



Jiten Joshi (50 yrs)

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Envisaged Role – Business Head /Plant Head/ Functional Leadership

| Functional Leadership | Administration | Security | Government Relations |

Key Skills

Strategic Planning | Policy Formulation | People Management

Performance Management | Recruitment | Training & Development | Team Building

- Senior management professional and decision-maker, with 27 years' diversified leadership experience.
- Presently, AVP in the Strategic Division of Mantra Softech Pvt Ltd since July 2019 with a strategic role to engage with Government officials at the apex levels, raise the Defence vertical of the Company, tap the SRE Budget of Defence and generate awareness and demand in Defence services/organisations, Homeland Security(PMF), Police and PSUs. Develop Business engagement and work towards continuous improvement in Government Relations and secure government support by expediting release of dues and finalising the required documentations
- **Administration** : Responsible for administrative activities, operations management, logistics, HRM in a culturally diverse unit consisting of 50 manager-level professionals, 700 people, and their families, with budget of more than INR 3.5 Cr; improved performance management plans, executed comprehensive training programs, and optimised surveillance and security of people, information, and assets worth more than INR 1500 Cr.
- **Security** : Security Head for 02 Manufacturing Plants, 02 R&D centres and corporate office in Ahmedabad and Bangaluru, India for Mantra. 03 years experience of Security & Admin Head in Department of Defence Production, Ministry of Defence, New Delhi. Chief Security Officer for West Bengal & Sikkim RD Parade & Independence Day Celebrations. Experience of VVIP protocol, security cover, QRTs, SoPs and emergency drills for disasters.
- **Functional Leader**: Expertise in leading large-scale teams, improving technical and soft skills of teams of more than 800 employees and ensuring efficient functioning of all departments through capability building and employee engagement efforts
- **Policy**: 3 years of experience in Directorate of Standardisation, Ministry of Defence and HQ IDS, Kashmir House, in policy formulation for DPP 2016 & 2020 and finalisation of 47 Defence Standards and revision of standards.
- **Recruitment**: Adequate experience of recruitment, Recruitment Directorate, Ministry of Defence, actively involved in recruitment policy formulation and ensuring adherence to existing policies and recruitment in Delhi NCR.
- **Communication and Coordination**: Organised the flow of communication across multiple levels in MoD, DRDO, Labs, DGQA, DBEL, Sub Standardisation Committees, BIS and other Government agencies to facilitate line directorates in Tri Services & Coast Guards, ensuring documentation related processes for JSQR development cycle.
- **Budget & Resources**: Strategising priorities under routine and demanding circumstances, optimising utilisation of budgets and resources and building consensus on complex issues for maximum operational advantage

SIGNIFICANT HIGHLIGHTS

- Raising the Defence Vertical for Mantra Softech Pvt Ltd. Team building by identifying and recruiting the correct fit for tapping the SRE budget related projects for Tri Services and Coast Guards.
- Responsible for Projects worth 31.5 cr and 50 cr for Army and Navy presently under execution. For ongoing project at Suratgarh Military Station worth INR 31.5 Crore, ensuring mid way release of funds worth INR 8.5 Crore against 95% delivery evoking force majeure clause.
- Responsible for establishing objectives, goals, processes to support KRA strategic directions of Army HQs, Command HQs, Division HQs. Responsible for execution and compliance upto unit and sub unit levels.
- Responsible for operations management, logistics, HRM and administrative activities in a culturally diverse unit consisting of 50 manager-level professionals, 700 people, and their families, with budget of more than INR 35 lakh; improved performance management plans, executed comprehensive training programs, and optimised surveillance and security of people, information, and assets worth more than INR 1500 Crore
- Lead HR development, administration and performance management, including employee engagement, welfare management, rewards & recognition programs; developed leadership capabilities in high potential people, and improved productivity, performance and morale by organising events and enhancing infrastructure

- Customer catalyst for prestigious projects with JSW and Adani account to support Project Managers.
- Steered the Inter Service Equipment Committees(ISEPC) and 15 Inter Services Working Groups(ISWGs) of 15 Directorates of Defence Services for finalisation of 47 Defence Standards in Department of Defence Production(DDP), Ministry of Defence(MoD) for 3 years for equipment to be inducted to the Defence Forces focusing on the latest policy framework laid out in DPP 2016 in record time.
- Directed and coordinated with officers and technical specialists of Tri Services, Coast Guards and Defence Industry to conduct trials of the equipment according to the laid down standards and also involved in conversion training programs on new equipment (battle tanks) in 2011; played a key role in equipment management.

