



**BUSINESS
MANAGEMENT
PROGRAMME FOR
DEFENCE OFFICERS**

PLACEMENT BROCHURE
2023-2024 (BMPDO-02)

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MESSAGE FROM THE DGR

It gives me immense pride and joy to introduce the batch of Defence General Business Management Programme. The 29 vibrant participants represent a group of professionals equipped with varying work experiences, transitioning from their career in the Armed Forces to embracing the challenges thrown by the corporate world.

The Officers of the Indian Armed Forces are a heterogeneous group of highly committed professionals with homogeneous values and unparalleled ethics coupled with significant experience of working under challenging circumstances, performing a plethora of tasks under high-

pressure situations, and yet delivering superlative results. Add to these the insurmountable pillars of discipline, focus, perseverance, resourcefulness, adaptability, and courage, and we have an enviable pool of highly talented individuals of colossal worth in the corporate world.

I invite the Captains of the Industry and Corporate Sector and strongly recommend this batch for your consideration, secured in the belief and knowledge which they will propel your organization to higher growth trajectory.

Maj Gen SBK Singh



MESSAGE FROM THE DIRECTOR

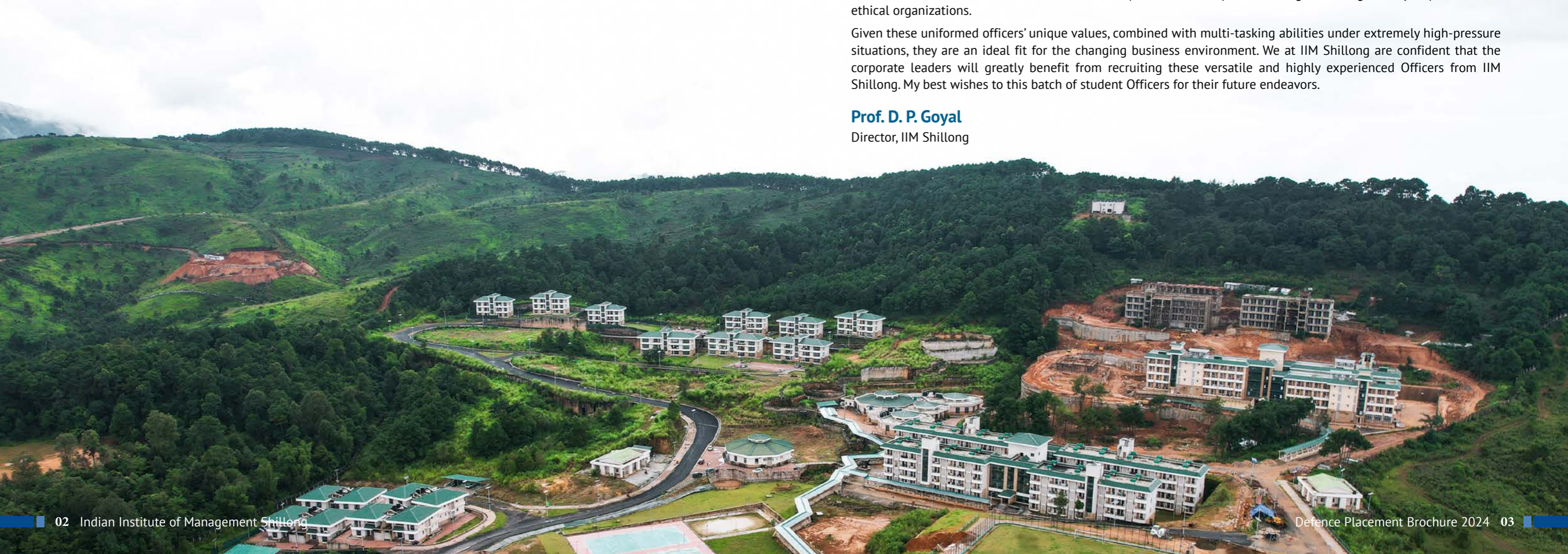
It gives me immense pleasure to introduce you to the second batch of the Business Management Program for Defence Officers (BMPDO) at IIM Shillong. This is a six-month full-time course in Business Management tailored for the officers of our Armed Forces under the aegis of the Directorate General of Resettlement. The program aims to assist talented officers in smoothly transitioning from military roles to leadership positions in the business sector. The officers in this batch have proven themselves in the military and bring unmatched attributes such as leadership, discipline, tenacity, dedication, loyalty, and complex problem-solving abilities. We

have ensured that the program complements these skills by providing them with a learning environment equipped with advanced learning resources and technologies.

The curriculum for this program has been developed to aid the Officers in learning skills required for superior performance in the business world. Through a bundle of diverse courses, Officers were introduced to the current theoretical and practical aspects of business management that allowed them to explore their potential as aspiring managers beyond the confines of the classroom. They were provided with challenging learning exercises to encourage introspection into the most complex issues facing management to help them learn how to offer optimum solutions. The course also offers special emphasis on developing their existing skills in various domains such as Business Analytics, Operations Management, Human Resource Management, and Marketing Management. Thus, the course aims to build on the talents of Officers and develop them into exceptional managers leading socially responsible and ethical organizations.

Given these uniformed officers' unique values, combined with multi-tasking abilities under extremely high-pressure situations, they are an ideal fit for the changing business environment. We at IIM Shillong are confident that the corporate leaders will greatly benefit from recruiting these versatile and highly experienced Officers from IIM Shillong. My best wishes to this batch of student Officers for their future endeavors.

Prof. D. P. Goyal
Director, IIM Shillong



MESSAGE FROM THE PROGRAM COORDINATOR, BMPDO



I am pleased to introduce the 29 participants of the second batch of the Business Management Program for Defence Officers (BMPDO) at IIM Shillong. Each of these participants is a proven leader, and they all exemplify the values cherished by business organizations today, such as integrity, commitment, and grit. They are a group of enthusiastic and highly motivated professionals with varied skills transitioning from military service to the corporate world. The BMPDO course has been specially

designed to reorient these officers to utilize their talents to solve business problems. This course has introduced the officers to the current business environment and has equipped them with the latest managerial skills and analytical tools to address corporate challenges. Having undergone the rigorous coursework at IIM Shillong, this batch of dynamic and spirited officers is ready to carry forward their attitude to excel in the business domain. I believe that every participant will contribute to the competitive edge of any organization they decide to work for. IIM Shillong invites the corporate leaders to come forward and provide these Officers opportunities to unleash their potential for the exponential growth of their respective organizations.

Prof. Sitanshu Sekhar Das

Program Coordinator, BMPDO, IIM Shillong



MESSAGE FROM THE FACULTIES



Prof Vibhas Amawate

Associate Professor, Marketing

The Business Management Programme for Defence Officers is a customised program which enables officers of Tri-services to apply management concepts to business situations. During my interactions with the group as a faculty of marketing I found them full of enthusiasm and zeal to learn. They exhibit tremendous commitment and passion to work completion, coupled with discipline they would be valuable resources for their prospective employers. Working in teams is ingrained in them, thus they would be able to achieve organisational goals by following a more collaborative approach. The group presented charity of thought in my interactions on business situations which would be a great asset to any organisation. I wish them the very best for their future endeavours.



Prof Atul Mehta

Assistant Professor, Economics & Public Policy

This batch of the Business Management Programme, for Defence officers participants showed great energy and enthusiasm in the Economics for Managers course. Their diversity in terms of domain, experience and geography brought multiple dimensions to the deliberations that we had during the course. It was an enriching and fruitful experience for me as an instructor. They were inquisitive enough as far as certain local, national and global issues are concerned. While I could sense that being a Defence personnel they already had good decision-making abilities, I firmly believe that the frameworks discussed under the various courses have enhanced their business decision-making skills. I wish them all the luck and truly recommend them to the potential recruiters.



Prof Rohit Joshi

Professor, Operations & Quantitative Techniques

It is a matter of pride and satisfaction that IIM Shillong started this long-awaited certificate program for Defence Officers.

Operations is not a new term for Defence Officers. The extent of practical knowledge that they have on operations and that too in special circumstances makes them different from others. Their dedicated and disciplined approach to learning and orientation to applying concepts in real-world decision-making situations gives me immense smugness to be part of this cohort. I am sure they will excel in their stint in corporate life.



Where
Greens
Embraces
Clouds
A Magical Retreat

ABOUT SHILLONG

Explore Shillong: The Scotland of the East

Nestled at an average altitude of 1496 meters above sea level, Shillong is cradled in the Khasi Hills, adorned by lush greenery and enchanting clouds. Known as the "abode of clouds," Shillong is a vibrant city teeming with life and opportunities. It proudly stands as the capital city of Meghalaya.

A Hub of Education and Culture

Shillong shines as a prominent education hub in Northeast India, boasting numerous schools and colleges set amidst picturesque landscapes. The city pulsates with beats and rhythms – from the solemn church bells and harmonious choirs to energetic rock bands and music shows that echo through its every corner.

Nature's Splendor and Adventure

Surrounded by majestic hills, Shillong is a gateway to breathtaking tourist destinations such as Shillong Peak, the Elephant Falls, and Ward's Lake. The city's charm is amplified by its frequent rains and misty atmosphere. Often likened to the verdant Scottish Highlands, Shillong is fondly known as the "Scotland of the East," satisfying the yearning for natural beauty with its scenic vistas.

Unveiling Natural Wonders

Nature's grandeur unfolds in the lush forests, serene lakes, and cascading waterfalls dotting the region. Adventure enthusiasts can tackle challenging trekking routes like Smit Yahhey or the David Scott's Trail. Nearby, Cherrapunji beckons with more wonders to soothe the soul. The hills of Shillong continually captivate with their allure, urging visitors to keep their cameras and backpacks ready for unforgettable experiences.

Abundance of Attractions

For conventional tourists, Shillong offers a plethora of attractions. Explore the Elephant Falls, Ward's Lake, Shillong Peak, Capt. Williamson Sangma State Museum, Cathedral of Mary Help of Christians, Sweet Falls, and the Don Bosco Centre, among others. Whether it's the mystical Mawphlang Sacred Groves, the remarkable Living Root Bridges, or the magnificent Nohkalikai Falls, each place is a spectacle for the eyes.

Come, immerse yourself in the beauty and culture of Shillong – a destination that promises an unforgettable journey into nature's embrace and rich heritage.

Milestones

2008

- Beginning of the journey called IIM Shillong with collaboration with NSE.

2009

- Students presented papers in international conferences in Sydney and New York.
- Azim Premji Foundation Outreach Events in North-East India in Collaboration with IIM Shillong.
- IIM Shillong participated as an official invitee at the UN Earth Summit "Rio+20" at Rio de Janeiro, Brazil.
- Started the CEDNER project.
- Started the course PCPex.
- L'oreal Brandstorm 2013-14: Eastern zone winners in Tata Crucible. Silver Winner in 2014 by Indian Management Conclave MBA Universe Initiative.

2010

- IIM Shillong made its presence felt in various summits like NASSCOM, AIMA, and many more.

2011

- Wins Asia's best B-school award in CM Asia Awards.
- IIM Shillong honoured at The Star News National B-School Awards ceremony.
- IIM Shillong team wins CIIRC East Zone Finals.
- IIM Shillong won the 18th Business School Affaire & Dewang Mehta Business School Award.
- Faculty achievements: Best Teacher in Operations Management: Prof. Swapan Kumar Majumdar, MDP Chairman, Indian Institute of Management, Shillong. Best Teacher in Logistics: Prof. D. K. Agrawal, Dean (Academics) & Chairman – PCP, Indian Institute of Management, Shillong.

2012

- National runners-up L'Oreal Brandstorm 2014-15.
- Innovative B-School Award winner 2015 for "Business School which Innovates in Teaching Methodology": Awarded by Star Group.
- IIM Shillong awarded as one of India's Top 20 B Schools by Business World.
- Awarded Best B-School with Industry-related curriculum in Information Technology and Outstanding B-School (EAST) by ABP NEWS at the National Education Awards.
- CSR award for excellence 2015 awarded by Competition Success Review.
- Team from IIM Shillong won the inaugural HSBC IB League challenge.
- Winner of the CRISIL Young Thought Leader 2015 Award and R Ravi Mohan Award for the highest number of winners across all topics.

2016

- Partnered with Nanyang Business School, Nanyang Technological University (NTU), Singapore for its first Study Abroad Programme.
- 2 students from IIM Shillong received YES Aspire Scholarship 2016 by YES Bank.
- National Winners for Aviva: "The Next Big Idea", 2016.
- Second Runners-up of the Tata Steel "Steel-a-thon" 2016.
- Chobah Winners of YES Bank.

2017

- Partnered with Frankfurt School of Finance and Management for the student abroad program and collaborated research programs.
- National Winner of Scholarship – Blockchain Council.
- National Winners – IBS BLoC Challenge.
- National Finalists – PCBL.
- Ranked 13th in the prestigious India Ranking 2021 & scored 3 notches higher than the BT India Ranking 2022.
- Partnered with IESEC School of Management, Paris for its Study Abroad Programme.
- National Winners – CSK Pharma.
- National Winners of YES Bank "Transformation Series" 2017.
- Chobah Winners of YES Bank "Transformation Series" 2017.
- Second Runners-up position in Challenge.
- National Winners – Cet Set Co.
- National Winners – Monocept Article Writing Competition.
- National Finalists – Reliance T.U.P.
- Chobah Finalists – Chobah Investment Banking Valuation Olympiad.
- National winners – CFA Society India Ethics Challenge at Purdue University, USA.

2018

- National Finalists – Bond with Pidilite.
- Regional Finalists, London – HULT Prize Challenge 2022.
- Campus Winner – Google Case Challenge 2022.
- National Winners – Google Case Challenge.
- National winners – Credit research challenge 2021.
- National Runners-up of Droom – India's Most Trusted Marketplace Business Plan Competition.
- National Runners-up of Shopclues CXO Challenge.
- National Winner – InsideIIM Most Employable MBA Graduates.
- National Winner – Dare 2 Compete Awards.
- National Winners – ICICI Bank Beat The Curve 2018.
- Asia Pacific Runners-up in Amazon Ace 2018.
- National Winner – Motihal.
- Swaha – "FLINT – Ignite the spark".
- National Finalists – Microsoft CSM 2022.
- Regional Finalists – Mi Summit 2022.

2022

- National Winners - Business Standard Best B-School Project Competition.
- National Winners - NSE Financial Olympiad.
- National Winners - Amazon Ace Challenge.
- National Finalists - CFA Institute Research Challenge.
- National Winners - InsideIIM Best Summer Internship Experience.
- National Runners-up - Tata Crucible Campus Quiz.
- National Winners - Dare2Compete Awards.
- National Finalists - Microsoft Case Study Challenge.
- National Runners-up - Mahindra War Room.
- National Winners - Reliance The Ultimate Pitch.

2023

- National Winners - Harvard Simulation Challenge.
- National Finalists - Amazon Alexa Skills Challenge.
- National Winners - InsideIIM Most Employable MBA Graduates.
- National Runners-up - Deloitte Maverick Challenge.
- National Winners - Flipkart Grandmasters.
- National Finalists - Microsoft Imagine Cup.
- National Winners - Mahindra War Room.
- National Finalists - HULT Prize Challenge.
- National Winners - Reliance The Ultimate Pitch.
- National Winners - Dare2Compete Awards.

2024

- National Winners - McKinsey Ultimate Strategy Challenge.
- National Finalists - Amazon Leadership Challenge.
- National Winners - InsideIIM Best Summer Internship Experience.
- National Runners-up - Deloitte Maverick Challenge.
- National Winners - Google Case Challenge.
- National Finalists - Microsoft Envisioning Challenge.
- National Winners - Mahindra War Room.
- National Finalists - HULT Prize Challenge.
- National Winners - Reliance The Ultimate Pitch.
- National Winners - Dare2Compete Awards.

“ Located in the green contours of North Eastern part of the country, IIM Shillong which commenced operations in 2008, remains committed to its goal of excellence in management education and research so as to evolve into a nationally and internationally recognized educational institution. ”



ABOUT THE INSTITUTE

IIM Shillong has been set up with a vision of providing quality management education and research in the North Eastern region of India. The decision of coming up with an Indian Institute of Management in the North East was unanimously taken by the Union Minister of Human Resource Development along with the Chief Ministers of the North Eastern States in the Review Meeting held at Shillong during June 2004. Shillong was drafted as the permanent location for the institute after consultation between the Ministry of Development of North Eastern Region (DONER) and the Chief Ministers of States of the region.

Located in the green contours of North Eastern part of the country, IIM Shillong which commenced operations in 2008, remains committed to its goal of excellence in management education and research so as to evolve into a nationally and internationally recognized educational institution.

Besides high quality standards and academic rigour, which are considered as the hallmark of an IIM, in IIM Shillong there is also emphasis on the ever growing significance of sustainable development and business practices. The Institute strives to impart to its students ethical values, compassionate behaviour, and concern for society.

To ensure a holistic management education and to help the graduates grow into innovative leaders of the future, the Institute provides opportunities outside the classrooms, be it industrial interactions, sports competitions, cultural activities or entrepreneurial pursuits. The quality of instruction, rigorous course curriculum and exposures that the students get at IIM Shillong when coupled with their Summer Internship experience makes them adequately prepared and confident to face the challenges of the corporate world.

VISION

To become an internationally recognized management institute with a global outlook grounded in Indian values.

MISSION

To generate and disseminate knowledge in all aspects of management education for sustainable development and to develop innovative leaders with strong ethical values.

CORE VALUES



Openness to new ideas and experiences



Intellectual freedom



Self-experimentation and creative pursuit



Compassion for others



Adherence to fair, just and ethical practices

ABOUT THE PROGRAMME

The Indian armed forces boast one of our most valuable workforces, with uniformed officers contributing their highest levels of service to the safety and security of our nation. These officers/veterans are professional, disciplined, and enthusiastic leaders. In today's dynamic business environment, organizations face constant challenges due to the VUCA (volatile, uncertain, complex, and ambiguous) landscape, which is continuously reshaped by digital transformation. The ability of officers/veterans to navigate through this VUCA landscape with maturity and calmness brings forth the best solutions. Their creative and logical thinking, meticulous planning, and dynamic decision-making are highly sought-after skill sets by corporates.

The business management course has been developed to provide a challenging learning experience that focuses on real-world problems and solutions. It offers new information and tools to address corporate challenges. The program will concentrate on all functional aspects of management, including general management, the economics of business, organizational behavior and human capital management, marketing management, financial management and accounting, operations management, strategic management, design thinking, innovation, and entrepreneurship. This program serves as a platform for our veterans to reorient themselves to their new professional roles in the business world.



Programme Objectives

- 01 Equip officers/veterans with the necessary skills and knowledge to transition successfully into business management roles.
- 02 Provide a challenging learning environment focused on real-world business problems and solutions.
- 03 Develop creative and logical thinking abilities to address complex business challenges.
- 04 Foster leadership qualities and effective decision-making skills.
- 05 Enhance understanding of functional areas such as finance, marketing, operations, and strategy.
- 06 Cultivate entrepreneurial mindset and innovation capabilities.
- 07 Prepare officers/veterans to contribute effectively to corporate environments and drive organizational success.
- 08 Offer opportunities for networking, collaboration, and career advancement in the business sector.

The programme aims to:

- Introduce officers/veterans to the new business environment.
- Provide a comprehensive understanding of various management functions.
- Equip participants with skills across all management fields.
- Expose students to critical management aspects crucial for career transitions or entrepreneurial ventures.

