**2 Mobile:**  +91 9496077573, +256 756310753 **SUBIN SEBASTIAN**

**E-Mail:** [sebsubin@gmail.com](mailto:sebsubin@gmail.com)

**Pharmaceutical Management Professional**

**A dedicated, self-motivated, committed, determined, target oriented professional with 24 years of demonstrated cross functional experience and expertise in manufacturing operations, Design & set up of new facilities, proficient in cGMP tools to increase productivity & profitability, seeking senior level assignments in the gamut of Pharma Production/Plant Operations, with an organization of high repute.**

**PROFESSIONAL SYNOPSIS**

An Out-of-the-Box thinker with the flair for identifying & adopting emerging trends & addressing industry requirements to achieve **organizational objectives and profitability norms**.

* Insightful experience in Managing overall operations, supply chain & logistics, maintenance of OSD, Liquid Orals, Dry Powder Injectable and Liquid vials, with a view to enhance **operational efficiency, productivity and capacity utilization** through reducing wastage, reprocessing, down time, team Management, judicious deployment of resources and strategic planning.
* Expertise in developing, optimizing & streamlining process & systems with proven ability to enhance efficiency to meet targets and quality within the budget.
* Skilled in cGMP, QMS implementation, Training, Preparation & Review of SMF, VMP, SOPs, MFRs, Batch Records, CAPA, Change control, deviations and OOS/ OOT, Annual Product Review Report, Preventive maintenance Calendar.
* Proficiency in application of management tools like 5’S, Kaizen, SWOT, TPM, lean Manufacturing and KPIs.
* Possess an ability to perceive multiple aspects of a situation and arrive at a rational decision to conquer obstacles. Diligent communicator with strong relationship building& leadership skills.
* Adroit in setting –up new facilities (Concept to Conceptualization) Facility design, water system, piping layouts diagrams, qualification & validation, preparing and review of URS, conducting FAT, SAT, installation & commissioning. Successfully completed 3 facilities for Oral Solids, 1 for softgels, 2 for liquid orals, creams , ointments each, 2 for Dry powder and 1 for liquid vial injections.

**CORE COMPETENCIES**

* Planning &coordinating operations and resources for set standards with accountability for strategic utilization & judicious deployment of resources to achieve organizational objectives.
* Managing overall operations with a view to continuous improvement, ensure timely accomplishment of production targets within the time, cost and quality parameters.
* Carrying out troubleshooting, Debottlenecking, preventive maintenance, ascertain areas of improvement and provide solutions for the problem associated with process and equipment by identifying the root causes.
* Effective in liaising and networking with people across hierarchal levels for smooth execution of tasks, to achieve goals.

**CAREER CONTOUR**

**Microhaem Scintifics, Kampala, Uganda Manager Operations Since Apr’ 24**

* A 4th Generation state of art facility for Rapid Diagnostic Kits and R&D Centre approved by NDA Uganda, WHO – PQ and ISO 13485, the first of its kind in Sub- Saharan Africa, East Africa.
* Head of production, Supply chain, warehouse, Quality, and Engineering, coordinated planning and execution of the project, streamlining production for Rapid diagnostic division.
* Spearhead the Greenfield project for Rapid Diagnostic Kits and molecular diagnostics (PCR), facility design, vendor identification for equipment& utilities, Preparation of URS, DQ, GMP and ISO13485, training, Documentation and QMS development.
* Assist in QMS implementation, vendor qualification, documentation, training, Risk management (CPP &CQA). Lead the team in providing technical support and guidance for Preparation of URs, FAT, SAT, Installation, Validation, Qualification, to maximize capacity utilization, while curtailing the cost.
* Define job description for key players of the team.

