



Colonel Maneesh Vijay Joshi, Indian Army (Infantry) (Ret'd)

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I am a seasoned veteran Army officer with 29 plus years of experience. An expert in leading diverse small and large teams, I am proficient in evolving and operating inclusive administration concepts and frameworks for achieving business objectives.

EXPERIENCE

Current Occupation I am on a break, pursuing my passion for long distance motorcycle touring and aviation and keeping abreast of ideas in the science and tech domain with visits to aviation and automobile shows. I attended Aero India, Bangalore from 13 to 17 Feb 2023 as a domain interest expert from Army Aviation.

Past Assignment A (08 Feb 2019 Till 22 Jan 2022) General Manager Administration

- Dr B V Rao Institute of Poultry Management and Technology, Pune (a unit of the Venkateshwara Hatcheries Group, a USD 2 billion conglomerate)
- Heading the administration of Asia's premier Poultry Management, Training and Scientific Research institute, spread over 43 acres, housing 68000 premium layer and 6400 broiler birds, with 07 faculty, 07 staff, 150 workers and 144 trainee students.
- Fostered a wholesome work environment based on mutual faith and checks and balances to achieve the unit's objectives; my unit did not have a single in-house COVID case throughout the epidemic days.

Responsibilities

- I reported directly to the Chairperson of the group as the Unit Head.
- Command function for Administration, Finance, HR, Training, Assets and Facilities, Security, Welfare and Rehabilitation, based on the Power Of Attorney given to me.

Achievements

- **Administration:**
 - **Conceptualised and operationalized basic frameworks and SOPs** for end to end admin of the whole unit. **Enabled biometric attendance** systems across the unit. **Enabled mutually beneficial outreach programs** with the local village authority.
 - **Designed and installed a 55 KV solar plant:** on site through a EPC for green energy compliances of the state authority.
 - **Enrolled every single eligible employee for the ESIC scheme:** of the state govt with rich dividends. One of the noblest achievements in my life – when one of my student cooks passed on due to COVID, his wife became the heir to and the beneficiary.
 - **Created an Individual Employment Card (IEC)** for every individual employee that contained every detail of her/his service to enable accurate record-keeping, attendance etc.
 - **Electric bifurcation of the unit into agricultural and commercial entities:** one of my main projects was in process when I left the unit in Jan 22.

➤ **Human Resources:**

- I created the **unit's organisational tree** with hierarchies, responsibilities and reporting systems.
- **Recruited, selected and on-boarded** staff across the spectrum of the unit's activity, be they managers or labourers.
- **Set the annual increment** for all unit employees based on group guidelines, as also instituted special awards for exceptionally compassionate acts carried out over and above the call of duty.
- Implemented "**The Sexual Harassment Of Women At Workplace Act 2013**" in letter and spirit by constituting various committees therein. Created the **First Responder Team (FRT)** for crisis management with a rudimentary **Emergency Medical Infirmary Room** for all relevant cases.
- Created the "**Sakhi Snehi**" concept for addressing the special needs of all female employees with section "**Didi/Tai**", monthly "**Haldi Kumkum**" type gatherings and 48 hour deadlines for grievance resolution. Again, one my proudest accomplishments.

First Assignment National Security (14 Dec 1991 to 08 Mar 2018) Indian Army

- I served with distinction in 22 RAJPUT Regiment, a premier Battle Honour and Theatre Honour winner infantry unit for 26 years and 03 months, with noteworthy tenures at the world's highest battlefield Siachen Glacier at 20,000 ft and counter insurgency environment in Kashmir and Assam.
- I have held vital appointments in the Army including:
 - **Joint Director Defence Security Corps at HQ Delhi Area** as top level admin advisor to very senior officers of the Army, Navy, Air Force, Strategic Forces and DRDO at 34 different sites with over 2400 personnel deployed at Army arms and ammunition depots, Navy depots, Air Force and Strategic Forces bases and confidential DRDO establishments.
 - **Senior Military Admin Officer, Indian Ordnance Factory** In charge of 540 men in a defence PSU factory of 400 acres making explosives and ammunition with a workforce of 2000 personnel.
 - **Admin Officer of 2 Gujarat NCC Battalion (Boys) Rajkot** of an NCC unit comprising 2400 cadets
 - **Deputy CAO of a battalion of 1500 men** (Second in Command),
 - **Admin Officer of a company of 150 men** (Company Commander)

EDUCATION (ORGANIC/INORGANIC)

- **Certificate Course in Business Management for Defence Officers** (Sep 2017 to Mar 2018), Indian Institute of Management, Indore
- **Information Warfare Course** (Feb 2015 to Mar 2015), from Army War College, Mhow (MP) with special focus on Cyber Security, Social Networking, Perception Management and Public Information.
- **Masters in Business Administration (Marketing and International Business)** (May 2009 to May 2011), Symbiosis Institute of Management Studies under Symbiosis International University, Pune.
- **Diploma in Information Technology** (Jan 2008 to Feb 2008) Centre for Development of Advanced Computing (CDAC), Mohali
- **Senior Level Industrial Security Course** (Aug 2005) National Industrial Security Academy, Hyderabad
- **Commissioned into Indian Army** (14 December 1991) as 2nd Lieutenant
- **Bachelor of Arts (Economics, Geography, Social Sciences and French)** (Jan 1988 to Dec 1990), National Defence Academy, Jawaharlal Nehru University, New Delhi
- **Reading in First Semester of Bachelor Of Computer Science** (May to Dec 87) before joining the National Defence Academy.

INTERESTS

- **Aviation.** Aspiring private pilot. Self-taught in most aspects – airmanship, navigation, communication etc. Over 1000 hours of simulator flying experience.
- **Automobiles.** Professional knowledge of and aptitude for automobile and motorcycle science. Has planned and executed a solo Pune to Leh, Dhanushkodi, Kanayakumari motorcycle trip in 2012 and 2019. Long distance tourer on a variety of motorcycles (Triumph Bonneville, BMW 310 GS, Kawasaki Versys 650) currently KTM 390 Adventure. Contributing member of xbhp.com, teambhp.com, bcmtouring.com and kawasakiversys.com
- Blogger, writer and motivational speaker with excellent oratorical and presentation skills.