PROGRAMME OUTLINE

The programme is structured into three terms. The first and second terms will include five core courses, while the third term will consist of elective courses. Core courses aim to provide foundational and conceptual knowledge as well as contextual understanding. Elective courses offer participants a deeper grasp of various functional areas and allow them to specialize in their areas of interest. The combination of core and elective courses helps officers/veterans develop a comprehensive understanding of the interrelationships crucial for successful business management.

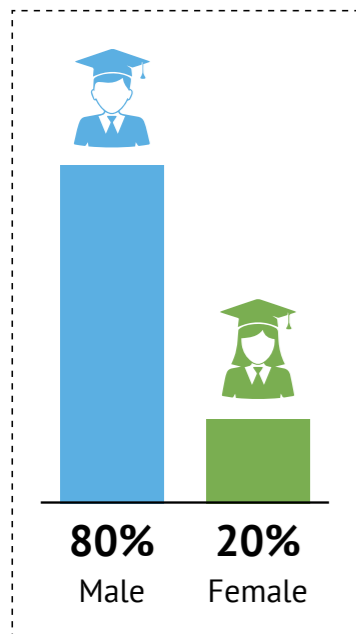
Core Courses	Elective Courses
<ul style="list-style-type: none"> • Economics for Business • Financial Management and Analysis • Organizational Behaviour • Marketing Management • Operations Management • Strategic Management • Business Law • Information Systems for Managers • Business Analytics • Design Thinking, Innovation, and Entrepreneurship 	<ul style="list-style-type: none"> • Operations Strategy • Project Management • Six Sigma & Lean Thinking • Supply Chain Management • Human Resource Management • Employee Relations and Labour Law • Organizational Development and Change • HR Consulting • Sales and Distribution Management • Product Innovation and Management • Retail Marketing • Business-to-Business Marketing

The programme is designed to provide participants with a holistic understanding of key business areas while allowing them to tailor their learning experience through elective courses based on their career goals and interests.

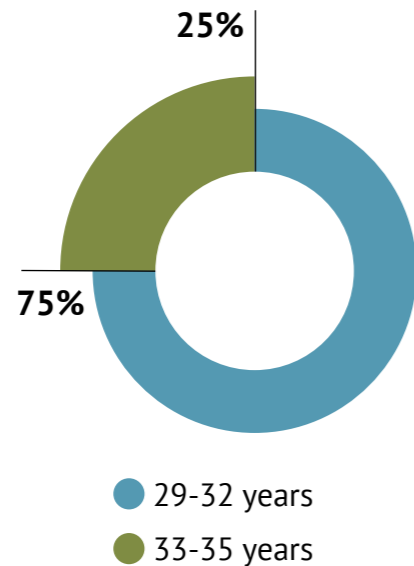


BATCH STATISTICS

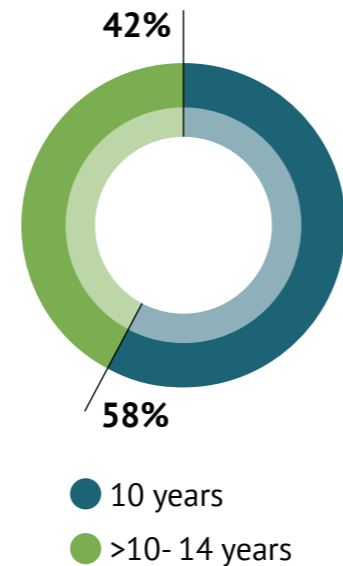
Gender Diversity



Age Diversity

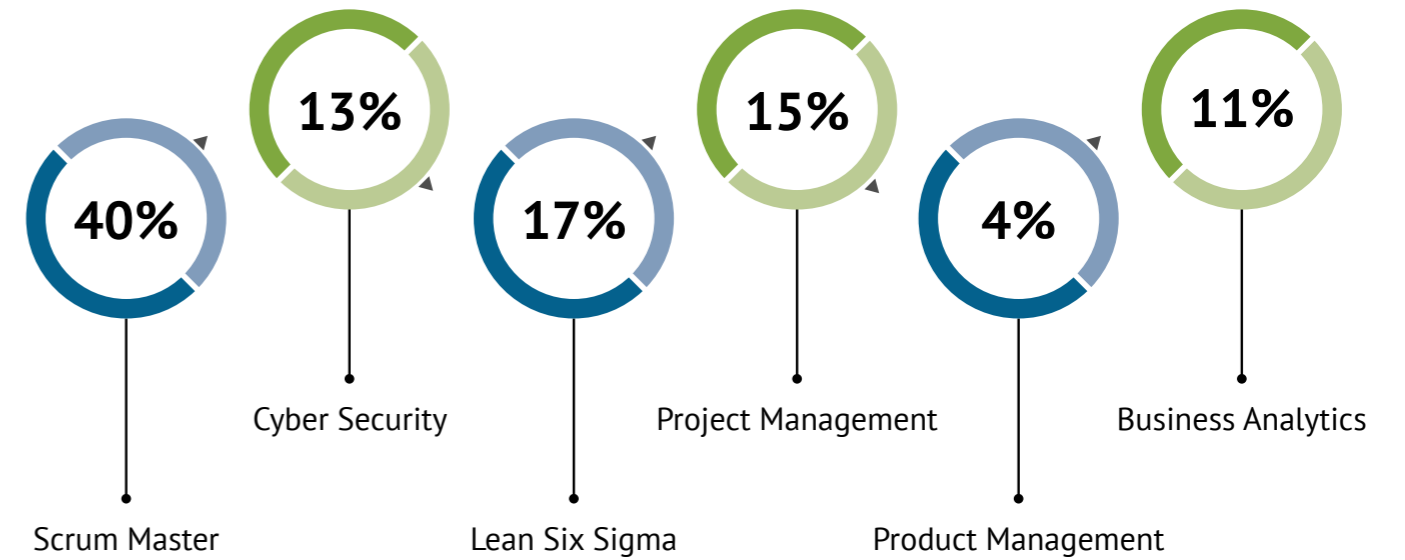


Years of Experience

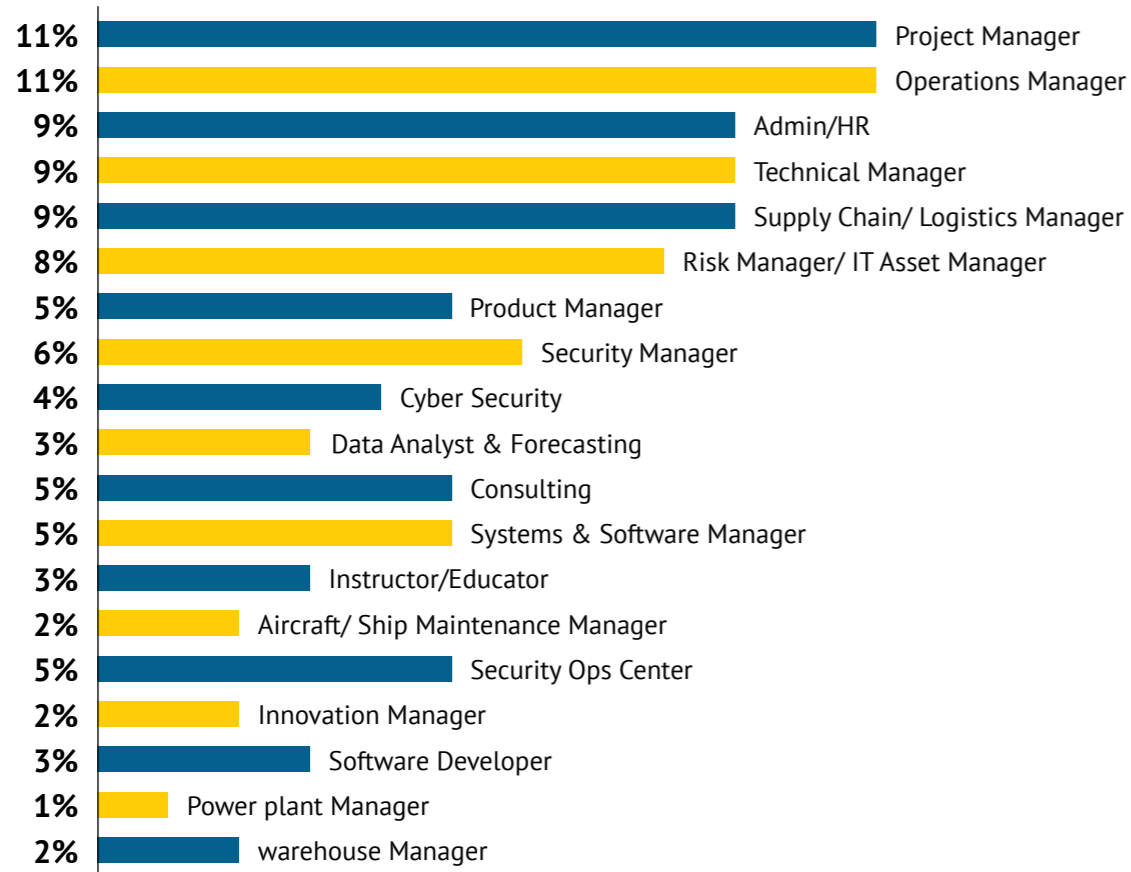


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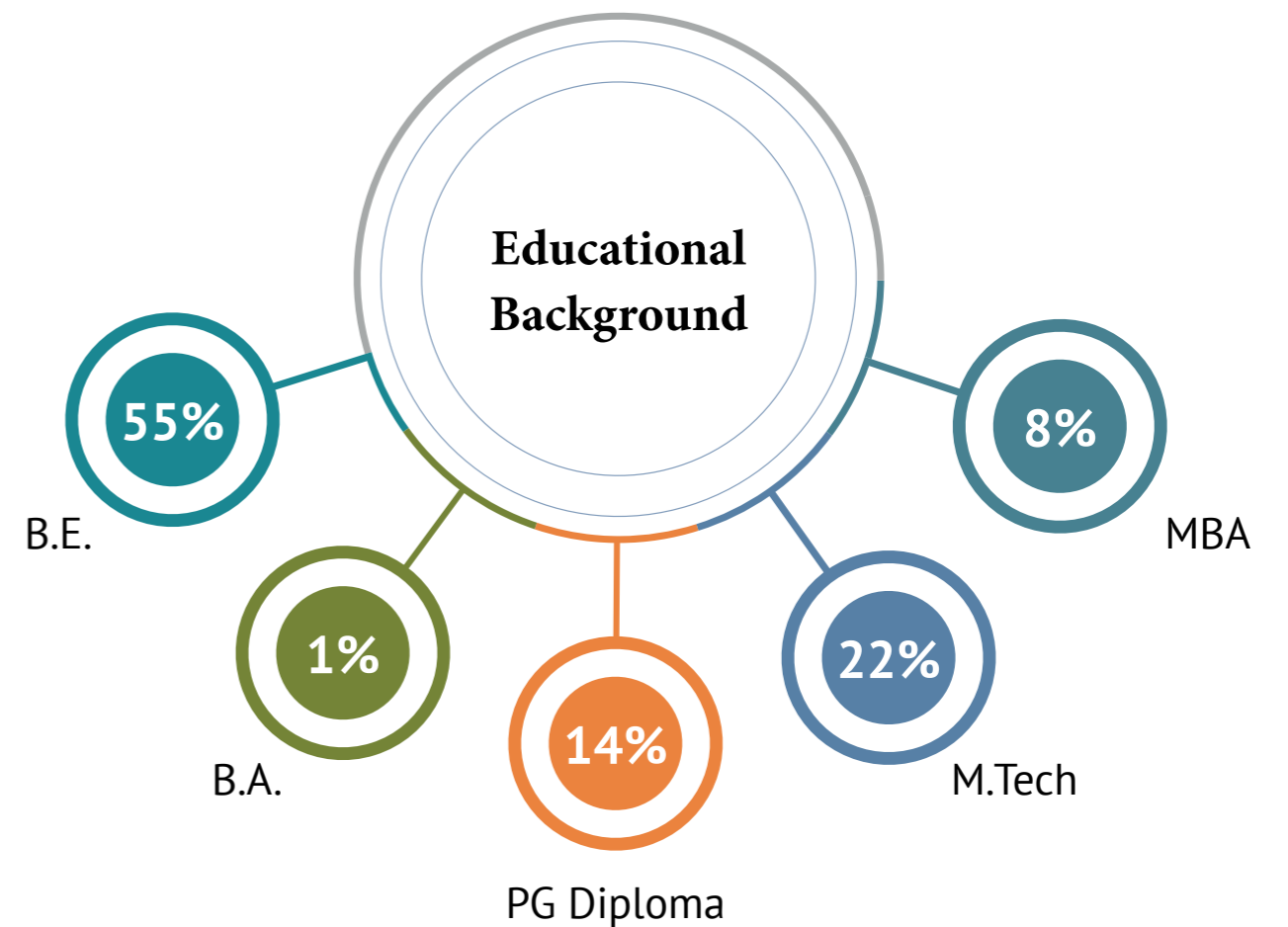
Certifications



Distribution of previous roles



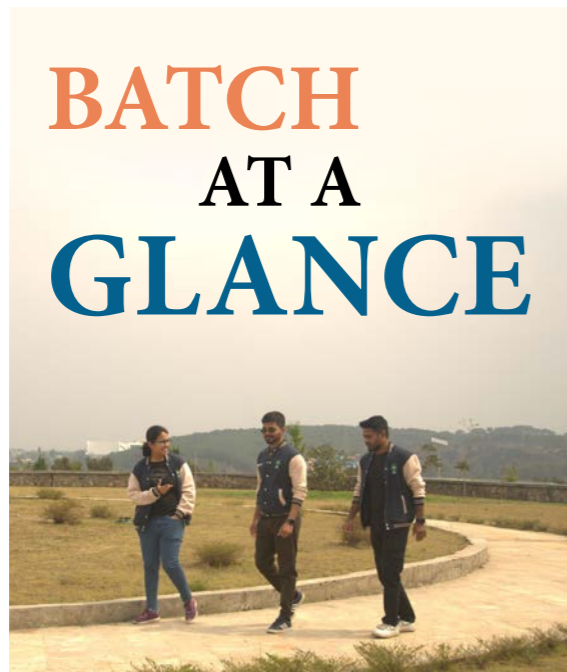
Educational Background



FUNCTIONAL PREFERENCES

INDIVIDUAL INTERESTS 29 CANDIDATES	PROJECT / PROGRAM MANAGEMENT	OPERATIONS	STRATEGIC MANAGEMENT	PRODUCT MANAGEMENT	HRM AND ADMINISTRATION	CONSULTANCY	SUPPLY CHAIN MANAGEMENT / LOGISTICS	BANKING/ FINANCE/ INSURANCE	DISASTER/RISK MANAGEMENT	SECURITY MANAGEMENT
Amber Bhatnagar	●	●	●	●	●	●	●	●	●	●
Esha Mukherjee	●	●	●	●	●	●	●	●	●	●
Gaurav Verma	●	●	●	●		●	●	●		
Hemanth VG	●	●	●	●	●		●		●	●
Himanshu Singh	●	●	●	●	●	●	●	●	●	●
Jashan	●	●	●	●	●	●	●	●	●	●
Jayant Bhargava	●	●	●	●	●	●	●	●		
Laishram Devaraj		●			●		●	●		●
Maheshwar Simha	●	●	●	●		●	●			
Manish Malhan	●		●			●		●		
Mrinal Arora	●	●	●	●	●	●	●	●	●	
N Kapil Singh	●	●			●		●		●	●
Nandini Dam Roy	●	●		●	●	●	●	●	●	
Nilesh Pandey	●	●	●	●	●	●	●	●	●	
Ravi Sharma	●	●	●	●	●		●			
Rishabh Sharma	●		●			●		●		
Sameer Kumar	●	●	●	●		●	●	●		
Samidha Sharma	●	●	●	●	●	●	●	●	●	●
Satyam Vatsa	●	●	●	●	●	●	●	●		
Shashank Murari	●	●		●		●	●	●	●	
Sourabh Pandey	●		●	●		●		●		
Souradeep Sarkar	●	●	●	●	●	●	●			
Suraj Kadam	●	●	●			●			●	●
Tarkeshwar Sah	●	●	●	●	●	●			●	●
Uthra Ganesan	●	●	●	●	●				●	
V Raghunandan Raju	●	●	●	●					●	●
Vartika Joshi	●					●			●	
Victor Indrajit	●	●		●	●	●				
Villa Manikanta	●	●	●	●	●		●		●	
	28	25	23	23	19	21	21	17	17	11

INDIVIDUAL INTERESTS 29 CANDIDATES	AIRCRAFT / SHIP MAINTENANCE	PORT/ AIRPORT OPS	CYBER/ INFO SECURITY	PUBLIC RELATIONS/ CSR/ ESG	IT/ NETWORKING/ CLOUD ENG	MARKETING	AI/ DATA SCIENCE/ GEO INFORMATION	ACADEMIA / TRAINING	QUALITY ASSURANCE	HOSPITAL MANAGEMENT
Amber Bhatnagar			●	●						
Esha Mukherjee				●				●		
Gaurav Verma							●			
Hemanth VG	●	●							●	
Himanshu Singh	●	●								●
Jashan			●		●					
Jayant Bhargava	●	●				●	●		●	●
Laishram Devaraj										
Maheshwar Simha	●	●							●	
Manish Malhan			●		●		●			
Mrinal Arora		●								
N Kapil Singh		●						●	●	●
Nandini Dam Roy	●			●		●		●	●	
Nilesh Pandey	●	●				●			●	
Ravi Sharma			●		●		●	●		
Rishabh Sharma			●		●		●			
Sameer Kumar	●	●					●		●	
Samidha Sharma	●		●				●		●	
Satyam Vatsa		●								
Shashank Murari	●	●						●		
Sourabh Pandey			●		●					
Souradeep Sarkar						●				
Suraj Kadam			●		●				●	
Tarkeshwar Sah										
Uthra Ganesan		●		●		●				
V Raghunandan Raju	●		●		●					
Vartika Joshi	●			●		●		●		
Victor Indrajit	●	●				●	●			●
Villa Manikanta									●	
	12	12	9	5	7	7	8	6	10	4



AMBER BHATNAGAR

Experience: 12 years

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A versatile and accomplished military leader with diverse professional experience in various techno-managerial roles in the Indian Navy spanning Project Management, Operations, Strategic Planning, Human and material resource management. Proven record of IT leadership, developing communication networks, analysing data, implementing new IT technologies, leading Cyber operations, and providing staff training for the upkeep of IT equipment. Adept at infusing cohesiveness, synergy, and collaborative working culture within teams to accomplish time-sensitive projects.

CORE COMPETENCIES

- Project Management
- Leadership & Communications
- Prioritization & Multitasking
- Problem Solving & Decision Making
- Requirement Analysis
- People Management
- Strategic Decision Making
- Cross-Functional Collaboration
- Agile Methodologies
- Cyber Security

EDUCATION

- B. Tech (Information Technology), GBTU: 2008-2012

CERTIFICATION/ COURSES

- Business Management Program, IIM Shillong | 2024
- Certification in Cybersecurity, ISC2
- CISM (Pursuing)
- Lead SAFe Agilist SA, SAFe
- CSM, SAFe
- Tableau, Simplilearn
- Microsoft Excel Certification
- Information Technology Specialisation Course, Indian Navy
- Performance Appraisal Workshop, Indian Navy
- Supply Chain Management Course, Indian Navy
- Electrical Specialisation Course, Indian Navy
- Leadership & Behavioral Science, CLABS, Indian Navy

ACHIEVEMENTS

- Secured 1st position/ 250 participants in the Nuclear, Biological, and Chemical Defence (NBCD) Olympiad, testing the NBCD capability.
- 4+ Letters of appreciation during various tenures for exemplary work.
- Awarded Citation by FOC-in-C, ENC during rescue Operation of Malaysian Aircraft 370, 2014.
- Awarded with the highest merit in the Watch-keeping board onboard Naval Aircraft Carrier 2014.

