulations
- Engineered software based** closed loop FBCS on vintage **Analog Gun Mount** with mitigation of Stuxnet APT in Siemens WinCC for Simatic S5 PLC
- Devised secure procedure** for QNX4.0 OS & resident **software extraction** to create backup/recovery **software repo** of EW system to **enhance maintainability**
- Created PoC** for deployment of OFDM **underwater communication application**
- Conducted **risk analysis & mitigation**, audit gap closures & security patch management.
- Installed, configured and conducted VA/PT** of 10+ LAMP/WAMP web applications





# Vidyesh Undire

AGE 44 YRS / EXPERIENCE 21 YRS

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*Dynamic, Enterprising professional with 21 years of experience in multifaceted roles including Operations Management, Crisis Management, Project Management, Training, Policy Formulation and Contract Negotiation. A lateral thinker adept in situation analysis & solution implementation, and risk mitigation with ability to collaborate with agencies or organisations.*

## UNIVERSITY EDUCATION

- Certificate in Business Management, IIM Lucknow
- Advanced Intelligence and Security Course, AFIS
- Bsc (Spl), Naval Academy

## CERTIFICATIONS

- Big Data Analytics Course, CDM Hyderabad
- Cyber Forensic Course, AFIS Pune

## AWARDS / ACHIEVEMENT

- Adjudged Most Enterprising Naval Unit
- NCC unit placed in LIMCA Book of Records for YOGA
- Commissioned key infra and communication projects at Minicoy

## KEY SKILLS

- Operations Management
- Security Management
- Project Management
- Crisis Management
- Policy Formulation and Contract Negotiation
- Training/ Mentoring

## OPERATIONS AND SECURITY MANAGEMENT

- Planned & Executed multi-dimensional Operations towards national security
- Improvised and implemented innovative methods to coordinate Operations for Intelligence gathering
- Planned and coordinated repair and refits of ships
- Selected to spearhead salvage operations post Tsunami of Chennai Fishing Harbour.

## PROJECT MANAGEMENT

- Managed Extension of Runway for large aircraft operations in remotely located air station in Andamans and Southern Tamil Nadu.
- Lead the Installation and setting to work of Land and Satellite-based network in Minicoy Island in Lakshadweep.
- Formulated policies & implemented methodologies to coordinate infrastructure development in remote Islands

## POLICY FORMULATION & CONTRACT NEGOTIATION

- Headed frontline team in coordinating Humanitarian Assistance and Disaster Relief operations during Tsunami at Andaman & Nicobar Islands

## PROJECT MANAGEMENT

- Formulated and implemented robust post Tsunami and Administrative policies in Andaman and Nicobar and Coordinated training with Civil administration and LG office
- Negotiated and finalised major contracts concerning Training camps, procurements, Office automation, Aircraft Chartering etc.

## TRAINING/ MENTORING

- Imparted impeccable training as head of NCC unit. Unit was adjudged the Most Enterprising Naval Unit in India
- Mentored and coached teams for intelligence acquisition, correlation, corroboration and analysis.





# LIFE @ IIM 2021













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