**NPK Scan Biotech, Moscow, Russia. Director Operations Sept’ 23- Apr’24**

**Key Deliverables: Report to: General Director**

* Head of Production, Supply chain, Formulation development, Maintenance and Quality operations.
* Spearheaded coordination, execution of entire project life cycle for Liquid Oral, Oral Solid Dosage and Dry powder injectables from concept to conceptualization, layout design, installation, qualification, liaison with vendors in compliance with the cGMP, EU and Russian Federal standards.
* Review of production plan, daily reports, batch yield reports, annual product quality review reports, preventive maintenance schedules, training calendar.
* Coordinated production, process and resources planning, introduced process controls, minimize junk generation to enhance operational efficiency. Monitor capacity utilization, OEE, identify deviations, bottlenecks, ascertain areas of cost reduction and conduct root cause analysis and recommend CAPA.
* Team management, motivation and professional development of team through relationship building, appreciation of good work, delegation and assignment targets, and incentives and build a sense of belongingness, define job responsibilities and key performance indicators.
* Formulation development and scale-up of pilot batches, process validation for tablets, capsules and liquid *orals.*
* Lead the team in providing technical support and guidance for Preparation of URs, FAT, SAT, Installation, Validation, Qualification, documentation to maximize capacity utilization, while curtailing the cost.

**Pharmaleon LLp Subsidiery of Rejoiz Pharma. Senior Manager Operations Nov’ 2020 – Sep 2023**

**Key deliverables Report to: Vice President**

* Preparation/review of documents like User Requirement Specifications URS, Site Master File SMF, Validation Master Plan VMP, Qualification and Validation Protocols and Reports, Master Formula Records MFR, Standard Operating Procedures SOPs.
* Recruit fresh hands, building team through training on GMP, on- the job, Personnel hygiene, Contamination Control, Process management and control, Personality development, discipline, time keeping, motivation, 5’s, Kaizen,
* Developed Strategic Plan for Performance and follow-up, QMS implementation, Continuous Improvement and team building.
* Lead the team in providing technical support and guidance for Preparation of URs, FAT, SAT, Installation, Validation, Qualification, documentation to maximize capacity utilization, while curtailing the cost.
* Define job description for key players of the team.
* Spearheaded coordination, execution of entire project life cycle for dialysis fluids and Oral Solid Dosage from concept to conceptualization, layout design, installation, qualification to achieve the targets.
* Improved productivity to 15 % by reducing re-work, reducing quality defects and breakdown time through streamlining production lines, de- bottlenecking and process optimization.
* Increased the frequency of scheduled & preventive maintenance, revising the history of unplanned maintenance and down time.
* Monitor the expenses against the budget, ascertain areas of cost reduction and implement cost saving measures.
* Actively interfaced with vendors and purchase team for order expedition, planning & material forecast through weekly Production Planning & Inventory Control Meetings (PPIC).

**PREVIOUS ASSIGNMENTS**

**Loghman Pharmaceuticals & Hygiene Co Ltd, Tehran, Iran. Dec’17 – Jan’20**

**Kinapharma Ltd, Accra, Ghana. Mar’15 – Oct’17**

**Pharmanova Ltd, Blantyre, Malawi, Plant Manager &Resp: Pharmacist. Feb’09 -Apr'14**

**Pharmachemie Ltd, Blantyre Malawi, Pharmacist Manager Aug’06-Nov’08**

**Sance Laboratories Pvt. Ltd. Kerala, Production Manager & Project Coordinator Dec’04-Jun’06**

**Hoch Remedies Ltd., Kerala Production In-charge Jul’03-Dec’04**

**Strides Arcolab Ltd., Bangalore Production Executive Jul’01-Jun’03**

**Glenmark Laboratories Ltd. Verna, Goa Management Trainee Jul’00-Jun’01**

**PROFESSIONAL QUALIFICATION**

**2000 B. Pharma,A Grade (62%),**Mahatma Gandhi University, Kottayam, Kerala, India.

**2010 MBA, A Grade (64%),** Periyar University, Salem, Tamilnadu, India. (Distance learning)

**PERSONAL DOSSIER**

**Date of Birth:** 25thMay 1973

**Gender:**  Male

**Marital Status:** Married to Mrs. Shirly Varghese (MBA, B. pharm)

**Languages Known:** English, Hindi, Malayalam.

**Address:** Munjanatt House, Thodupuzha P.O., Olamattom, Kerala, Pin-682304

**Passport Details: No:** U7317825 **Valid till**: 08/11/2030 **Place of issue:** **Cochin**

**I hereby declare that particulars furnished above true to the best of my knowledge and belief.**

**Yours Sincerely,**

**SubinSebastian**