WORK EXPERIENCE

PROJECT MANAGEMENT AND STRATEGIC PLANNING

- Achieved 33% improvement in completion time (14 Vs 21-month average) for the complex refit project worth INR 100 Crores for the aircraft carrier, through efficient project scheduling & tasking with cross-functional teams of 50 OEMs.
- Digitalized data capturing of 100+ machines, for predictive maintenance by regression analysis, increasing 20% availability onboard Aircraft carrier ship to enhance the operational capability of the Ship.
- Proposed, designed, and constructed space-efficient infrastructure for installing two heavy electrical machines for repairs on Western Naval Command ships, resulting in a 25% reduction in repair lead time and 38% cost savings.
- Undertook augmentation and major re-installation of UK make Diesel Alternators (DA) supply breakers in switchboard for optimal availability of power supply onboard ship, thereby reducing the failure rate by 85%.
- Steered & coordinated various COO-level exercises between Ships, Aircrafts & Ashore units during International Fleet Review, to enable seamless execution of inter-military operational exercises

SUPPLY CHAIN MANAGEMENT AND OPERATIONS

- Coordinated and successfully executed operational repairs of aircraft carrier INS Viraat through an in-house team, contract handling, and vendor management (INR 60 crores approx.).
- Expertise in supply chain and logistics, handling demand estimation, sourcing, and vendor management for procurement; Managed equipment and spares worth 75+ crores, optimizing asset life cycle management for 800+ assets, and resolving 250+ defects.
- Realised INR 50 crores approx. annual savings through substitute sourcing of foreign-origin spares and undertaking in-house repairs.
- Realised INR 10 crores approx. savings in energy use by switching 10,000 incandescent lights to LEDs on Aircraft Carrier by special policy intervention.

IT PROJECT MANAGEMENT AND NETWORKING

- Spearheaded the Infrastructure upgrade of SAP ERP-based Financial Information System, enabling access to advanced features and analysis tools to facilitate data-driven decision-making processes.
- Orchestrated a team of 19 members & developed the Budget Ceiling and Operational Planning Module as part of the SAP-based ERP system (FIS), enabling predictive decision-making processes.
- Collaborated with various stakeholders and cross-functional teams towards the design, development & implementation of a private Intranet Portal onboard ship, leading to an increase in motivation level of 500+ crew.
- Proposed, designed & successfully implemented a wide variety of information and network systems viz. OFC, VPN, SMCN, WAN and SLAN in strategic TS unit to ensure availability, integrity, and confidentiality of data.
- Ensured compliance with IT Security policies by conducting Cyber Audits and utilized centralised tools for configuration and compliance management

PEOPLE MANAGEMENT & ADMINISTRATION

- Proven understanding of workforce planning, performance appraisals, managing matters related to discipline, promotions, leave, work schedules, counseling, and making Financial decisions for funds utilisation.
- Headed HR issues of the workforce, achieving a 30% reduction in employee grievances through prompt conflict management and policy implementation.
- Effected a 25% increase in image flow rate by streamlining training and upskilling 24 technicians at the Financial Information Centre.

ESHA MUKHERJEE

Experience: 13 years

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<https://www.linkedin.com/in/esha-mukherjee08/>

Seasoned professional with 10 years of cross-functional defense experience in various roles & held various portfolio during diverse and illustrious career in IAF & 3 years of software development in IT industry. Proven expertise in Operations and Project Management along with HR, and Cross-Functional Team Leadership in the pursuit of business objectives; targeting assignments with an organization of high repute

CORE COMPETENCIES

- Project Management
- Operations Management
- Risk & Threat Management
- Strategic & Tactical Planning
- ScrumMaster/Agile Practitioner
- Human Resource Management
- General Administration
- Training & Development
- Crisis & Disaster Management
- Security and Safety Management

EDUCATION

- Master of Business Administration (Operation Management), NMIMS | 2021 to 2022
- Master of Technology in Aeronautical Engineering, VTU | 2015
- Bachelor of Technology in Computer Science and Engineering, UPTU | 2007 to 2011

CERTIFICATIONS

- Business Management Program For Defence Officers, IIM Shillong (Pursuing)
- Certified Scrum Master by Scrum Alliance
- Certified Scrum Product Owner
- AGILE JIRA
- Advance Microsoft Excel
- Lean Six Sigma Green Belt
- KANBAN
- Python (Pursuing)
- Tableau (Pursuing)
- Advanced Microsoft Power BI (Pursuing)
- Combined Security Training Course

ACHIEVEMENTS

- Commended by Air Officer Commanding-In-Chief of South Western Air Command on 26 Jan 2023.
- Categorized BEE & Screened for Cat AYE as Operations Combat Crew in Missile Systems on Oct 2023.
- Led Combat team during Air Head Quarter Level Directorate of Air Staff Inspection in 2018 & 2020.
- CRY India Delhi Chapter Volunteer in the year 2011.

WORK EXPERIENCE

PROJECT MANAGEMENT : INDIAN AIR FORCE

- Led migration to electronics maintenance management system by proactive issue resolution in collaboration with WIPRO Ltd. thereby ensuring adherence to Scrum ceremonies, delivery schedules, and timely project completion.
- Ensured the implementation of IT policies regarding IT security and Audit of IT infrastructure.
- Enhanced efficiency through policy compliance, best practice implementation.

OPERATIONS MANAGEMENT : INDIAN AIR FORCE

- Led a team of 250+ personnel for mobilization of Surface to Air Guided Missile System.
- Formulated maintenance procedures and checklists in guaranteeing defect free reliable operations in various missions.
- Achieved 90% serviceability of surface to air missile operations by meticulous project planning and coordination.
- Managed budgeting, monitoring, and reporting of upgradation/maintenance of the systems and capital assets.

HUMAN RESOURCE MANAGEMENT & ADMINISTRATION : INDIAN AIR FORCE

- Managed HR administration functions viz. task allocation, employee conflict resolution, leave planning, ensuring discipline and punctuality.
- Initiated performance management and mentoring program thereby achieved higher productivity.
- Conducted 'Performance Counselling' of air warriors' career by identifying their core competencies.
- As Welfare Manager and Facilitator organised several welfare programs and management of contingencies especially during Covid.

SOFTWARE DEVELOPER : IT INDUSTRY

- 03 years of software development in start-ups on Ruby on Rails platform.
- Worked on more than 09 projects on e-commerce and real-time booking system, integrating front-end and back-end.
- Development experience on JavaScript, Ajax, Bootstrap, CSS and HTML 5.
- Basic knowledge of DBMS (MySQL)
- Hands on experience with GitHub and JIRA.
- Implementation of Scrum techniques & AGILE methodologies in project development.

GAURAV KUMAR VERMA

Experience: 10 years

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Results driven professional with 10 years of experience in Project Management, Software Product Management and Operations Management. Distinguished military leader known for strategic planning, innovative approach, professional competence, adaptability, agility & dedication. Proven success in leading diverse cross functional teams to achieve set targets.

CORE COMPETENCIES

- Project Management
- Operations Management
- Supply Chain Management
- Software Product Management
- Stakeholder Management
- Resource Management
- Communication Management
- Leadership & Team Management
- Adaptability & Flexibility
- Critical Thinking
- Problem Solving & Decision Making

EDUCATION

- Business Management Programme, IIM Shillong | 2024
- B.Tech in Electronics & Communication Engineering, NIT Delhi | 2024

CERTIFICATIONS

- Project Management Professional (PMP) - PMI
- Software Product Management Specialization, University of Alberta
- Financial Management, University of Illinois at Urbana-Champaign
- IBM Data Science Professional Certificate
- SAFe 6.0 Product Owner/ Product Manager
- SAFe 6.0 Agilist
- CSM, Scrum Alliance
- Lean Six Sigma Green Belt

ACHIEVEMENTS

- Sainya Seva Medal
- Captain Eastern Naval Command Football Team
- Padi certified Advanced Open Water Diver

WORK EXPERIENCE

PROJECT/ PRODUCT MANAGER

- Senior Project Manager and Supply Chain Manager for a Confidential Project with a budget exceeding Rs 5,000 Cr.
- Successfully spearheaded the Project for installation, commissioning, acceptance trials and optimization of 27 ABER equipment valuing over INR 550 Cr as part of maiden Mid Life Upgradation package of warship
- Led project process groups for the relocation of an 8000-ton Floating Dock valued over INR 480 Cr ensuring adherence to project baselines, safety compliance, and reducing the ship's dry dock duration by over 30%.
- Steered the end-to-end Product Management for Weapon Logistic Management System Software in agile framework managing spares valued at over INR 100,000 Cr.
- Defined and led the Product Vision, Strategy and Roadmap of WLMS-NG and ensured Value Delivery through Continuous Exploration, Agility, User Requirements, Feature & Sprint Backlog Prioritization, Resource Management, Customer Collaboration and Stakeholder Engagement.
- Streamlined and optimized inventory management processes through digital onboarding, resulting in reduction in inventory issue time from 03 days to 01 day. Explored, Integrated and Deployed the Procurement Module to digitize the process reducing procurement process lead time by 15 days.
- Planned, Designed and deployed the Survey Module towards Survey Process Refinement achieving automatic inventory categorization, 100% accountability of stores, reduction of survey process time by 40% and repair process by 150%
- Directed and deployed Annual Review of Demand Module to digitise the process reducing lead time from 06 months to 02 months.
- Spearheaded the project to revamp software architecture for end-to-end item life cycle traceability resulting in refined inventory management, 100% spares accountability and savings of over 15 Cr for warranty repairs.

OPERATIONS/ SUPPLY CHAIN MANAGER

- Managed comprehensive Inventory Management Program including Inventory Control, Procurement Triggers, Forecasting, Performance Reviews, Survey & Repair, Receipt & Despatch for weapon spares valuing over INR 2,000 Cr of Eastern Command with a diverse team of 64 personnel.
- Initiation, identification and subsequent removal of over 7000 obsolete spares from active inventory and disposal of over 400 ton BER Weapon Scrap accumulated over 10 years generating revenue of INR 2.1 Cr.
- Led Operations as Head Electrical Department- Floating Dock; for Control, Radio, Power Generation and IT Section leading a diverse team of 30 Sailors.
- Spearheaded numerous defect resolutions employing research and innovative repairs on complex state-of-the-art equipment (Foreign OEM) resulting in savings of over INR 8.6 Cr to exchequer in Floating Dock.
- Operation Management and in-house diagnostic/ repairs leading a diverse team of 38 sailors of Frontline Warship for a range of Sensors, Communication, Control and Power generation equipment achieving Nil downtime and cost savings of over INR 6 Cr to the Exchequer.

HEMANTH VG

Experience: 10 years

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A vibrant and result-driven leader with a proven expertise in leading transformational programs/ projects in the field of aviation. Highly experienced with ten years of demonstrated leadership and organizational capabilities and rich experience in the domains of Operations & Project Management, Strategic Mission Planning, Aviation and Armament Security and Maintenance. Ardent learner who has spearheaded a cross functional team of skilled professionals in logistics and human resource management displaying troubleshooting skills.

CORE COMPETENCIES

- Project Management
- Conflict Resolution
- Root Cause Analysis
- Agile Leadership
- Adaptive Planning & Forecasting
- Negotiation skills

EDUCATION

- Business Management Program, IIM Shillong | 2024 (Pursuing)
- PG Diploma in Aeronautical Engineering, VTU | 2015
- Btech in Mechanical Production Engg, Kerala University | 2014

CERTIFICATIONS

- PMP, PMI (Pursuing)
- CSM, Scrum Alliance
- Data Analytics, LinkedIn Learning
- PMI-RMP, Simplilearn
- Certified Maintenance Officer on Mi17, Mi 17 1V & Mi 17 V5 Helicopters, IAF
- Performance Appraisal Workshop, IAF
- Air Armament & Disposal, IAF
- Security & Contingency Handling Training, IAF

ACHIEVEMENTS

- Commendation by Chief-in-Command, HQ Eastern Air Command in 2018 (Kerala Floods)
- Commendation by Chief-in-Command, HQ South Western Air Command in 2022 (Covid Duties)

WORK EXPERIENCE

PROJECT MANAGEMENT

- Led strategic initiatives as Project & Operations Manager, leveraging 10 years of experience to drive multiple projects, enhance operational efficiencies, and provide visionary leadership for business growth and innovation.
- Orchestrated the precise planning and flawless execution of the esteemed Presidential Standard Presentation ceremony for a helicopter unit of Indian Airforce based in Guwahati, a high-profile project valued at 10 Cr INR, which was graced by the esteemed presence of the Indian President.
- Leveraged risk management expertise to conduct comprehensive internal audits in a 24x7 environment, reducing failure risk by 50% through enhanced control frameworks and ongoing team support.
- Demonstrated leadership in the relocation of a large-scale unit comprising 300 personnel and aviation assets across India, managing inventory transfer, and initiating operations within a remarkable 72-hour timeframe.
- Associated with PMO and spearheaded the planning, execution, testing and closing phase of the e-MMS project worth Rs 900 Crores for automation of maintenance processes in collaboration with Wipro to improve transparency, optimize feedback loops and minimize human error.
- Demonstrated success as a change agent with extensive experience with change management approaches; Plan - Communicate - Collaborate - Action Continuous Engagement.

OPERATIONS MANAGEMENT

- Led high-performing cross-functional teams of 150 + professionals in remote locations (North East, Andaman & Nicobar Islands, border areas) to ensure peak aircraft serviceability through strategic planning, forecasting, and execution.
- Streamlined daily maintenance operations of aircraft and service assets worth ₹200 crore, optimizing processes and mitigating risks to ensure value-driven delivery.
- Analyzed the project KPIs and closely monitored on a daily basis to estimate and demand \$120 million worth of line replaceable units and aero engines for future requirements.
- Led rigorous analysis of aircraft component failure data, conducted Root Cause Analyses (RCAs), and implemented strategic solutions, resulting in an exceptional 80% decrease in failures.
- Demonstrated leadership and team management expertise in live operations during the Kerala Floods in 2018, rescuing over 100+ human lives to safety utilizing MI-17 helicopters in perilous conditions.
- As Mission Commander, orchestrated the intricate ferrying of two helicopters from the Nicobar Islands to Barrackpore, Kolkata, navigating international airspace and coordinating seamlessly with diverse agencies in Myanmar and Bangladesh to ensure a flawless and time-sensitive mission success.

HUMAN RESOURCE AND TEAM MANAGEMENT

- Accomplished complete HR Life cycle for 150 personnel including training, counseling, discipline and welfare to ensure 24x7 operational readiness for the team, while attaining an increase in work output by 25%.
- Proficiently managed HR functions, encompassing training and development, performance management, grievance redressal, handling RTIs and statutory complaints, as well as overseeing employee engagement and welfare initiatives. Led an array of key activities pertaining to security, risk analysis and audits resulting in comprehensive revision and rephrasing of existing operating procedure.

HIMANSHU SINGH

Experience: 10 years

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An accomplished and results-driven leader with 10 years of experience in Aviation Operations, Project, Supply Chain and HR Management. Seeking challenging leadership positions in Project/Product Management, HR Management and Operations Management to leverage my expertise in strategic planning, team development and resource allocation.

CORE COMPETENCIES

- Project Management
- Operations Management
- Aviation & Aerospace management
- Supply Chain management
- HR Management
- Strategic Planning
- Risk Management
- Cross- Functional Leadership
- Team Building
- Workflow Optimization
- Adaptability
- Stakeholder Management
- Problem Solving & Decision Making

EDUCATION

- Business Management Program, IIM Shillong | 2-23-2024
- PGP in Aviation Management, UPES Dehradun | 2021-22
- MTech in Aeronautical Engineering, VTU Bangalore | 2014-15
- BTech in Mechanical Engineering | 2010-14

CERTIFICATIONS

- CSPO®, Scrum Alliance
- CSM®, Scrum Alliance
- PMP (Pursuing)
- LSSGB, Udemy
- Advanced Microsoft Excel & Power BI
- Certified Maintenance Officer on AN-32 Transport Aircraft, IAF
- Course on Leadership Training & Behavioral Sciences, IAF
- Composite Security Training Course, IAF

ACHIEVEMENTS

- Commendation by Air Officer Commanding in Chief, 2020
- Appreciation by Command HQ, 2022
- Best Unit trophy - 2016,17,21
- Organizer Global Event - Aero India 2023

WORK EXPERIENCE

PROJECT MANAGEMENT

- Employed analytical skills and technical expertise to develop optimized servicing philosophy by undertaking reliability study, snag analysis, defect analysis and investigations. Took data driven decisions and optimized efficiency and availability of assets by 25%.
- Devised and spearheaded a new risk management model while leading a part in Aero India Expo 2023 with a team of 70 professionals. Drafted work breakdown structure, project plan, risk register and lessons learnt register.
- Orchestrated first time implementation of Scrum philosophy in a major fourth line maintenance program during maiden 1800 hrs servicing of AN-32 aircraft at base to deliver 100% customer satisfaction.
- Enhanced operational productivity by developing complete project plan and led execution of humongous task of AOG build-up of 5 aircraft in strict timelines by standardizing the reporting, governance and stakeholder management, resulting in optimizing operational capability by 25%.
- Spearheaded a strategic plan for successful installation of Modern Servicing Garage at Thoise air base in Ladakh region.

OPERATIONS MANAGEMENT

- Identified critical areas for improvement by personal checks, data analysis of daily reports, incidents and complaints. Establishes collaboration with external stakeholders thereby increasing operational capability by 10%.
- Ensured maintenance and aircraft operations at peak efficiency by supervising, organizing, directing and training 250 cross functional professionals thereby achieving 60% serviceability of vintage assets valued worth Rs 4000 Crores.
- Devised detailed planning for successful execution of 14 months long detachment with 08 aircraft and 200 professionals in VUCA environment through resource planning, cross functional coordination while carrying out costing with data analysis with data driven decisions.

SUPPLY CHAIN MANAGEMENT

- Fore fronted daily activities along with supply chain, inbound, outbound, quality assurance, inventory control, space management, logistics and productivity. Analyzed and mitigated risk by 25% through risk mitigation strategies.
- Derived SOPs to identify and ensured compliance with maintenance policies and procedures resulting in 20% increase in efficiency.
- Achieved reduced lead time by 20% through Root cause Analysis, removing roadblocks and utilizing e-platform for redrafting public procurement policies (RFPs, pertinent clauses, vendor assessment).

HUMAN RESOURCE MANAGEMENT

- Prioritized, strategized and empowered the team of 250 professionals on routine basis to promote early delivery of business value by planning, resource management, financial planning and focused risk management.
- Lead and manage a workforce of 1000+ professionals in career span in terms of processing confidential employee records, career progression performance counselling and generating feedback, discipline, grievance handling, leave, rewards and welfare.
- Conceptualized, developed and successfully implemented comprehensive training and development techniques to improve operational capability and productivity



JASHAN

Experience: 10 years

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Experienced Technical Officer with a decade of expertise in Information & Communication Technology, Network Management, Project Management, Operations, Human Resources, and Cybersecurity. Demonstrated strategic leadership in guiding cross-functional teams of over 100 professionals, ensuring the consistent delivery of exemplary results in dynamic and demanding environments. A dedicated learner and adept leader with exceptional interpersonal skills, consistently achieving outstanding outcomes across diverse domains and situations.

