

Lieutenant Commander V Ranjith Unnithan (Retd)

CONTACT DETAILS



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CORE SKILLS

- Strategic HR Operations
- Organisational Planning & Development
- Employee Career & Life Cycle Management
- IR Management
- Learning & Development
- Recruitment Planning & Sourcing
- Security Management
- General Administration
- Leadership & Team Building
- Operations Management

An enterprising team leader with ability to handle task forces in a disciplined and organized environment, mentoring & motivating teams for optimizing outputs with excellent communication and people management skills. Pioneered in Human Resource Management & Administrative Operations.

WORK EXPERIENCE

Plant HR & Administration Head at Macleods Pharmaceuticals Ltd, Dahej (Jun 2021 – Till date)

- **Greenfield Project Commissioning** – Commissioned greenfield API project at Dahej site by leading HR Operations & Administration for over 400 employees and contract labour.
- **Strategic HR Operations** – Leading Human Resource functions at site including Learning & Organisational Development, Recruitment Planning & Sourcing, On-boarding, Performance Management, Retention, Succession Planning, Employee Engagement and Talent Management.
- **Organisational Planning & Development** – Partnering at all organisational levels to develop & implement policies aligned with organisational objectives & annual budget. Acting as a strategic business partner to the management; providing guidance to drive employee engagement and productivity.
- **IR Management** – Managing relations between labour & management. Providing guidance to drive employee engagement and productivity while managing risk to the business.
- **Security** – Designed & enhanced security infrastructure of the plant. Devised and implemented training programme for security personnel and carried out assessments.
- **General Administration** – Spearheading day-to-day operational & administrative functions of the plant. Optimizing resource utilisation & streamlining processes for enhancing operational efficiency.

QUALIFICATIONS

- **M.Sc.** / Underwater Science
Cochin University of Science and Technology, 2015
- **B.E** / Electrical
North Maharashtra University, 2007

Deputy HOD at Ab-initio Training Establishment for Sailors of Indian Navy (Jan 2019 – Jan 2021)

- **HR Operations** – Undertook strategic planning & implementation of policies in close liaison with higher management to meet projected human resource needs of Indian Navy. Steered strategic framework for training & development needs.
- **Administration** – Curriculum management and overall coordinator for planning and execution of all training/ extracurricular activities for an annual throughput of 6400 trainees.
- **Recruitment** – Administered end to end operations for recruitment of sailors into Indian Navy and Indian Coast Guard in a seamless manner for year 2019 and 2020.
- **Facility Management** – Administered efficient management of training infrastructure spread across 100 acres. Established processes for effective upkeep & improvement of facilities by ensuring technology integration.
- **Security** – Deploying and monitoring of guards, refining SOPs and implementing security protocols in an estate of approximately 2500 acres. Undertook risk assessment and measures for loss prevention.

LEADERSHIP TRAINING

- Naval Institute of Education & Training Technology, Cochin, 2019
- Centre for Leadership & Behavioral Studies, Cochin, 2011
- Indian Naval Academy, 2009

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CERTIFICATION

- LSSGB, 2021

PERSONAL INFORMATION

- D.O.B – 09 Sep 1985
- Languages known – English, Hindi, Malayalam
- Present Address – Dahej, Gujarat

Commissioned Officer, Indian Navy (Jan 2009 – Jan 2021)

- Operations** – Strategic planning, coordination and execution of varied warfare operations spanning 10000+ hours with cross functional teams of over 500 associates. Warfare management and generation of associated reports.
- Project Management** – Executed projects in coordination with ship repair authorities for upgradation of weapon/sensor complex, habitability and ergonomics of naval vessels worth Rupees 150 crores.
- Project Commissioning** – Undertook commissioning and validation of standard operating procedures (SOPs) for weapon & sensor management in close liaison with OEM (M/s Thales Underwater System and M/s ECA Robotics) for underwater remote operated vehicles (ROV's).
- HR Functions** – Manpower management of naval personnel including performance appraisal, task allocation and handling of grievances. Undertook investigations and disciplinary issues in ship, personnel welfare, promotions, leave & penalties for naval sailors.
- Safety & Security** – Coordinated with Cochin Shipyard Limited for formulation and implementation of SOPs for access control, security, loss prevention and monitoring of dockyard personnel to the aircraft carrier INS Vikramaditya (Aircraft Carrier). Undertook search, seize (boarding) operations at sea. Hands on experience in leading small teams in fire, flood and other disaster situations.