CORE COMPETENCIES

- Project Management
- Operations Management
- Network/IT infrastructure setup and management
- Strategic planning
- Risk and compliance Management
- HR Management
- Cross functional leadership and team building

EDUCATION

- Business Management Program, IIM Shillong | 2023-24
- MBA (Business Management), NMIMS Mumbai | 2022-24
- Post Graduate Diploma in Aeronautical Engineering, VTU | 2015
- B.E(Computer Science Engineering), MDU | 2009-2013

CERTIFICATIONS

- CISM (Pursuing)
- ISO 27001:2022 Lead Auditor, Exemplar Global, Feb 24 Certified in Cyber Security (CC), ISC2, Dec 23
- Certified Scrum Master® (CSM), Scrum Alliance, Dec 2023 Microsoft Excel Certification, Coursera, 2021
- Appraisal Workshop for Senior Supervisors and Managers, 2021
- Basic Air Staff Course (HR & Administration), Administrative Staff College, Indian Air Force in 2018.
- Certified in Composite Security and Contingency Handling, Indian Air Force in 2017
- Certified as Computer, Communication Network Administrator, Indian Air Force in 2016

ACHIEVEMENTS

- Letter of Appreciation for outstanding performance and professionalism at work
- Certificate of excellence by IAF Family welfare association for conducting various health screening camps, workshop and seminars for women
- Led the base for "Best in Operations" trophy for the year 2019-20

WORK EXPERIENCE

SITE COORDINATOR FOR AIRFORCE COMMUNICATION NETWORK

- Led a team of 100 technical professionals with multi skilled and heterogenous domain specialists to effectively maintain and manage a wide variety of network systems that include communication circuits, LAN/WAN systems to ensure round the clock availability, with desired Integrity and confidentiality.
- Expertise in on-site monitoring, conducting of root cause analysis of network and communication failures and streamlining operations to minimize downtime by 30%.
- Enhanced network operations and mitigated risks by implementing effective IT and IW security policies, resulting in a 20% reduction in security incidents.
- Led the transition to offline working tools and complete automation of office operations through a paperless e-Office project during the pandemic, resulting in a 30% increase in physical safety and 20% improvement in work output efficiency.
- Supervised end-to-end operations for financial budgeting and inventory management of all kinds of networking and information and communication devices. Successfully executed the ICT-related procurement & supply chain management (worth INR 8 crores).
- Collaborated with international stakeholders, including the US Air Force and Singapore Air Force, to establish communication bridges across diverse Information and Communication Technology platforms, resulting in optimized operations and a significant reduction in the execution phase by 20%.
- Conducted regular Information Technology and Cyber Security compliance audits across multiple Indian Air Force sites. Identified areas for improvement and recommended actionable measures to enhance Cyber space policies and ICT infrastructure leading to over 70% reduction in IT security incidents.

PROJECT AND OPERATIONS MANAGER

- Led and optimized multimillion-rupees communication projects, upgrading entire Airforce network, Airforce cellular networks, and Satcom systems across two strategic airbases. Directed a team of 36 professionals, ensuring efficient monitoring, scope, integration, and quality management to meet operational deadlines for service delivery.
- Delivered high degree of lateral collaboration with sister services (Army and Navy) for Tri-Service Fibre communication project i.e. Network For Spectrum (NFS) worth INR 13,000 crores through concerted planning efforts and seamless co-ordination.
- Conceptualized and formulated layout plans for extending network and voice connectivity. Spearheaded projects to build secure and reliable communication infrastructure at a premier base in the eastern region and at a flying base in training command, inter connecting units to ensure uninterrupted voice and data connectivity.

HUMAN RESOURCE MANAGEMENT AND ADMINISTRATION

- Worked with and managed cross functional, varied experience and multi-cultural team of 100+ personnel. While displaying tactful conflict management, maintained desired discipline and led to enhanced overall organizational performance
- Developed and executed comprehensive training programs to enhance the technical skills, knowledge, and capabilities of personnel.
- Organized workshops, welfare activities and skill development Programmes for families of Air force personnel as Honorary Joint Secretary Airforce Family Welfare Association.



JAYANT BHARGAVA

Experience: 10 years

- +91-8520861522
- er.rambhargava@gmail.com
- <https://www.linkedin.com/in/jaybhargava>

Performance-driven technocrat in the Indian Navy with 12+ years of demonstrated experience in Project Management, Agile/ Scrum, IT, Digital Transformation and Operations. A servant leader with experience in managing Business operations and multiple projects in a 24/7 VUCA environment

CORE COMPETENCIES

- Program/ Project Management
- Product Management
- Operation Management
- Contract Management
- Engineering/ Technical Management
- Cyber Security and IT Project Management
- Human Resource
- Change Management
- Digital Transformation

EDUCATION

- B. E. Mechanical | 2008-2012
- Technical Management Course | 2014-2015
- Nuclear Engineering | 2017-2018
- Business Management Programme | Pursuing

CERTIFICATIONS

- Certified Cybersecurity Auditor
- Human Resource Management (Technical Hiring)
- ISO 27001:2022
- CISM (Pursuing)
- Project Management
- Lean Six Sigma Green Belt
- Business Analytics - Python
- Supply Chain Management Professional, Indian Navy
- Certified in Cybersecurity
- Information Technology Specialisation Course, Indian Navy
- Certified Scrummaster

ACHIEVEMENTS

- Volunteering – Organized Submariners' get together for more than 1000 participants, including Marketing campaign and sponsorship from Royal Enfield;
- Organized and conducted recruitment drive in Indian Navy towards the selection of more than 3000 employees

WORK EXPERIENCE

DEPUTY DIRECTOR|PROJECT MANAGEMENT (STRATEGIC)| NEW DELHI | MAY 2021 - TILL NOW

- Handled multiple projects worth USD 80Mn using advanced PM tools like MS Project and maintaining a right balance between stakeholders and resources saving (cost by 20%)
- Led 9 cross functional, geographically dispersed virtual teams to deliver project on time with 13% saving of manhours
- Delivered 3+ projects valued 80+ Million USD, on-time, within budget with team of up to 100 personnel at remote locations
- Conducted industry research and published a detailed design report on third-party Ships with recommendations for maximum Return on Investment
- Managed Contract negotiations, RFI /RFP responses and project agreements.
- Executed 20+ risk management audits of Nuclear facilities, ensuring compliance and nil radiation incidents
- Leveraged Tableau for strategic Nuclear Accident Management, analyzing 10,000+ data points leading to plant efficiency by 10%

DEPUTY DIRECTOR |CYBERSECURITY | VISAKHAPATNAM | JAN 2018 - APR 2021

- Conducted gap and maturity assessment against various methodologies and international standards such as NIST Cyber Security Framework (CSF), NIST SP- 800-53, ISO 27001, ISO 27701 etc.
- Successfully planned, executed, and coordinated audits to assess the adequacy and effectiveness of cyber security controls throughout the enterprise, ensuring compliance with Naval Information Security Policy.
- Efficiently secured IT networks and services for over 160 Naval Units, including seamless connectivity for naval warships at sea.
- Developed Naval data protection privacy strategies and roadmaps (04 iterations).
- Experience in performing PIA, DPIA and Data mapping etc. with thorough understanding of Data privacy regulations (GDPR & DPDPA) with privacy implementation.
- Implemented end-to-end delivery and operational oversight of diverse security controls, including Data Loss Prevention (DLP), Rights Management Services (RMS) ensuring comprehensive protection within the Enterprise Security program.
- Led engagements with Defence Cyber Agency, Army and Air Force Cyber divisions, orchestrating Services Cyber Hackathons and fostering threat intelligence exchanges with Civil Cyber agencies, including CERT-India, NCCC, NCIIPC, IB, and RA&W.
- Successfully monitored and conducted IT Security Audits of cyber systems, including VA/PT for 50+ operational networks and over 50 Pan Navy web applications using advanced tools.

LAISHRAM DEVARAJ

Experience: 10 years

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A versatile, dynamic, self-driven and result oriented Electrical Officer of the Indian Navy with 10 years of multifaceted experience in Military Operations, Administration & HR Management, Project & Event Management and Safety & Security of Ships and Naval Bases.



CORE COMPETENCIES

- Operations Management
- Administration and HR Management
- Safety & Security
- Project Management
- Resource Management
- Administrative & Interpersonal Skills
- Physical Security & Risk Mitigation

EDUCATION

- Business Management, IIM Shillong | 2024
- B.E Electronics, Nagpur | 2010-2014

CERTIFICATIONS

- Certificate Course in Business Management (IIM Shillong)
- Military Leadership and Behavioral Studies
- B.E(Electronics)
- PADI

ACHIEVEMENTS

- Scholarship for Best Sportsman of the Year Award
- Scholarship for Games and Sports Award

WORK EXPERIENCE

PROJECT MANAGEMENT

- Coordination for dealing and procurement, warehousing and distribution of spares and equipment of entire weapon systems of the Western Naval Command from across the globe.
- Executed refit & retro-fitment of ships with new weapon and electrical systems with national and international multifunctional teams.
- Executed periodic & predictive maintenance projects for various ships in liaison with Public and Private sector.
- Allocation, conceptualization and set up of shore offices for ships. Conceptualized and set up for upgradation of Weapon Equipment Depot, Mumbai with latest technology for Indian Navy.

ADMINISTRATION & HR MANAGEMENT

- Coordination & conduct of daily operations in organizations numbering up to 500+ employees.
- Career planning, Skill Development, Mentoring, Performance Evaluation, Discipline, Grievance Redressal, Leave Regulation, Welfare, Accommodation & Messing for over 500 personnel.
- Scheduled, coordinated & conducted meetings and appointments with various military and civil agencies on weekly basis.
- Vendor and contract management

OPERATION MANAGEMENT

- Planning & execution of military operations.
- Participation in Multinational Naval exercises, combat firing of strategic weapons and visit of various countries on diplomatic missions.
- Strategic planning, Operations & War-fighting, Logistics, Human Resource management, morale & motivation, discipline, training, welfare, safety & security.

SECURITY & SAFETY AUDITS

- Safety Audits of Ships and Naval Bases.
- Electrical Hygiene and Power Quality Checks and audits of Ships.
- Formulation of SOP and policies for safety at workplace.
- Training of personnel on Fire Fighting, Evacuation and Health & Safety at workplace.
- Ensured safety of men and material at workplace as per international safety standards by performing risk analysis and risk mitigation.
- As Chief Security Officer ensured safety during visit of Defense Minister at Port Blair.
- Carried out coastal and harbour security, force protection measures, medical emergencies and search and rescue operations in the Andaman and Nicobar command.

EVENT MANAGEMENT & MISCELLANEOUS

- Preparation, hosting and conduct of various International level events during International Fleet Review 2016 at Vishakhapatnam.
- Spearheaded and organised Western Naval Command Navy Half Marathon 2017 at Mumbai.
- Fired surface to surface and surface to air short, medium and long range missiles with accurate target approach.
- Humanitarian Assistance and Disaster Relief (HADR) exercise at Western Naval Command.

MAHESHWAR SIMHA

Experience: 11 years

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A result-oriented Submariner and Nuclear reactor operator with 10+ years of military experience in diverse engineering and management roles of national importance. A focused leader with an agile and analytical approach to efficiently manage critical projects and operations. Committed to drive sustainable growth through servant leadership.



CORE COMPETENCIES

- Project Management
- Operations Management
- Quality Assurance and Control
- Leadership and Team Management
- Lean-Agile Framework
- Stakeholder Management and Facilitation
- Risk Management

EDUCATION

- Business Management Program, IIM Shillong | 2024
- M.Tech-Quality Management, (BITS, Pilani) | 2023
- B.Tech-Marine Engineering, (BITS, Pilani) | 2012

CERTIFICATIONS

- Project Management Professional (PMI)
- Certified Scrum Master
- Lean Six Sigma Black Belt
- Licensed Reactor Operator-PWR
- Green Qualification in Radiation Protection
- Marine Automation and Control System

ACHIEVEMENTS

- 6 Years Sea Service Medal

WORK EXPERIENCE

PROJECT MANAGEMENT

- Ensured effective stakeholder and risk management for in-house installation of submarine motion control surfaces (bow planes and vertical rudder) by utilizing a hybrid methodology, resulting in a 10% reduction in the project schedule.
- Successfully the project headed cross-functional teams of over 150 personnel and efficiently executed refits of Naval platforms worth 50+ crores (INR) using frameworks akin to Agile.
- Directed and coordinated 03 approved integrated change requests for critical submarine systems during refits by effective change implementation and control, resulting in a 10% enhancement in system efficacy.
- Directed and managed, on-time Commissioning of critical infrastructure such as high-pressure hydraulic automatic test bed and external pressure testing bay through effective control of scope, costs, schedule, and contractors.
- Established project management plan and re-engineered critical Russian-origin pumps and diesel engine components indigenously, thereby ensuring critical operational availability.
- Developed and engineered critical submarine safety components like the gearbox for the indicator buoy release mechanism through effective retrospective meetings with key stakeholders and backlog management.
- Defined detailed scope, project schedules, and procurement plan for the commissioning of Air conditioning systems in a submarine, thereby improving the crew habitability by 15%.

OPERATIONS MANAGEMENT

- Supervised integration and testing for 15 critical indigenized equipment. Analysed and documented findings in detailed reports to identify potential risks and mitigation plans necessary during installation.
- Spearheaded the implementation of Quality Management plans for the maintenance of submarine systems, completely managing and controlling quality levels to increase compliance by 10%.
- Headed cross-functional teams comprising 20 to 30 personnel, overseeing nuclear power plant operations in VUCA environments through effective team communication and collaboration, thereby consistently meeting operational requirements.
- Planned and Collaborated with ECIL (Electronics Corporation of India Limited) and other strategic agencies to implement an indigenized Propulsion Control System through efficient control of scope and contractors, contributing to Submarine technological advancements.
- Introduced data-driven solutions to analyse trends, prepare forecasts, and understand vulnerabilities to improve equipment performance and availability, enhancing operational efficiency by 10% in nuclear power plant.
- Planned and Collaborated with ECIL (Electronics Corporation of India Limited) and other strategic agencies to implement an indigenized Propulsion Control System through efficient control of scope and contractors, contributing to Submarine technological advancements.
- Facilitated the repair and maintenance of vital submarine technical systems and components such as HP air bottles, Pumps, Masts, valves, and system pipelines by effective scope, contractor, and quality management, ensuring all QCD requirements were met.

ADMINISTRATION

- Formulated, compiled, and documented nearly 100 Standard Operating Procedures (SOPs) as part of a risk management plan for various evolutions and emergent situations, providing structured guidance for efficient response and operations in the nuclear platform.
- Formalized and digitalized a comprehensive maintenance program covering 30 machinery and 20 engineering systems, ensuring sustained reliability and performance throughout operation cycles, and reducing Mean time between failures.
- Ensured that 70% of the workforce possessed technical expertise through cross-functional training and mentorship within departments, significantly enhancing operational capability and reducing procedural lapses.
- Proficiently prepared and reviewed procurement management plan for sourcing engineering equipment and spares worth 30 lakh(INR) using SAP's financial management module, demonstrating effective budgeting, procurement strategy, and resource management.

MANISH MALHAN

Experience: 10 years

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<https://www.linkedin.com/in/manish-malhan-75b246209/>

Proactive cybersecurity Leader with a proven track record of formulating advisories, implementing and managing diverse security projects, and leading Vulnerability Assessment and Penetration Testing (VA/PT) teams

CORE COMPETENCIES

- Information Security Architecture
- Cyber Risk Management
- Cyber Policy & Planning
- Cyber Risk Management
- Vulnerability Assessment
- Risk Management
- IT Governance
- Qualified Combat Diver

EDUCATION

- Btech (CSE), Chitkara University | 2010- 2014
- Certificate in Business Management, IIM Shillong | 2023-2024

CERTIFICATIONS

- CISSP
- Azure Security Engineer (AZ-500)
- ISO 27001:2013
- Advanced Networking - CDAC
- CC

ACHIEVEMENTS

- Got commended by Commander in Chief Strategic Forces Command for successful operations, upkeep and maintenance of strategic communications systems helping in timely resolving of defects before Missile firing.
- Represented Navy in various technical forums & exercises and brought laurels to the organisation
- Represented Indian Navy Cyber Group in Cyber Security Camp conducted by UNSW, Canberra at Australian Defence Forces Academy and Secured 2nd Position in 'Hacking with Kali' module.

WORK EXPERIENCE

DEPUTY DIRECTOR CYBER SECURITY/CIRT IN || NEW DELHI | (2019-PRESENT)

- Successfully monitored and conducted security audits of cyber systems, including VA/PT for 50+ operational networks and over 50 Pan Navy web applications using advanced tools
- Performed advisory role to CISO Navy as subject matter expert (SME) on Windows Enterprise Security and developing the vision & policies/frameworks for improving the Information Security posture of the Navy.
- Efficiently secured IT networks and services for over 160 Naval Units, including seamless connectivity for naval warships at sea.
- Led Vulnerability Assessment and Penetration Testing (VA/PT) team in analyzing over 50 Operational Networks and over 100 Pan Navy web applications utilizing tools such as Tenable sc, Nessus, Rapid7, ZAP, BurpSuite, ADRecon, Pingcastle, Kali Linux, Metasploit etc towards effective Vulnerability Identification and Management.

INFORMATION SECURITY OFFICER | JAN 2014 - JUL 19

- Managing Combat Management System, Integrated Machinery Control System, communication network and IT services of capital war ships including satellite connectivity.
- Organized internal and external Infosec risk management and quarterly / Snap audits of IT and specialized embedded systems of 20+ warships/units in the Fleet/ command in compliance to ISO 27001 standards and organisational cyber security policy.
- Revised Information security policies for strategic communication onboard naval platforms. Conducted comprehensible risk and vulnerability assessment for western Fleet ships.
- Successfully led the VA/PT teams for conducting VA/PT of Ops network, ERP system, and web apps using tools like Nessus Pro, Burp Suite, NMAP, Nikto, Kali Linux, and Metasploit

CORE COMPETENCIES

- Project Lifecycle Management
- Stakeholder Management
- Budget Administration
- Risk & Crisis Management
- People Leadership
- Strategic Planning
- Collaboration & Teamwork
- Process Optimization
- Data Analysis
- Inventory Management
- Problem Resolution

EDUCATION

- M.Sc Electronics & Telecommunications, CUSAT | 2014
- B.Tech (Electronics and Electricals), Galgotias University | 2012

CERTIFICATION/ COURSES

- Business Management Program, IIM Shillong | 2024
- Technical Management Course, INS Valsura
- Information Technology Specialization Course, Indian Navy
- Certified SFAgelist
- Google Project Management Professional
- Supply Chain Management Course, INS Hamla
- Leadership & Behavioral Science, CLABS, Indian Navy

ACHIEVEMENTS

- Citation by Flag Officer Commanding-in-Chief, Operational Readiness, 2016
- Award of Videsh Sewa medal by Chief of Naval Staff, Anti Piracy Operations, 2015

MRINAL ARORA

Experience: 12 years

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<https://www.linkedin.com/in/mrinalarora12>

A seasoned, multi-faceted and accomplished military leader offering 12 years of varied professional experience in techno-managerial roles in the Indian Navy across Project Management, Operations, Strategic Planning and Human and Material Resource Management. An innovative and adaptive professional with an eye for detail and a well-organized approach to task execution. Adept at driving time-sensitive projects to completion through optimal utilization of resources, synergy, and cohesiveness.

WORK EXPERIENCE

PROGRAM / PROJECT MANAGEMENT

- Initiated, Planned, and Executed projects of varying size, complexity, and duration, incorporating cost and budget baselines, with diligent monitoring and control.
- Prepared a roadmap for multiple projects worth Rs 300 crores in collaboration with DRDO, NTRO, ECIL and BEL including infrastructure development, secure communications and networking set up to operationalise the technical facilities at a strategic communication base.
- Spearheaded the project for installation of state-of-the-art Smart Data Centre with hot standby servers handling data output of 500 TB increasing the overall efficiency of the unit by 34%.
- Developed and implemented the time-sensitive payload planning policies to reduce the product output generation time lag by 50% thus increasing the wartime capability of the unit.
- Project coordinator for automation project being co-developed by ISRO and BISAG-N to enhance the efficiency and optimize manpower resulting in a reduction of approximately 60% manpower.
- Conceptualized and executed the data integration and planning operation module to automate the statistics sourcing, fetching and feedback generation reducing 45 man-hours weekly and achieving an enhancement in accuracy by 23%.

OPERATIONS AND SUPPLY CHAIN MANAGEMENT

- Managed end-to-end operations for inventory and associated services of networking and information devices from demand estimation to delivery and dealt with Supply Chain Management procedures of the Navy, focused on elimination and minimizing waste and losses in the supply chain.
- Efficiently undertook floating RFPs/tenders, vendor management, contract & cost negotiations, inventory deliveries, and quality checks for procurement of critical equipment worth Rs 7 crores.
- Responsible for efficient functioning of Defense Canteen Supply Chain as Logistics Coordinator by ensuring effective inventory management, smooth functioning of the supply chain, and integrating real-time accountancy procedures.
- Successfully finalized Annual Maintenance Contracts valued at Rs 158 crores for crucial strategic equipment, ensuring seamless execution of maintenance cycles and mid-life upgrades

IT AND NETWORKING

- Monitored wide variety of information and network systems (OFC, VPN, DCN, Sehyog, FTP, Army/ Navy/ Airforce network), including communications circuits, LAN/WAN systems, etc., by monitoring applications to ensure availability, integrity, and confidentiality.
- Leading a team of 12 members, coordinated IT asset life cycle management optimization covering 500+ IT assets, and resolved 100+ defects.
- Ensured compliance with IT Security policies by conducting Cyber Audits/ Information Warfare Audits and utilized centralized tools for configuration and compliance management.

HUMAN RESOURCE & ADMINISTRATION MANAGEMENT

- Proven understanding of workforce planning, performance appraisals, discipline, promotions, leave, work schedules, counseling, grievance handling and making financial decisions for funds utilization.
- As HR Team Head, conducted campus recruitment drive for Technical officer vacancies across 13 cities for more than 1000 engineering graduates.
- As Project Head, assessed training needs, compiled training resources, conducted courses, and evaluated the effectiveness of programs.

NINGTHOUJAM KAPIL SINGH

Experience: 14 years

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<https://www.linkedin.com/in/kapil-ningthoujam-5306868b>

A results-oriented Indian Navy Logistics Officer with 14 years of rich experience across India specializing in Supply chain, Human Resource, Procurement and Contract management. Led and managed Logistics department for various units and ships. Expertise in leading teams to improve performance, deliver, and forging partnerships with external service providers.

CORE COMPETENCIES

- Supply Chain Management
- Proficient in identifying suitable talent pool
- Project Management
- Negotiation
- Crisis Management
- Asset Management
- Contract and Vendor Management
- Warehouse Management

EDUCATION

- 2020-22: PGD HRM from Narsee Monjee Institute of Management
- 2016-17: MMS(Logistics) Mumbai University
- 2010-2011: PGDM in International Supply Chain, Symbiosis University
- 2005-2008: BA Economics, Madras Christian College

CERTIFICATIONS

- LSSGB, MSME GoI
- CSM

ACHIEVEMENTS

- Publication of research paper cum article on "Management of Ration Inventories" on the Indian Navy yearly journal.
- Recipient of "Best Service Paper" in Professional Course.
- Successfully set up and administered 110 beds Field Hospital for Corona patients in short span of time on multiple occasions.
- Held Secretary post in College Cabinet at MCC.
- Successfully organized International and National Level events attended by formidable Dignitaries.
- Set up community kitchen which fed around 30,000 people daily post Cyclone Fani.

WORK EXPERIENCE

INDIAN NAVY 2009- TILL DATE

- **Leadership role:** Served in 4 frontline warships out of which 3 was in the capacity of Head of Logistics Dept. Served in the largest material and ration depot of Indian Navy in the capacity of section-in-charge. Headed logistics dept. in Command security base and Sailor training school which graduated approx. 3600 trainees half yearly. This entailed leading on an average 50 personnel at a time which included mentoring and boosting their morale.
- **Contracts/Procurement & Supply chain Management:** Management for 10 lakhs inventories using various Forecasting techniques and analysing history. Provisioning using VED and ABC analysis for ration, clothing, machinery, spares for the Command/unit, framing scope of work, floating tender, concluding contracts, and managing vendors and transport, ensuring smooth and timely supply despite the resources constraints. Facilitating critical demands of all the ships of western command worth more than 400 crores.
- **Financial Management:** Planning and projecting budget for the whole unit/ship, Liaising with Financial authority and getting concurrence for the projected budget, bill settlement, and ensuring efficient utilization of the financial resources. Monitored periodical expenditure variance, forecast analysis of allocated funds and carried out redistribution if required.
- **Project Management:** Set up various Security, Training & Sports facility for the Command, Commissioning of galley for 600 men with state-of-the-art equipment. Oversaw Project DUQM which identified and quantified fast moving spares & equipment for storage at foreign bases for various class of ships. Successful set up of GeM procurement cell at Chilika despite the geographical challenges
- **HR Management:** Managed staff of 50 service and 150 defense civilians at a time from varied cultural backgrounds and skill sets, evaluated their performance, counselled, motivated and trained as necessary amidst operational requirements with due diligence to welfare and grievance redressal.

CORE COMPETENCIES

- Engineering
- Supply Chain
- Data Analytics
- Finance
- HR
- Operations

EDUCATION

- PG Diploma in Naval Construction and Warship Design from IIT Delhi (Jul 2011- Dec 2012)
- B.Tech in Metallurgy and Material Science Engineering from NIT Jaipur (Jul 2004- May 2008)
- Certificate course in Business Management from IIM Shillong for defense Officers (Ongoing)

CERTIFICATIONS

- Lean Six Sigma Green Belt

ACHIEVEMENTS

- Chief of Air Force Commendation in 2021 for All women Tri-Services Mountaineering Expedition to Mt Manirang (6593 M). Led one naval mountaineering expedition to Mt Satopanth (7075M) as Team Leader and part of three Naval Teams mountaineering expeditions as team member.
- Commander in Chief Andaman and Nicobar Commendation in 2015

NANDINI DAM ROY

Experience: 16 years

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<https://linkedin.com/in/nandinii-dam-roy>

A motivated Naval Officer specialized in Warship design and construction with experience of 13 years and 07 months in field. Core Competency in Project Management, Data analytics, Operations and Supply Chain Management. 18 months corporate work experience in IT industry automation testing.

WORK EXPERIENCE

PROJECT MANAGEMENT

- Project Officer at Warship Overseeing Team(Kolkata) for three P17A class frigates under construction in GRSE worth INR 23000 crore. Milestone event was Launch of INS Vindhyagiri on 17 Aug 23 by President of India.
 - Monitoring teams of working simultaneously on three ships at different stages of construction.
- Cross-functional management of over 100 team members working in departments of design, docking, block fabrication, painting of ship's hull and quality control.
 - As Officer in charge of technical cost scrutiny cell, I have certified the stage payment of bills for all ongoing and completed projects.
- Manager of Annual Technical and Maintenance Works Project for Naval Ship Repair Yard Port Blair.
 - Forecasting budget requirement based on statement of case received from concerned departments and Military Engineering Services. Augmentation of new infrastructure projects worth over INR 1000 crore vis a vis jetty extension and construction of wet basin.
 - Planning of maintenance schedules for various Naval vessels stationed in Port Blair to ensure operational requirements of the Navy
 - Cross-functional management/meetings to ensure various departments in the yard are prepared to meet timelines as agreed upon on PERT charts.

DATA ANALYTICS

- Analysis of data received from various Naval vessels on a daily/monthly basis regarding defects.
- Mapping of historical data to identify root cause and identifying similarities among various class of vessels to propose the best practices for defect rectification and maintenance.
- Use of data mining software Comprehensive Maintenance Management System in Indian Naval Ship Maintenance Authority Mumbai to aid decision making with accurate facts and figures.

OPERATIONS AND SUPPLY CHAIN MANAGEMENT

- Was responsible for upkeep for sailing/operational readiness of 15 warships Hull Equipment when posted at Western Naval Command.
- Supported Material organization with planning and monitoring of resources required for maintenance of vessels for timely completion of maintenance cycles ensuring operational availability to the Navy.



NILESH PANDEY

Experience: 12 years

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https://www.linkedin.com/in/nilesh-pandey90

Result driven Naval Officer with 12 years experience leading cross-functional teams in Project Management, Operations and Supply Chain Management. Exhibited expertise in critical decision-making and stakeholder management for Military Projects in challenging environments.

CORE COMPETENCIES

- Project Management
- Operation Management
- Supply Chain Management
- Strategic Management
- Process Optimisation
- Leadership
- Team Collaboration
- Stakeholder Engagement
- Critical Thinking
- People Analytics

EDUCATION

- Business Management Program, Indian Institute of Management Shillong | 2024
- Post Graduate Diploma in Marine Technology, Cochin University of Science and Technology | 2014
- Bachelors in Technology, Mechanical Engineering, Kurukshetra University | 2012

CERTIFICATIONS

- CSM
- CAPM
- PMI-RMP
- PMI-ACP

ACHIEVEMENTS

- Medal of Honour for contribution towards 09 years meritorious service
- Flag Officer Commanding in Chief Commendation (Devotion to Duty)
- Medal of Honour for contribution towards patrolling at Palk Bay

WORK EXPERIENCE

PROJECT MANAGEMENT & STRATEGIC PLANNING

- Successfully managed and executed ₹15 Cr worth overhaul of Naval Warship, including first of kind installation of audio visual alarm for main propulsion system, additionally ensured modification in critical purification plant to make warship marine pollution standard compliant.
- Planned and executed successful installation of 20 equipment as part of mid-life upgradation onboard Naval warship worth ₹20Cr.
- Strategically planned and controlled progress schedules, quality checks, and stakeholder engagement of a classified project to successfully steer the completion of 602 Acceptance Trials, 1200 Quality Checks and Safety Audits within stringent timelines for project worth more than ₹200 Cr.
- Collaborated, planned and led team across six verticals for successful completion of steam turbine trials for strategic nuclear asset in maiden attempt contributing significant improvement in project timelines.
- Through strategic optimization of trial forecasting, effectively mitigated bottlenecks, employing thorough planning and proficient conflict resolution among stakeholders, thereby reducing project lead time by 15%.

OPERATIONS & SUPPLY CHAIN MANAGEMENT

- Led a 40-member team to enhance warship performance by 20%, improving KPIs across crew, operation, safety, and technical aspects in a challenging VUCA environment.
- Implemented the 5S Model in the Engineering Department for Effective, error free operations and critical defect rectifications of the Main Diesel Engines and various critical equipment leading to reduction in overall downtime by 12%.
- Developed data-driven strategies and implemented pre-emptive actions using a defect monitoring system, resulting in a 25% increase in operational efficiency.
- Led in-house repairs during sea deployments, implementing efficient Inventory Management Methodologies and studies to address critical defects away from the Base Port for more than 90 days.
- Managed stock onboard frontline warships, balancing utility and holding costs of auxiliary essentials and support material to maintain operational deployment readiness within 30 minutes.
- Participated in Search and Rescue (SAR) Operation, 2015 and successfully recovered naval aviation asset from Arabian Sea in record time.
- Spearheaded the design and implementation of ergonomic modifications for diverse systems and equipment within a Naval submarine compartment, utilizing critical analysis and Design Thinking methodologies, resulting 5% increase in space efficiency.
- Identified and resolved a critical issue in the main turbine oil system of a strategic Naval nuclear platform, reducing the risk of turbine failure during main oil supply disruptions by applying innovative research methods and implementing design modifications. Successful design change was adopted across similar Naval platforms.

PEOPLE ANALYTICS & ADMISINTRATION

- Cultivated a strong team presence, consistently motivating and engaging employees to build top-performing teams across the organization. Improved morale, relationships, and conducted seamless cross-functional training, maximizing the utilization of security assets and human capital. Roles in Bullet Points.
- Administered a team of 20+ Naval personnel aiding in Covid-19 vaccination drive and facilities as Officer in-charge Covid Vaccination cell



RAVI SHARMA

Experience: 10 years

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https://www.linkedin.com/in/ravi-sharma-407049294

A dynamic and versatile Naval Officer with over a decade of experience in Leadership, Operations Management, Project Management, Supply Chain Management, IT, Information Security, Strategic Mission Planning, and Military Training. Recognized for guiding large cross-functional teams in challenging and dynamic situations, emphasizing strong work ethics and fostering team cohesion. Persistent in achieving organisational goals in pursuit of excellence with speed and accuracy.

CORE COMPETENCIES

- Military Leadership
- Strategic Planning & Operations
- Project Management
- Supply Chain & HR Management
- Training & Development

EDUCATION

- Business Management, IIM Shillong | 2023 - 24
- Post Graduate Diploma in AI & ML, NIT Warangal | 2021 - 22
- B. Tech (ECE), LPU Jalandhar | 2010 - 14

CERTIFICATIONS

- Python | Udemy
- Power BI | Skill Nation
- Tableau for Data Analyst | Udemy
- Training Technology Officers Course | Naval Institute of Education Training Technology
- HFACS | Indian Naval Safety Team
- Endpoint Security, Networking Devices & Configuration, Network defence | CISCO
- CISSP | Pursuing

ACHIEVEMENTS

- Serving in the Indian Navy for about a decade and successfully managing diverse, dynamic, and challenging roles and ensuring delivery of munitions timely and on target.

WORK EXPERIENCE

OPERATIONS MANAGEMENT

- Planned and executed repairs and maintenance for critical Power Generation, Navigational Aids, and Communication Systems, ensuring operational availability of platform with minimal downtime for deployments.
- Led cross-functional teams in challenging shipboard assignments, demonstrating operational agility in handling critical issues in dynamic environments.
- Managed overseas deployments for diplomatic and humanitarian missions, ensuring operational efficiency.

SUPPLY CHAIN AND PROJECT MANAGEMENT

- Analysed usage patterns to forecast and procure spare parts for Ship-based and Training Equipment, achieving a 20% reduction in project timelines through optimal spare parts management.
- Procured and installed INR 100+ crore worth of Training Equipment, including state-of-the-art simulators, with efficient demand estimation, sourcing, vendor management, distribution, inventory, and contract negotiation.
- Undertook design, development, testing and implementation of Military Training Simulation project for Combat Management, Command & Control and Ship Handling Simulator.
- Implemented Cybersecurity and Information Security (Infosec) policies in accordance with Indian Navy standards. Conducted regular audits, swiftly addressing identified vulnerabilities to ensure and maintain compliance.

HR MANAGEMENT

- Managed the well-being, career progression, performance evaluation, skill development, and the onboarding process to cultivate the personal and professional growth of both defense and civilian personnel.
- Promoted strong work ethics and built cohesive team with encouraged participation and due recognition.



RISHABH SHARMA

Experience: 10 years

+91-9711306166 rishabhblp@gmail.com

https://www.linkedin.com/in/rishabh-itsec

Cyber Security leader with 10 years of technical leadership in the Indian Navy, specialising in Information Security Posture Management, SOC, Malware Analysis, Incident Response, Threat Hunting, Threat Intelligence, Web Application security testing, Vulnerability Assessment and Penetration Testing

CORE COMPETENCIES

- Information Security Architecture
- Cyber Risk Management
- Security Operations Centre
- Incident Response
- Cyber Policy & Planning
- Cyber Risk Management
- Threat Hunting
- Vulnerability Assessment
- Security Solution Architecture, design & development
- Active Directory / Azure Security
- Risk Management
- Mentorship and coaching

EDUCATION

- B.E(IT), UIET PU Chandigarh | 2010- 2012
- M.Tech BITS Pilani | 2016-2018
- Certificate in Business Management, IIM Shillong | 2023-2024

CERTIFICATIONS

- CISSP
- Azure Security Engineer (AZ-500)
- SANS GMON 511
- ISO 27001:2013
- Red Teaming in AD-Cyber War Labs
- Comptia CYSA+
- EC- Council CND
- Advanced Cyber Forensics
- ISO 22301(LA)

ACHIEVEMENTS

- Led IN maiden SOC deployment and operations Project.
- Represented Navy and secured second position during National Cyber Exercise (2022) and Cyber Perseu(Portugal).
- Represented CIRT in various Technical Forums
- Secured Scholarship /Selection in M.Tech(Top 10%)

WORK EXPERIENCE

DEPUTY DIRECTOR CYBER SECURITY/CIRT IN) | NEW DELHI | (2020-PRESENT)

- Performed advisory role to CISO Navy as subject matter expert (SME) on Windows Enterprise Security and developing the vision & policies/frameworks for improving the Information Security posture of the Navy.
- Designed Indian Navy Cyber Security Audit Policy encompassing approach and detailed procedures for automated and manual audit for ICT devices.
- Led Vulnerability Assessment and Penetration Testing (VA/PT) team in analyzing over 50 Operational Networks and over 100 Pan Navy web applications utilizing tools such as Tenable sc, Nessus, Rapid7, ZAP, BurpSuite, ADRecon, Pingcastle, Kali Linux, Metasploit etc towards effective Vulnerability Identification and Management.
- Led a 25-member Incident Response Team in the effective management of cyber incidents across the entire Pan Navy ICT infrastructure. Oversaw tasks encompassing malware behavior analysis, network infection patterns, and root cause analysis

SENIOR MANAGER (SECURITY OPERATIONS)| NEW DELHI| JAN 2018 - APR 2021

- Established & managed technical implementation and personnel oversight for IN maiden Security Operations Centre (SOC) overseeing 35,000+ endpoints and 12000+ network devices.
- Successfully ensured end-end implementation, delivery and operations of Enterprise security projects and solutions, encompassing Vulnerability Management, Patch Management, DRMS(Digital Rights Management Systems), WAF, UTM, NGFW, EDR, DLP, IDS/IPS, NIDS and NMS.
- Spearheaded initiatives to elevate SOC capabilities by identifying and deployment of critical technologies such as SOAR, EDR and Ticketing Management system and thereafter defining streamlined workflows and process functions.
- Investigated latest security vulnerabilities towards formulation of actionable advisories and enhanced threat intelligence for proactive defense.

ASSISTANT DIRECTOR INFORMATION TECHNOLOGY| NEW DELHI |(2014-18)

- Lead IT security and technology team responsible for delivery, operations and support activities of pan- Navy Windows environment using Windows System Centre Suite (AD, SCCM, SCOM, DPM, Orchestrator) catering 30,000 endpoints serving 80,000 users including Security Posture management and Data Centre workload protection.
- Secured the OnPrem infrastructure, aligning with CIS and ASD Top 8 controls. Implemented and enforced a robust policy compliance program for various technologies organization wide.
- Successfully led and executed state of the art Data Centre setup with functional Disaster Recovery Site project valued at 30 Cr, demonstrating project management skills and a deep understanding of IT infrastructure requirements.



SAMEER KUMAR

Experience: 10 years

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Diligent, goal-oriented leader with 10 years' experience in Project Management, Operations and HR. Skilled in leading multiple teams in VUCA environments. Excellent communicator, mentor, learner and adept at achieving organizational objectives. Ready to tackle new challenges with analytical acumen.

CORE COMPETENCIES

- Project Management
- Operations Management
- Supply Chain Management
- Human Resource Management
- Aircraft MRO
- Product Owner
- Leadership
- Team Building
- Crisis Management
- Jira
- Data Science
- Microsoft Office

EDUCATION

- Business Management Programme, IIM Shillong | 2024
- M.Tech in Aeronautics (Electrical), CUSAT | 2017
- B.Tech in Electrical Engineering, IIT (BHU) Varanasi | 2014

CERTIFICATIONS

- PMP-PMI
- PSPO I
- Agile with Atlassian Jira
- Lean Six Sigma Green Belt
- IBM Data Science Professional Certificate
- Business Analytics with Excel

ACHIEVEMENTS

- Nine Years Long Service medal
- Aviation Specialisation Badge
- Bronze Medalist in Western Command Musketry Championship

WORK EXPERIENCE

PROJECT MANAGER

- Managed projects worth 15 Cr for spares procurement and test equipment repairs which included detailed budget planning, contract negotiations, extensive vendor management and stakeholder collaboration, leading to efficiency enhancement of work centers by 15%.
- Collaborated with remotely located cross functional teams ranging from IT to aviation professionals towards establishing product vision for ESM Sarang.
- Successfully coordinated a project for development, testing and trials of the Sarang Electronic Support Measure (ESM) system for Kamov-31 naval helicopters meeting user requirements, culminating in a contract worth 412 Cr between the Indian Navy and Bharat Electronics Limited.
- Directed a project worth 1 Cr, for planning, procurement and installation of Automatic Identification System (AIS) onboard entire fleet of Kamov-31 helicopters of the Indian Navy resulting in an overall 15% capability enhancement.
- Oversaw projects worth 500 Cr, achieving a Life Cycle Extension for 4 engines and 3 Kamov-31 helicopters in collaboration with foreign OEMs, ensuring a 25% increase in their operational availability.
- Planned and executed Maintenance, Repair and Overhaul (MRO) of 6 helicopters leveraging defect history analysis and failure prediction with utilisation of agile philosophy resulting in boost to operational availability of helicopters by 20%.
- Supervised a project to convert aircraft Hangar into an isolation facility for handling 500 people during the COVID 19 pandemic adhering to extant safety regulations.

OPERATIONS MANAGER

- Undertook operations on various sea based platforms in VUCA environment with 100% mission accomplishment enabling more than 500 hours of helicopter flying.
- Led a cross functional and multi-cultural team of 40+ personnel ensuring ferry of helicopter from Goa with two pit stops resulting in successful completion of President Fleet Review at Vishakhapatnam.
- Developed SOPs through studies/ analysis to manage organisational change and implement safety, quality and productivity improvement strategies thereby enabling more than 1500 hours of incident free helicopter flying.
- Implemented robust mechanism for handling and monitoring of aviation inventory of more than 1500 items using metrics for various parameters saving 20% work hours.
- Led a decade old initiative, coordinating trials for the Kamov-31 helicopter's short-range navigation and landing system, successfully proving its capabilities in collaboration with all stakeholders including foreign OEMs.
- Devised and enated a framework for streamlining supply chain of aviation spares for various missions leading to 15% savings of work hours.
- Ensured readiness of technical facilities onboard Aircraft Carrier for maiden landing of LCA Tejas aircraft leading to proving of aircraft as a technology demonstrator.

HUMAN RESOURCE MANAGER

- Analysed capabilities and workload of various department and planned redistribution of 500+ workforce post collaboration and negotiations with all stakeholders resulting in enhancement of productivity by 5%.
- Handled full spectrum of HR functions including policy formulation, career mapping, talent management, strategic leadership development, team structuring, performance appraisals, compliance & conflict resolution for teams varying from 08 to 120.

SAMIDHA SHARMA

Experience: 10 years

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<https://www.linkedin.com/in/samidha91sharma>

A decisive and result-driven military leader with a decade of expertise in transformative Projects, Operations, People Management & Data Analytics. Highly experienced in aviation & in steering cross-functional teams of 150+ professionals to excel in VUCA environments. Recognized for diligence, adaptability, risk mitigation, strategic thinking, and employing agile methodology on high-value projects with an analytical mindset and innovative flair.

CORE COMPETENCIES

- Cross Functional Leadership
- Resource Planning
- Problem Solving & Decision Making
- Analytical Reasoning
- Risk & Crisis Management
- Quality Control
- Strategic Planning
- Team Building
- Adaptability

EDUCATION

- Business Management Program, IIM Shillong | 2024
- Exec Post Graduate Program in Business Analytics, LIBA | 2024
- Exec MBA in Operations & Supply Chain and Leadership & Strategy, NMIMS | 2023
- PG Diploma in Aeronautical Engineering, VTU | 2015
- B.E in Electronics and Telecomm, Fr.CRIT Mumbai | 2013

CERTIFICATIONS

- PMP, PMI (Pursuing)
- CSPO, Scrum Alliance
- CSM, Scrum Alliance
- Data Analytics, Google
- Certified Risk Management FMEA, Udemy
- Microsoft Excel Certification, Udemy
- Certified Maintenance Officer on Mi17, Mi 17 1V & Mi 17 V5 Helicopters, IAF
- Performance Appraisal Workshop, IAF
- Air Armament & Disposal, IAF
- Security & Contingency Handling Training, IAF

ACHIEVEMENTS

- Awarded OTS (On-the-Spot) Commendation by Chief of Air Staff for exceptional performance during Aero-India 23.
- Secured "Best Air Force Families Welfare Association" trophy for 2023 & 2024 consecutively.
- Represented IAF at the 18th MTB Nationals.
- Selected as IAF Contingent Commander for Republic Day Parade in 2022

WORK EXPERIENCE

PROJECT MANAGER

- Facilitated change management by implementing a complex project of Electronic Maintenance Management System (e-MMS), increasing resource efficiency by 15%.
- Coordinated with cross-functional tech and non-tech teams for timely completion of hangar construction project worth INR 35 Cr for Mi 17 V5 helicopter.
- Spearheaded a team for the 14th Aero India Show 2023, responsible for coordinating, executing & managing two Exhibition Outlets under the "Cultural Diversity of India" theme. Successfully managed various logistics and operational activities, Generating sales worth INR 1Cr and profit of over INR 10 Lac in 5 days.
- Managed high-risk project for Prime Minister's visit in North-East in the year 2021 successfully.
- Led detailed project management activities from concept to completion under heavy winter conditions, to retrieve and transport all parts of a crashed asset from a valley ahead of Sikkim within 15 days.
- Organized project plans to execute the week-long pan-India exercise "Gagan Shakti" in 2018 in coordination with key stakeholders; allocated resources to monitor 15 aircraft from the 24/7 Control Centre, managed procurement under various heads, updated charts, and resolved deviations.

OPERATIONS MANAGER

- Led aircraft squadron operations involving assets valued at INR 1300 Cr in high-risk environment, ensuring optimal serviceability despite limited resources.
- Developed preventive maintenance strategies, increasing asset availability by 15% through data-driven forecasting.
- Orchestrated timely spare parts forecasting and procurement, achieving 80% asset availability.
- Conducted root cause analysis and utilized data analysis tools like Microsoft Excel to resolve inventory defects, enhancing system availability by 10%.
- Implemented innovative solutions for operational challenges in extreme conditions, ensuring rapid aircraft deployment.
- Demonstrated adept crisis management skills during multiple national humanitarian missions.
- Led expedited repair operations for an IAF aircraft in Northeast India following an emergency landing, delivering efficient solutions within tight deadlines.

HUMAN RESOURCE & ADMINISTRATION MANAGER

- Led performance appraisals, maintained apt documentation, applied innovations to feedback mechanism, implemented staff welfare policies and resolved personnel grievances to maintain efficient organizational relations.
- Organized workshops, welfare activities and skill development programme for families as Honorary Joint Secretary of Air Force Family Welfare Association.
- Managed comprehensive coordination for the Diamond Jubilee Celebration orchestrating invitations, transportation & accommodation for 150+ guests. Ensured seamless support to address health and mobility-related issues, contributing to the overall success of the event.
- Led an array of key activities pertaining to security, risk analysis and audits resulting in comprehensive revision and rephrasing of existing operating procedures.

CORE COMPETENCIES

- Program & Project Management
- Operations and Supply Chain Management
- Leadership
- C-Suite Advisory
- Analytical thinking and Strategic Planning
- Cross Functional Team Management
- Stakeholder Engagement
- Resiliency and Adaptability
- Administration and People Analytics
- Team Building
- Technical Management
- Tools – Power Bi, Jira and Excel
- Agile Methodologies
- Contract and Vendor Management

EDUCATION

- B.Tech - Electronics and Communication Engineering, Integral University | 2008-12
- Management Trainee, INS Valsura | 2013-14

CERTIFICATIONS

- Business Management Program, Indian Institute of Management, Shillong.
- Certified Scrum Master, SAFe.
- Leadership and Behavioural Science, CLABS, Indian Navy.
- Project Management, Contact Management and Industrial Relations, CoE, Indian Navy
- Supply Chain Management, INS Hamla, Indian Navy.

ACHIEVEMENTS

- Awarded by Chairman, DRDO (2021).
- Awarded by the Chief of Naval Staff (2018).
- Awarded by the Flag Officer Commanding In Chief (2017).

SATYAM VATSA

Experience: 12 years

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A seasoned Indian Naval Officer with over 11 years of diverse leadership experience in Program Management, Project Management, Agile Methodologies and Strategic Planning. Proven track record of delivering results through analytical thinking, collaboration and effective communication. Skilled in leading cross functional teams and executing complex tasks with precision. Strong background in strategic analysis and decision-making. Committed to excellence, continuous improvement and learning in all endeavors.

WORK EXPERIENCE

PROJECT MANAGEMENT AND STRATEGIC PLANNING

- Conceptualised and aggregated requirements from stakeholders to design Equipment and Budget monitoring module for Apex level review by Ministry of Defence. Reducing 135 equipment delivery delays, saved 280 million INR and corrected the annual budget forecast.
- Member of Board of Officers for designing and documentation of Vendor Management System. The automation helped evaluate vendors, identify equipment vendors, and estimate cost. Resulted in synergised procurement and achieved 80% correct cost estimation at Approval In Principle stage.
- Managed project and stakeholders for mid-life ship repair to shorten the delivery time by 15%.
- Screened, installed, tested and tuned a night-vision Fire Control Radar to enhance the ship's core competence. The installation enhanced ship's fighting capabilities by 40%.
- Monitored and mitigated risks within Project Monitoring Group for strategic naval vessels project, ensuring on-time, on-budget delivery.

OPERATIONS AND SUPPLY CHAIN MANAGEMENT

- Led and managed cross-functional teams comprising 160 members in a fast-paced and high-pressure workplace to enable 100% compliance with all SLAs. Ensured operational availability of 70 ships and 50 yard units. Awarded "Most Spirited Unit" of Dockyard by the Chief of Naval Staff for 2018-19.
- Efficiently handled a critical situation arose due to system failure during forward deployment. Awarded by The Flag Officer Commanding in Chief for ingenuity and leadership.
- Conceptualised and implemented measures to expedite order shipping by setting up an on-site delivery station with existing resources. The station facilitated 24*7 delivery of critical spares to the ships and reduced order shipping time by over 50%.
- Collaborated with 30-person team from NPOL, BEL(Bg) and Naval Dockyard to upgrade and operate next-generation sonar. The improvised modification enhanced the Sonar system's detection range by 30%.

ELICITATION, ANALYSIS AND TEAM FACILITATION

- Co-ordinated identification and feasibility assessment for indigenisation of 100 equipment/ items. Process led to 12.5% increase in indigenisation component making Indian defence industry more self reliant.
- Key stakeholder in digitalisation of submission of reimbursement claims, grievances and NOC approvals. The exercise benefitted approximately 1600 employees. Awarded By Chairman, DRDO for the initiative.
- Assisted in developing KPIs and tracking progress. Collaborated with all stakeholders and presented reports to the C suite.
- Conceived and supervised tiffin service project by spouses of soldiers/martyred soldiers to cater lunch to offices, hospitals, and hostels at low costs. The initiative made women self reliant. Tiffin count reached 700 tiffin /day in 3 months.

SHASHANK MURARI

Experience: 14 years

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<https://www.linkedin.com/in/shashank-murari>

Experienced Project Manager with proven success in complex project management, quality assurance, and operational excellence. Skilled in resource management, risk mitigation, and stakeholder engagement. Recognized for 100% operational commitment. Currently pursuing professional development growth.

CORE COMPETENCIES

- Project Management
- Operations Management
- Resource Management
- Human Resource Management
- Quality & Risk Management
- Cross-Functional Leadership
- Team Building
- Crisis Management
- Conflict Management
- Vendor Management

EDUCATION

- PGDME (Marine Engineering), Cochin University | 2011-12
- B.Tech (Industrial & Production Engineering), GITAM University | 2006-10

CERTIFICATIONS

- Certificate Course in Emerging Leadership Programme - ISB
- Advanced Project Management and Analytics - IIM Mumbai (Ongoing - Jun 24)
- PMP-PMI (R)
- Business Management for Defense Officers - IIM Shillong (Ongoing - May 24)
- CSM®
- LSSGB®
- Certificate Course in Football Management - Cryuff University, Barcelona

ACHIEVEMENTS

- Lead a team awarded "Best Engineering Warship" by Fleet Commander - 2021
- Six Years Operational Sea Service Medal - 2021
- Sea Surface Specialisation Badge - 2016

WORK EXPERIENCE

PROJECT MANAGER

- Initiated, planned and executed over 70 SoCs, RFPs and bid documents for tendering Repair Rate Contracts (RRCs) with vendor OEMs and procurement/ manpower hiring cases worth over 27 Cr and 10 Cr respectively working on SAP software.
- Analysed possible risks, threats and opportunities and planned appropriate workarounds/mitigations whilst collaborating with team members for the Organisation.
- Ensured compliance to organization's change control procedures whilst communicating impact of changes on performance measurement baselines and gaining buy-in of stakeholders.
- Undertook feasibility study and cost benefit analysis to obtain stakeholder buy-in.
- Instituted a digital Work Order Approval and Execution Online System for fast tracking approvals from the Competent Financial Authority thereby improving the overall project execution time by 60%.
- Strategised resource allocations and regulated logistic functions for critical operational repairs of warships, enabling faster warship turnaround.
- Coordinated with resource/functional/procurement managers to ensure resource availability based on requirements projected along with constant updates of resource calendar.
- Ensured sustained efforts and meticulous Project planning of repairs and upgradation onboard warships thereby which resulting in improved overall warship operational availability by 25%.

OPERATIONS MANAGER

- Led teams of vertically skilled personnel and fostered an inquisitive environment to support individual and professional growth through cross-training. Hence, increased workforce competence significantly.
- Ensured 100% operational availability of all machineries and associated systems through meticulous planning and conditioned based preventive management.
- Created KPIs, audited performance, and studied specific wartime assets; resulted in policies' correction and enhanced equipment reliability to 95% (from 89%).
- Streamlined various SoPs using lean principles by focusing on removal of non-value added (NVA) activities in processes to the extent possible
- Coordinated multifaceted operations and maintenance of warship, including operational logistics, to optimise asset availability by implementing responsive and efficient resource management resulting in 100% operational availability of the machinery onboard
- Participated in several maritime exercise with Foreign Navies at Middle East, Indian Ocean and off Mumbai and acquainted team members with varying technology access and reliance levels.

CORE COMPETENCIES

- Threat modelling and risk analysis
- Strategic product planning and execution
- Security Solution Architecture, design & development
- Aligning Security strategy with Business goal, objectives and vision
- Product Roadmap development and management
- Product lifecycle management
- Cross-functional team leadership
- Agile methodologies and Scrum framework
- Security compliance and standards (e.g., GDPR, ISO 27001)
- Formulation of Security policies, procedures, controls, operations & audit
- Stakeholder communication and management
- Ability to handle complex technical challenges.
- Risk assessment and mitigation
- Team motivation and empowerment
- Conflict resolution
- Mentorship and coaching

EDUCATION

- Certificate course, Business Management, IIM Shillong
- M Tech - Software Systems, BITS Pilani
- BE - Computer Science, VTU

CERTIFICATIONS

- CISSP
- Azure Cloud Security Engineer Associate Microsoft AZ-500
- Advanced Software Engineering in IoT, Cloud and Blockchain, IIT-Madras (Portfolio : <https://eportfolio.mygreatlearning.com/sourabh-pandey>)
- Advanced Cryptology and Security, Indian Statistical Institute - Kolkata
- PMP (pursuing)

ACHIEVEMENTS

- Commended by the Vice Chief of Naval Staff for Cyber Security product innovation (15 Aug 18)
- Saved more than 200 Cr through in-house innovation and team effort
- Cited on various occasions by Naval leaders and commanders for in-house innovation in Cyber Security domain
- Represented Navy in various technical forums & exercises and brought laurels to the organisation
- Scholarship/ selection in MTech (top 10%)

SOURABH PANDEY

Experience: 10 years

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Experienced Military leader with 10 years in the Indian Navy, specializing in Cyber Security Strategy, Secure Systems Design, Risk Management and Governance. Led Agile teams to optimize mission outcomes. Skilled in risk mitigation, security controls implementation, and strategic cybersecurity solutions. Proficient in emerging technology integration, mentorship, and representing at technical forums. Strengthened Information Security posture and fostered innovation.

WORK EXPERIENCE

DEPUTY DIRECTOR & HEAD - CYBERSECURITY SYSTEMS DEVELOPMENT (SECURE SYSTEMS DEVELOPMENT LAB) WESEE, MINISTRY OF DEFENCE (2020-PRESENT)

- Defined Product roadmap and provided architectural solutions for 10+ software/tactical enterprise communication and endpoint security products for pan Navy deployment at all Naval stations on 3000+ end points.
- Lead cross functional teams for enterprise wide successful design, development, evaluation and maintenance of E2E application layer HSM using custom designed Key Management System for Secure messaging on Virtualised Cloud infrastructure. Savings to exchequer Rs 95 Cr.
- Designed & developed enterprise Secure Cloud Storage solution for Naval personnel with E2E encryption on Azure Private Azure cloud infrastructure. Savings Rs 25 Cr to the exchequer.
- Designed secure/ automated data transfer & sanitisation solution using Data diodes, Sandbox (FireEye) and CDR systems, deployed at Naval DMZ to prevent malware ingress by 90%.
- Formulated, reviewed, revised Information Security policies to align with the Naval policies for effective security controls and audit of 100+ systems.
- Mentored 04 Startups/MSMEs declared winners in the iDEX challenge of the Govt. of India (Ministry of Defence).
- As an SME, represented Indian Navy at various technical forums and committees of National importance for defining technological frameworks and promoting technical innovation.
- Led a team of over 40 professionals, including officers, sailors, scientist and engineers by establishing key performance indicators (KPIs), providing training & mentorship.

SENIOR SYSTEMS ENGINEERING MANAGER (SECURE SYSTEMS DEVELOPMENT LAB) WESEE, MINISTRY OF DEFENCE (2018-2020)

- Designed and developed Quantum safe VPN solution incorporated with PQC algorithms in SSL certificates approved by NIST to overcome SNDL attacks.
- Carried out R&D and defined the Cyber Security roadmap for induction of Quantum Cryptography (PQC, QKD and QRNG) in the Indian Navy and conducted PoC for terrestrial QKD in collaboration with Indian Startups.
- Provided technical security consultancy for setting up of Azure Private Cloud infrastructure (NCN) valued Rs 3000+ Cr.
- Collaborated with multiple stakeholders viz. BEL, ECIL, CAIR, CADC, ADRIN, Microsoft, QuickHeal etc. for design and development of multiple strategic/ operational projects.

SYSTEMS ENGINEERING MANAGER (COMBAT MANAGEMENT SYSTEMS LAB) WESEE, MINISTRY OF DEFENCE (2014-2018)

- Led high-performing engineers through Agile/rapid prototyping Secure SDLC for in-house design and development of Tactical and Operational Ship deployment simulator. Enhanced Naval ship deployment efficiency and accuracy for critical missions by 70%.
- Integrated SAST and DAST tools in the Software Development Pipeline to identify and mitigate vulnerabilities at different stages of the Software development lifecycle
- Identified Risks and vulnerabilities in the Combat Management Systems and designed security module and controls for enhancing Information Security posture of the systems.
- Designed Secure IoT system on AWS Cloud using serverless architecture for monitoring and analysing the status & performance of Weapons and Sensors onboard Naval Ships to predict operational availability and streamline the Supply Chain process.
- Streamlined Process based development for becoming the first defence organisation in achieving and maintaining CMMI L3 accreditation.
- Setup an automated pipeline for software development using JIRA, Git Hub, Jenkins, Static & Dynamic testing tools for streamlining the development process in the organisation.

SOURADEEP SARKAR

Experience: 10 years

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Determined and result-oriented professional with a proven track record in strategic planning and execution as a Lieutenant Commander, now posted to bring a disciplined approach to corporate strategy and operations. Skilled at optimizing operations to achieve peak efficiency, known for implementing streamlined processes and driving organizational effectiveness with a focus on results. A skilled project manager with a knack for delivering projects on time and within budget, applying a results-oriented approach to diverse challenges.

CORE COMPETENCIES

- Project Management
- Operations Management
- Supply Chain Management
- Quality Control
- Human Resource Management
- Process Optimization
- Risk Management
- Strategic Planning
- Strategic Procurement
- Stakeholder Engagement
- Agile Methodologies Product Owner

EDUCATION

- Business Management, Indian Institute of Management, Shillong | 2024
- Electrical Specialization, Indian Naval Technological Training Institution, Jamnagar | 2016
- B.Tech (Electrical Engineering), West Bengal University of Technology | 2014

CERTIFICATIONS

- LSSGB
- CAPM
- PMI-ACP
- PMI-RMP
- Lean Management
- CSPO
- CSM
- Training Technology Officers Course, Naval Institute of Education Training Technology
- Joint Electromagnetic Interference / Compatibility Course
- Weapons & Missile Technology Course, Military Institute of Technology

ACHIEVEMENTS

- Honored with the Videsh Seva Medal in 2020.
- Acknowledged with the Flag Officer Commanding in Chief Eastern Naval Command Commendation for Devotion to Duty in 2018

WORK EXPERIENCE

OPERATIONS & SUPPLY CHAIN MANAGER

- Attained an exceptional 95% compliance rate on the Government e-Marketplace (GeM), surpassing all other units in the Southern Naval Command; resulting in substantial cost savings, reaching up to 30% for the exchequer, through the optimization of procurement and service hiring processes
- Streamlined and optimized the Supply Chain processes to enhance efficiency, reduce costs, and ensure timely procurement of critical assets for operational readiness.
- Successfully concluded 15+ Annual Maintenance Contracts/Repair and Refurbishment Contracts (AMCs/RRCs) for the Institute, including the AMC of three Survey Motor Boats (SMBs).
- Innovatively developed an efficient spare management system for vintage Russian equipment, generating cost savings exceeding 500 Crores for the exchequer.

PROJECT MANAGER

- Spearheaded and ensured operational excellence in Project Management, optimized processes, timelines, and resource allocation to achieve project goals.
- Spearheaded the implementation of advanced hardware upgrades and defect rectification strategies for the Combat Management system, resulting in a significant enhancement of the ship's combat capability.
- Obtained approval for the 200 Crore project, delivering significant organizational value through enhanced communication infrastructure.
- Successfully revived the Military Grade Navigational Radar and Helicopter communication system, ensuring continuous operational availability since 2016.
- Spearheaded the initiative to initiate Board Proceedings and administered the installation of two Chaff launchers and five crucial safety equipment items, including a Nuclear Biological Chemical warfare protection suite, Electromagnetic Log, Echo sounder, and Anti Torpedo System, with a cumulative worth of 750 Crore.

CORE COMPETENCIES

- Cybersecurity Consultant
- ISO 27001 Lead Auditor
- IT Governance, Risk & Compliance
- Information Security Management
- Strategic Planning and Implementation
- Cybersecurity Management
- Mentorship and Coaching
- Formulation of Security policies, procedures, controls, operations & audit

EDUCATION

- Certification in Business Management | IIM Shillong (Nov 2023- May 2024)
- MSc in defence and strategic studies | SPPU, Pune (2021-22)
- PG Diploma in Aeronautical Engineering | VTU (Jan 2015- Dec 2015)
- B.E. (Mechanical) | SCOEM, Satara (2010-2014)

CERTIFICATIONS

- CISSP (Pursuing)
- CISM
- The Hacker Central Certified Cyber Blue Professional
- Certified in Cyber Security (ISC2)
- ISO 27001 Lead Auditor
- Certified Aviation Maintenance Officer in HJT and Microlight Garud SW-40 aircraft-IAF
- Certified in Leadership and Behavioural Sciences (CLABS)

ACHIEVEMENTS

- Got commended by the Chief of Air Staff for successful operations, upkeep and maintenance of aviation communication system assets for meeting the strategic requirements of the organisation. (Jan 2024)
- Commendation by Air Officer Commanding in Chief for successful implementation of e-MMS project in training command to automate maintenance planning and monitoring for optimising operations. (Oct 2019)
- Organized various station-level, pan-IAF and national-level events.

SURAJ KADAM

Experience: 10 years

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<https://www.linkedin.com/in/surajkadam>

Seasoned Officer with 10 years of service in the Indian Air Force, distinguished in the domains of Cyber Security Strategy, Operations Management, Governance, Risk & Compliance. Proficient in Risk Management, implementing robust security controls, and delivering strategic cybersecurity solutions through collaborative efforts. Adept in Aviation Operations and renowned for proficient liaising and communication capabilities. Actively targeting a leadership role to deploy this multifaceted expertise for transformative organizational results and sustained growth.

WORK EXPERIENCE

DEPUTY DIRECTOR & HEAD- CYBER SECURITY

- Developed and executed a Risk Management framework, enhancing security posture and reducing vulnerability exposure by 30%.
- Spearheaded the implementation of a comprehensive Cyber Security Strategy, resulting in a 40% reduction in security incidents and a 25% increase in threat detection efficiency.
- Implemented and maintained an Information Security Framework derived from National (GoI guidelines) and International standards (NIST, ISO 27001 & ISO/IEC 22301) achieving a compliance level of 95%.
- Strategically managed cyber security program funds worth INR 10 million for the Training Command of the Indian Airforce, orchestrating efficient allocation and timely completion of 90% projects to bolster cyber security posture.

INFORMATION SECURITY OFFICER

- Established and enforced standard operating procedures, guaranteeing 100% compliance with IT policies outlined in the IAPT 3903 publication concerning IT security and the audit of IT infrastructure.
- Executed the seamless implementation of Wipro's Electronic Maintenance Management System, managing intricate data migration, thereby elevating operational efficiency and data integrity.
- Steered the digital transformation of nearly 10,000 aviation assets data, integrating digital workflows, standardizing aircraft servicing protocols, and developing localized SOPs, thus effecting a ground-breaking transition from manual to digital operations.
- Orchestrated the seamless transition from paper-based processes to a digital e-office maintenance control system, boosting operational efficiency and 100% data accuracy across all maintenance activities.
- Conducted rigorous training sessions for over 1000 newly onboarded officers and airmen, employing purple team strategies within a tailored training environment.

OPERATION MANAGEMENT

- As a technical matter expert in Microlight aircraft maintenance, refined SOPs and initiated professional upskilling of technicians to achieve 25 % reduction in the meantime to resolve (MTTR) snags and malfunctioning of assets worth INR 12 million within a year.
- Led a cross-functional team of over 250 technicians and supervisors, negotiated with stakeholders in planning and execution of preventive and periodic maintenance, troubleshooting and repair for a fleet of 45 fighter trainer aircraft, each costing INR 3 billion.
- Designed a holistic training framework for newly inducted AK-103 Russian assault rifles by assessing workforce needs, curating targeted resources, and conducting courses to drive continuous improvement.
- In response to cyclone Vardha's impact on Chennai's coast, orchestrated a team of 50 technicians to promptly restore aircraft operations, enabling the secure relocation of assets to a safe base while optimizing resource utilization.
- During the COVID period, when HAL(Hindustan Aeronautical Limited) experts weren't available for major servicings at base, a new team was formed and trained to handle the task, which has resulted in maintaining 80 % serviceability of assets.
- Established an RFID-based security system costing INR 1 million for all aviation tools utilizing RFID tagging and tracking technology to ensure 100 % accountability of tools during aircraft maintenance and operations.

TARKESHWAR SAH

Experience: 10 years

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A vibrant and result-driven leader with a proven expertise in leading transformational projects for Surface to Air Guided Weapon System. Ten years of highly rich leadership experience in domains of Operations, Strategic Mission Planning, Armament, Security and Maintenance of missiles, radar and explosives. Ardent learner who has spearheaded a cross functional team of skilled professionals in logistics and human resource management displaying troubleshooting skills.

CORE COMPETENCIES

- Leadership & Team Management
- Strategic Operations Management
- Project Governance
- Cost and Quality Control
- Inventory Management
- Performance Metrics
- Conflict Management
- Risk Analysis and Mitigation
- Supply Chain Management

EDUCATION

- Business Management Programme | IIM Shillong (Nov 2023- May 2024)
- Post Graduate Diploma in Aeronautical Engineering | VTU (Jan 2015- Dec 2015)
- B.Tech (Mechanical and automation) | IP University (2009 -2013)

CERTIFICATIONS

- PMP-PMI (Pursuing)
- PMI-RMP, Simplilearn, 2024
- Certified Scrum Master® (CSM), Scrum Alliance, 2023
- Business Analytics with Excel, Simplilearn, 2024
- Lean Six Sigma Green belt, AIGPE Udemy, 2023
- Lean Six Sigma Black belt, AIGPE Udemy, 2023
- Microsoft Excel Certification, Udemy, 2023

ACHIEVEMENTS

- Led the Squadron to win "Best in Maintenance" in Western Air Command for year 2018 & 2023.
- Letter of appreciation from AOC-in-C for exceptional work during highest inspection carried out by Indian air force.

WORK EXPERIENCE

PROJECT MANAGER

- Spearheaded medium repair of the Pechora missile system, handled scheduling of task, resource allocation, spares procurement, quality control, and testing thereby achieving 90% serviceability.
- Pioneered critical air quality issue of Pechora missile system. Used Pareto analysis, risk mitigation, collaboration, and vendor negotiations for implementing solution across the air force, achieved a 40% efficiency enhancement.
- Regulated the supply chain and inventory management of 500+ mission critical spares, using ERP platform to optimize asset availability and streamlined procurement processes.
- Orchestrated the relocation of a large-scale unit comprising 300+ personnel and aviation assets across India, controlled inventory transfer and commencing operations within an impressive 24-hour timeframe.
- Facilitated a cross-functional team to create an operational decoy using salvaged resources, resulting in cost saving of 60 lakhs and improved training efficiency.
- Executed a high-value project for MR-SAM worth INR 150 crore in collaboration with diverse stakeholders, achieving 95% adherence to project milestones.
- Directed cross functional team for development of an indigenous electrical safety system for missiles and radar.
- Planned and executed solutions across various locations, resulting in a 40% cost reduction and reduced operational failures.
- Led a 10-member team for process improvement, using lean six sigma resulting in a 15% decrease in SAM system downtime and increase in serviceability of the system from 70% to 85%.
- Successfully managed the upgrade project for 80-Russian trucks fleet. Defined project scope, optimized resource allocation, and achieved 90% of project schedule, resulting in increased equipment serviceability
- Facilitated the implementation of approved change request for migration of maintenance systems manuals into digitized EMMS platform for efficient logging and monitoring, thereby achieving 25% increase in maintenance efficiency.

OPERATIONS MANAGER

- Orchestrated a team of 55 personnel, missiles and radar for operational exercise involving 90 fighters, helicopters, UAV's across the country in synergy with various stakeholder and civil administration.
- Streamlined daily maintenance operations of missiles and radars worth INR 200 crore, optimizing processes and mitigating risks to ensure value-driven delivery.
- Undertook detailed root cause analysis of SPYDER missile system failure data and implemented strategic solutions, resulting in 30% decrease in failures rate.
- Achieved 90% serviceability checks of missile mobility system vehicles (TATTRA) through planning, sequencing of maintenance, quality testing, demand and forecasting of spare.

PEOPLE MANAGEMENT

- Managed employee disputes by employing conflict resolution techniques.
- Conducted performance counselling and raised Appraisal Reports of 150 personal as a part of their career planning and progression & skill development by identifying their core competencies
- Initiated performance management and mentoring program for 350+ employees' skill enhancement and cross-training, thereby improving net productivity by 20%.

UTHRA GANESAN

Experience: 10 years

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As a Squadron Leader in the Indian Air Force for a decade, I champion "Service before self" and leverage my aviation expertise for a seamless transition into corporate leadership. Specializing as a Senior Program Manager, I meticulously oversee vital projects in Navigational aids, Aircraft Simulators, MAFI, and Electrical equipment, ensuring flawless airbase operations. I excel in spearheading transformative projects with 99% efficiency, managing cross-functional teams in dynamic, Agile environments, and delivering results with analytical precision and innovative strategies.

CORE COMPETENCIES

- Product and Program Management
- Operations Management and Strategic Planning
- Risk Management
- Product innovation
- Customer Collaboration
- Human Resource Management
- Building cross functional leadership

EDUCATION

- Bachelor of Technology, in Electronics and Communication Engineering Jain University, Bengaluru, India | Jun 2010- Jun 2014
- Post Graduate Diploma in Aeronautical Engineering Visvesvaraya Technological University | Dec 2014- Dec 2015
- Post Graduate Program- Product Management and Analytics Great Lakes Executive Learning | Feb 2023- Aug 2023

CERTIFICATIONS

- Scrum Master Certification®
- Product Management and Analytics, Aug 2023
- AWS and Cloud Computing, Jan 2024
- Business analytics and Data Visualization, Udemy 2024
- Advanced Excel, Udemy 2024
- Digital Marketing, Udemy 2024
- Appraisal Workshop for Senior Supervisors and Managers, 2021
- Basic Air Staff Course (HR & Administration), Administrative Staff College, Indian Air Force, 2018
- Certified in Composite Security and Contingency Handling, Indian Air Force, 2017

ACHIEVEMENTS

- Youngest to be awarded Cat B in the Airfield Navigation and Communication pan IAF
- Completed training and earned certification as a Classical Carnatic singer and Classical Contemporary Dancer, showcasing performances at SPICMACAY events

WORK EXPERIENCE

SENIOR PROGRAM MANAGER

- Executed the innovative implementation of Remote Operations for Aircraft Arrestor Barriers (Process Improvement) across the Indian Air Force, realizing a 30% efficiency boost and a remarkable 98% success rate in the in-house deployment of Aircraft Arrestor, seamlessly integrating it with the Air Traffic Control (ATC) system
- Devised successful measures to enhance system efficiency, resulting in a commendable 20% improvement in overall operational capabilities following the overhaul of the SRE radar and Aircraft Arrestor Barrier
- Spearheaded the upgradation of Instrument Landing System (ILS) at major fighter airbases, leading to Operation Readiness Score of airbases from Class B to Class A and drastic cost reduction for upgradation (by OEM) of approximately Rs 30 Lakhs
- Investigated premature failures of aircraft batteries, and after a thorough study, presented findings to the OEM, leading to successful implementation of recommended procedures that resulted in a 20% increase in the overall lifespan efficiency of aircraft batteries
- Authored the standardization of data ring in MAFI for a critical airbase, sparking a ripple effect that systemized data rings across all 60+ airbases in the Air Force

PROGRAM MANAGER

- Led the implementation of Project IACCS- Radar integration with improved efficiency and redundancy by 70% across 60 airbases pan IAF
- Independently revitalized the modern airfield equipment TACAN, resulting in its improved functionality and optimization of the performance of a major airfield. This initiative led to substantial cost savings of up to 42 Lakhs
- Implemented Agile methodologies, resulting in a significant increase in autonomous operations for Airfield Communication, Aircraft Navigation, and Airfield Safety during the leadership of an International bilateral exercise with the Republic of Singapore Air Force and United States Air Force, achieving a 40% improvement in operational efficiency
- Collaborated with multiple stakeholders and the Transport Ministry to successfully transport, position, and install the first Mobile Air Traffic Control (MATC) at a major fighter base, achieving a significant improvement in operational readiness and 80% reduction in response time
- Directed the operationalization of a decoy radar for a critical Air Force base, transforming a Category E radar, previously beyond economic repair, into an operational system, resulting in a cost-saving of 30%
- Authored an Innovative comprehensive policy mandating the use of LT in place of HT in the Airfield system, thereby achieving a remarkable 90% reduction in costs

PEOPLE MANAGER

- Championed a cross-functional team to evaluate a talent recruitment initiative for over 200 candidates, working collaboratively to rigorously assess applications and choose top-notch candidates aligned with organizational requirements
- Contributed to the Air Force Wives Welfare Association by actively participating in setting up and commissioning a Shopping complex at a fighter airforce base, showcasing commitment to community welfare
- Launched empowering workshops for underprivileged children, fostering knowledge in health, hygiene, and honing their analytical thinking skills.

V RAGHUNANDAN RAJU

Experience: 14 years

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<https://www.linkedin.com/in/vrraju>

Experienced IT Security & Project Manager adept in capital projects, safeguarding IT Assets, ensuring IT system integrity, and managing cross-functional teams. Seeking impactful roles to leverage expertise in IT Asset Management, Governance, Risk Management, Compliance, and emerging trends

CORE COMPETENCIES

- Infosec Management
- Cybersecurity Consultant
- IT GRC
- IT Audit
- IT Asset Management
- Project Management
- Process Management
- Security Management
- Fund Management
- Resource Management

EDUCATION

- B.Tech (Computer Science Engineering), GITAM University | 2010
- M. Sc (Signal & Tele-Communication), Cochin University | 2012
- Business Management Program, IIM Shillong | 2024

CERTIFICATIONS

- CMC-Cybersecurity, CF UK
- CISM®, ISACA (persuing)
- Cybersecurity Essentials, Microsoft
- ISO/IEC 27001 Lead Auditor, Exemplar Global
- LSSBB®, PPDC
- CSM®, Scrum Alliance
- Advanced Excel, Udemy
- Training Methodology and Teaching Techniques, NIETT Cochin
- RSO (Green Qualification), BARC

ACHIEVEMENTS

- On the Spot Commendation for Project execution by Commander-in-Chief, Southern Naval Command (2020)
- Commendation for devotion to duty by Commander-in-Chief, Southern Naval Command (2019)
- Dr Sarvepalli Radhakrishnan Rolling Trophy for Best Instructor (2019, 2015)

WORK EXPERIENCE

IT & CYBERSECURITY

- Spearheaded the drafting and formulation of Infosec and IT Standing Orders for 600 IT Assets; aligned processes with Naval extent IT and Infosec policies, resulting in a 40% decrease in security incidents.
- Audited 46 IT assets on ship, uncovering security breach in one asset; executed risk analysis, applied comprehensive security measures, resulting in enhanced data security and protection of naval network.
- Implemented Infosec policies and carried out regular IT audits for about 247 IT Assets of the organization ensuring NIL infosec violations.
- Setup of E-Learning and Training Bay using 40 nodes and a server with data cloud repository of more than 1PB data stored and accessed through Moodle software.
- Formulated and implemented policies, procedures, training and communication of the new policies and procedures in my organization to support IT compliance projects pan navy.

PROJECT & PROCESS MANAGEMENT

- As Project Officer, commissioned a strategic facility worth 50 crores in a span of 24 months resulted in training of 6000 trainees annually.
- Construction of a new class of ship (maiden) (Stealth Corvette) from laying of keel to the commissioning of the ship.
- Established and equipped a cutting-edge Digital Signal Processing Laboratory, equipping it with advanced Logic Analyzers, Spectrum Analyzers, Decoders, and Digital Oscilloscopes for signal analysis and implementation of filters in naval systems.

FUND & RESOURCE MANAGEMENT

- Achieved the requisite targets of expending the public funds allocated in five consecutive years thereby increasing the productivity and efficiency of the organization achieving timebound results.
- Audited the Public Funds and Non-Public Funds and streamlined the fund management organization resulting in saving 20% exchequers money

CBRN & SECURITY MANAGEMENT

- Imparted theoretical and practical training for 7000 trainees approx per year on CBRN and firefighting and safety (shipboard and industrial) and testing of both CBRN & fire safety equipment.
- Conducted fire safety audit in shore establishment covering more than 100 buildings (Administrative & Residential) on regular basis.
- Fire Safety Audit of all civil structures in the unit and promulgation of required amendments in fitment of safety equipment for all these audited assets.
- Implemented Gangway Management system by taking a successful trial on the entire ship sailors thereby implementing safety number for the men.

CORE COMPETENCIES

- Project Management
- Operations Management
- Supply Chain Management
- Human Resource Management
- Relationship Management
- Leadership
- Team Building
- Crisis Management

EDUCATION

- Business Management Programme, IIM Shillong | 2024
- PG Diploma in Naval Construction, IITD | 2012
- B.Tech in Aerospace Engineering, Amity University Noida | 2010

CERTIFICATIONS

- Scrum Master
- Standards of Training Convention and Watchkeeping
- Advanced Works Course in Technology Management

ACHIEVEMENTS

- Skipped maiden all-women global circumnavigation under sail
- Nau Sena Medal
- Nari Shakti Puraskar by
- Tenzing Norgay National Adventure Award
- Chief of the Naval Staff Commendations
- Felicitations by Governors of Fremantle, Australia, Mayor of Christchurch and Cape Town, South Africa

VARTIKA JOSHI

Experience: 12 years

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<https://www.linkedin.com/in/vartika-joshi30>

Diligent and disciplined leader vested with 12 years experience in Project Management, HR and Technical Yacht Operations. Holds excellent organisational acumen managing large and complex projects and people in VUCA environments. Poised to transition this broad spectrum of military and managerial skills into a challenging corporate role, aiming to drive transformative business impact and operational excellence.

WORK EXPERIENCE

PROJECT AND OPERATIONS MANAGEMENT

- Engineered Asia's first all-female global circumnavigation, adeptly managing the project from inception to completion, encompassing meticulous planning, comprehensive training, logistics coordination, and the construction of the sailboat INSV Tarini.
- Innovatively developed educational content for a ByJu's Masterclass "Science of Watercraft", skilfully crafting a module on ocean science and shipbuilding, utilizing 3D modelling and hands-on approaches to provide an immersive learning experience for young students.
- Designed and built an in-house plastic shredder, pioneering recycling efforts with local municipal communities and leveraging waste for road building, showcasing environmental stewardship and resourcefulness.
- Led sustainable waste management initiatives, establishing effective segregation of everyday waste and creating a compost system for organic materials, reinforcing environmental responsibility and community well-being.
- Effectively harnessed and relayed vital oceanographic data to the Indian Meteorological Department, markedly enhancing weather projection models with accurate, real-time environmental insights.
- Executed meticulous operational logistics, handling finances, supplies, and international supply chain management at four stopovers, while maintaining diplomatic relations with global agencies and Indian embassies.
- Expertly directed high-value contracts worth ₹100 crores, overseeing critical nuclear project executions from concept to completion, with a keen focus on strategic planning and production efficacy.

DIVERSITY INCLUSION AND HUMAN RESOURCE MANAGEMENT

- Esteemed keynote speaker at high-profile corporate and government events, specializing in STEM education advocacy, leadership dynamics, and crisis management, effectively inspiring a new generation of enthusiasts and potential armed forces recruits.
- Shared experiences and insights on leadership, teamwork, and resilience at various media channels and shows; invited as celebrity guest at Kaun Banega Crorepati reaching a wide audience and promoting the cause of women's empowerment and gender equality.
- Cultivated and strengthened diplomatic relations through strategic meetings with key political and governmental figures in Australia, New Zealand, the UK, and South Africa, enhancing international recognition of the expedition's significance.
- Led the expedition with focus on cohesive team dynamics and crew safety, conducted thorough training for crew, enabling proficient operation under diverse and challenging conditions.
- Skilfully handled the full spectrum of civilian recruitment, demonstrating exceptional talent in selection and comprehensive workforce management in a high-stakes environment.
- Expertly managed and executed community engagement activities and welfare programs in partnership with NGOs, significantly impacting the remote regions of the Andaman and Nicobar Islands.

YACHT OPERATIONS MANAGEMENT

- Collaborated with Indian and foreign OEMs in yacht design of INSV Tarini, infusing technical and managerial insights, resulting in a vessel optimized for performance, safety, and comfort tailored for circumnavigation.
- Engineered yacht operations for 6 Navy vessels, adeptly orchestrating comprehensive annual operational and deployment plans while astutely navigating financial procedures.
- Revolutionized the technical upkeep of Navy yachts, pioneering innovative maintenance strategies and showcased ingenuity by optimising the supply chain for critical spare parts, significantly reducing dependency on imports and enhancing self-sufficiency.
- Architected the training plan of 40 officers, cultivating a culture of productivity, diversity, and inclusivity within the team, and certifying participants upon successful completion of the program, including the Royal South African Navy, bolstering cross-national naval relations.



VICTOR INDRAJIT

Experience: 10 years

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Experienced Naval leader skilled in project management, operations, and HR. Expert in weapon systems, strategic planning and team leadership. Proven success in risk management and operational improvement. Committed to excellence and innovation in high-stakes environments. Ready for new challenges

CORE COMPETENCIES

- Project Management
- Operations Management
- Marketing Management
- Crisis Management
- Python
- SQL
- Tableau
- Excel

EDUCATION

- MBA Marketing Management (Pursuing) | NMIMS 2024
- B Tech in Electrical and Electronics | Amity University, Noida 2014

CERTIFICATIONS

- 2023-24 - Certification Course in Business Management, IIM Shillong (Pursuing)
- 2023-24 - Certificate course in Data Science and Machine Learning, Scaler (Pursuing)
- 2024 - LSSGB - MSME PPDC, Agra
- 2024 - PSPO I, Scrum.org
- 2024 - Business Analytics with Excel, Simplilearn
- 2023 - Certified Scrum Master, Scrum Alliance

ACHIEVEMENTS

- 04 Dec 23 - Awarded Commendation by Flag Officer Commanding-in-Chief, Eastern Naval Command for saving life.
- 2018-19 - Undertaken successful firings of Surface-to-Surface Missile and Surface to Air Missiles.
- Nine Years Long Service Medal
- Surface Warfare Specialist Badge
- Gold Medalist in Western Command and Eastern Command in Cricket and Badminton

WORK EXPERIENCE

PROJECT MANAGEMENT

- Project manager for implementing long term maintenance philosophy for the numerous weapons, navigational and communication equipment. Responsible for project governance, requirements gathering, creating business case documents and overseeing feasibility.
- The Naval vessels are subjected to midlife repair cum upgradation cycle for enhancing the service life, job involves scheduling the refit and repairs, manpower allotment, repairs, procurement of spares, QC checks and trial protocol with test certification and liaison with PMO towards seeking necessary approvals, budgets and priorities.
- Administered the commissioning of new naval equipment, including installation inspections and Harbor Acceptance Trials, ensuring adherence to approved board proceedings.
- Spearheaded comprehensive health audits of naval armaments and degaussing systems, significantly boosting the operational readiness of the Western Naval Command fleet.
- Managed IT infrastructure upgrades and policy compliance, orchestrating regular audits to maintain secure and efficient information flow.
- Involved in developing the project charter and identifying scope through key stake holders post identification the risks and risk responses, costing and ensuring successful execution through PMO.
- Orchestrated logistics operations, directing procurement processes and resource allocation, and innovatively organizing storage solutions for sensitive documents, ensuring efficiency and cost-effectiveness.

OPERATIONS MANAGEMENT

- Led multi-disciplinary cross functional teams in successfully executing many projects within the stipulated schedule and effectively facilitated missile firings, optimizing the performance of critical radar and fire control systems.
- Managed the maintenance and operational readiness of advanced weapons systems, including Surface to Air and Surface to Surface missiles, Fire Control Radars, and Gun Mounts within the allocated budget.
- Spearheaded comprehensive analysis and troubleshooting of vital mounting (main gun), resulting in the successful restoration of the Main Gun at sea, conserving resources and preserving mission saving of 6 Crores.

LEADERSHIP ROLE

- Managed unionized workforce, applying conflict management techniques and empathy. Formulated process modifications to increase operational effectiveness, improve workforce satisfaction and ensured the end-to-end administration of personnel, including training, safety and welfare.
- Undertook multiple emergency mission-critical roles safely through risk management, contingency planning and effective communication.
- Orchestrated and organised major events attended by high level dignitaries of Western Naval Command, within a short period of time and limited budget

HR MANAGEMENT

- Synchronized multi-skilling of a highly specialized but scarce pool of human resource towards ensuring safety in Naval Platforms Ships/ Submarines and streamlined HR functions for over 200 employees including career mapping, talent management, appraisals, team building, grievances and conflict resolution.



VILLA MANIKANTA

Experience: 10 years

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- <https://www.linkedin.com/in/manikanta-villa/>

Highly Dynamic and result-oriented Project & Operations Manager with 10 years of service in Indian Navy. Proficient leader, experienced in project management, workforce planning, creating cross-functional team, solving problems, Quality testing, budgeting resource allocation and prioritization.

CORE COMPETENCIES

- Project management
- Strategic Planning & Execution
- Risk Management & Mitigation
- Stakeholder Collaboration
- Resource and Inventory Management
- Quality Control & Assurance
- Training & Team Development

EDUCATION

- Business Management Program from Indian Institute of Management, Shillong | 2023-2024
- Electrical Specialisation Course on Advanced Weapon and Sensor Systems | 2015-2016
- Electrical and Electronics Engineering from Brilliant Institute of Engg & Tech, Hyderabad | 2009-2013

CERTIFICATIONS

- PMP (pursuing)
- CAPM(Certified Associate in Project Management)
- PMI-ACP (Agile Certified Practitioner)
- CSM from Scrum Alliance
- LSSGB
- PMI-RMP (Risk Management Professional)
- Supply Chain and Management
- Quality Management

ACHIEVEMENTS

- Medal of Honor for Nine Years Long Service
- Surface Specialization Badge for 4 years of Sea Service
- Medal of Honor for Videsh Seva (PoG)

WORK EXPERIENCE

PROJECT MANAGER

- Accomplished the execution of a 100Cr+ project for implementing a state-of-the-art Combat Management System across Indian naval warships with exceptional stakeholder collaboration and upgraded seamless integration and advancement of Naval Capabilities.
- Spearheaded planning and timely execution of 20+ infrastructural projects of worth 50+ Cr by coordinated with all stake holders to align with the strategic goals of the organization.
- Directed and modernised end-to-end management of procurement, storage, distribution, and disposal of material and equipment for missile projects, achieving 20% acceleration in missile preparation process, thereby ensured continuous combat readiness of Indian naval ships.
- Orchestrated and conducted 50+ comprehensive testing and tuning activities for advanced weapons and sensors, facilitating collaboration among cross-functional groups; Achieved a remarkable 100% operational worthiness of Indian Naval Ships, solidifying the fleet's cutting-edge readiness for strategic maritime endeavours.
- Implemented a strategic approach to resolving a wide range of defects in weapons and sensor systems throughout the naval fleet. Led multi-level stakeholder meetings to achieve comprehensive resolutions for addressing complex challenges

OPERATIONS MANAGER || TECHNICAL MANAGER

- Led the team of 50+ technical professionals in operational maintenance of 200cr worth of critical Navigation, Direction and communication systems of Indian Naval Ship with zero incident/ accident.
- Achieved 100% operational availability of nuclear, biological, and chemical agent detecting systems, ensuring strict compliance with Standard Operating Procedures (SOPs). This commitment resulted in the utmost safety of IN Ship and personnel during international maritime operations.
- Led the cross-functional teams of 50+ personnel, exemplifying leadership in overseeing Missile Fire Control System operations within challenging VUCA environments. Delivered exceptional results through flawless execution of six practice missile firings, ensuring optimal operational readiness of an Indian Naval Ship.
- Revitalized unit-run canteen through critical asset management and streamlined processes, realising 50% operational efficiency boost with limited resources.
- Exceptional leadership coupled with technical acumen spearheaded a mission to repair a vintage navigational radar at sea, resulted the seamless transit of 80 MT of life-saving liquid oxygen from Qatar as a part of Samudra setu mission and contributing to national well-being

HR MANAGER || QUALITY MANAGER|| RISK MANAGER

- Innovatively developed and implemented comprehensive risk mitigation plans for over 25 critical systems, ensuring immediate action to avert disruptions in operational commitments of Indian Naval Ships during extended maritime operations overseas.
- Analysed and conceptualised Quality Assurance Plans (QAPs) for newly inducted classified missile projects, ensured quality deliverable for operational commitments through thorough pre-inspection and supplementary checks.
- Coordinated and executed the Milan 22 event, bringing together a diverse group of stakeholders, foreign navies, and international delegates, strategically showcased naval power and fostering international collaboration.
- Mastered and supervised 100+ aviation operations on-board naval ships and ensured overall safety and incident-free outcomes by mitigating risks through adherence to stringent compliance standards and comprehensive SOPs.

What Military Veterans bring to the Business World

Veterans of the armed forces exhibit a number of extremely desirable qualities that businesses seek in employment prospects. Think about the top 6 skills a veteran may provide to your business:

LEADERSHIP

Experience, Maturity and Discipline of armed forces veterans enable them to control their own behaviour and exert influence on others around them.



TEAMWORK

Veterans get along with others well. Working with individuals from diverse backgrounds and having interpersonal skills were critical for the mission's success.



WORK ETHIC

They understand the value of time management and have the skills they need to stay self-motivated and to be on target.



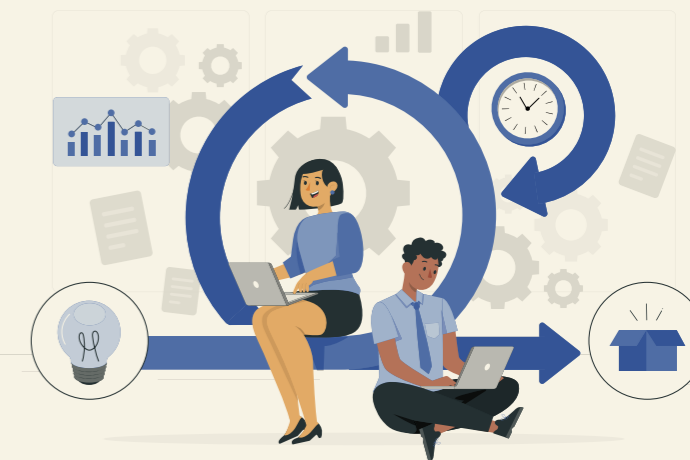
ACCOUNTABILITY

They seek pride in their performance by accepting ownership for their actions and holding themselves responsible.



ADAPTABILITY

Rapidly shifting circumstances need quick thinking, composure, and the use of inventive problem-solving techniques.



TECHNICAL EXPERTISE

Many veterans have been trained extensively to effectively and efficiently manage and maintain very sophisticated technologies, systems, and equipment. These skills are beneficial in every industry.



Apart from these primary skills, their blend of Flexibility, Result-Oriented Focus, empathy, Diverse exposure, Creative Thinking and Determination makes them the Best Fit for any organization.

PLACEMENT PROCEDURE

Companies are encouraged to visit the campus or to interact online for the placement process that includes pre-placement talks and interviews. The Placement Committee (PLACOM) will be coordinating all activities associated with the placement process. The Placement Committee (PLACOM) will be coordinating all activities associated with the placement process.



Application Process

- Companies are requested to provide job descriptions on available openings.
- In response to job descriptions floated by companies, interested candidates would apply through PLACOM.
- Detailed resumes submitted by candidates will be provided to the companies.
- On the basis of candidates' applications, companies are required to send details of shortlisted candidates to PLACOM at least a week prior to their placement interviews.



Placement Interviews

The placement periods have been tentatively scheduled as below:
15 April 2024 to 31 July 2024

The interviews can be planned on all days. Over and above these periods, candidates will be available for interviews commencing 15 April 2024 over weekends / mutually convenient time. Companies desirous of having pre-placement talks are requested to indicate their convenience to the PLACOM to arrange a specific time slot. Interviewing rooms/spaces shall be provided at the campus.



PLACEMENT COMMITTEE



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HOW TO REACH US ?

The nearest major airport and railway station are at Guwahati, which is nearly 120 km away from Shillong. Shillong can be reached by taxi/car and the fare is about INR 1500. Guwahati Airport is well connected to major tier 1 and tier 2 cities in India including Bangalore, Chennai, Delhi, Mumbai, Kolkata, Hyderabad.

Delhi and Kolkata are the international airports close to Guwahati; International travellers can connect to Guwahati through Kolkata or Delhi.

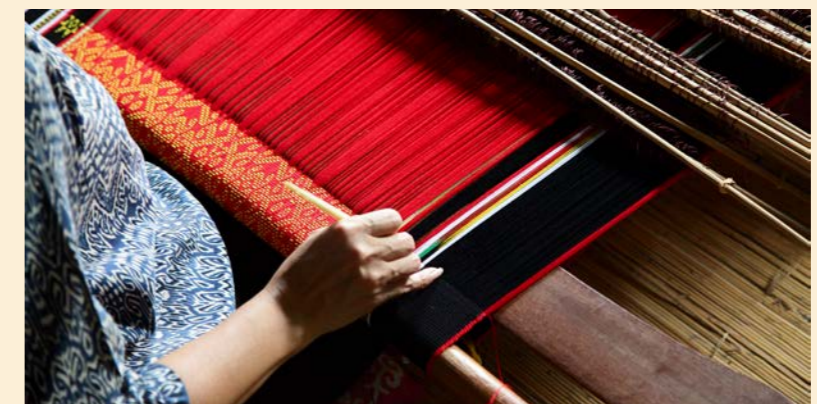
There are also helicopter services available from Guwahati to Shillong and return. IndiGo also operates a direct flight from Kolkata to Shillong Airport.



Flights to Guwahati from Major Indian Cities

Delhi	Mumbai	Ahmedabad	Kolkata
Chennai	Bengaluru	Direct Flights to Shillong from Kolkata	

FLAVOUR OF NORTH EAST





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