CORE COMPETENCE

- Conceptual Clarity
- Honesty, Integrity and loyalty
- Planning and foresight, analysing, coordination and execution of Projects including redressal management
- Policy & SOPs formulation and develop methodology to ensure adherence
- Disaster Management
- Resource and crisis management
- Motivation and Innovation to achieve the desired targets and results
- Recruitment, training and deployment
- Security and safety management
- Government Relationship Management, Business Development, Business Relationship and Client Management

BEYOND KPIs

- 5 yrs. experience in Counter Insurgency(CI) Operations – Deployed in J&K and actively involved in CI Operations
- Event Management – RD Parade, Defence Exhibitions, Recruitment and ESM rallies at state level
- UAV missions based on intelligence reports
- Specialist in Tanks, BMP and Hy Vehicles. Day/Ni Firing and Driving of Tanks and BMPs
- Avid sportsperson – Golf, Cricket and Badminton
- Represented Indian Army at United Kingdom

PROFESSIONAL EXPERIENCE

Mantra Softech India Pvt Ltd

AVP DEFENCE PROJECTS

since Jul 2019, Noida

- Responsible for Raising of Defence vertical for products and services like System Integration, RFID and Biometric devices based Access Control and Security Solutions, Aadhar enabled Biometric Attendance Systems
- Responsible for targeting capital & revenue budget of Defence including SRE budget, arrange meetings with Army Commanders, Paramilitary commanders
- Assigned Strategic role to establish cordial relations with Government Officials at the Apex level and generate business, open new accounts, increase sales and customer catalyst for important projects with Army and Navy
- Reporting to Managing Director

Ironman Security

General Manager Operations, North India including NCR

Noida

Jan 2019 to July 2019

- Responsible for managing and coordinating for all sites with the company in North India
- Recovery of dues with existing clients. Recoveries materialised during the period Rs 2.7cr.
- Assigned Strategic role to generate business, open new accounts, increase sales and customer catalyst for clients.
- New Business generated Rs 47 lakhs by finalising and deploying the NMRC contract for Aqua line Noida.
- Reporting to Director.

Career in Indian Army - 1993 to 2018

2015 to 2018

Joint Director, Directorate of Standardisation(Dte of Stdn), DDP, MoD, New Delhi

Admin & Security Officer, Directorate of Standardisation, DDP, MoD for 14 locations pan India.

- Planning, coordination and steering of 59 ISWG meetings and 04 ISEPC meetings leading to finalisation and printing of 47 Defence standards in record time expediting the procurement process for critical equipment like assault rifles, pistols, close quarter battle guns, light machine guns, Bullet Proof Jackets,
- Planned, conceptualised and finalised the resolution of 89% cases pending for QR formulation, thereby, expediting procurement as per LTIPP 2012-27. Also, responsible for closure of 53 cases
- Steered Revision of 1500+ Defence Standards with Sub Standardisation Committees, DRDO, DGQA, BIS and members of committees from line directorates, labs and OEMs including the Defence equipment manufacturers
- Defence Procurement Processes from RFP formulation to Tender through both Capital and Revenue route.
- Administration of 25 Managers and 155 grade 2, 3 & 4 managers and employees deployed at 14 locations pan India
- Security audit and ensuring adherence to security SOPs and instructions. Compliance to ISO regulatory norms.
- Vendor Appraisal and Analysis of performance and compliance to Standards.

2014-15

COO / Assistant Adjutant General

- Planning and Administration of Manpower Management and Discipline of 10000 troops, coordination and execution of Official Parades and Ceremonies and sub allotment of budget allotted to subordinate formations and units.
- Planning, coordination and execution of Sikkim RD Parade & Independence day functions at Pallor Stadium Sikkim
- Planning, Coordination and execution of Veteran Rallies for Sikkim & West Bengal for welfare and pension anomalies
- Conceptualised and executed the renovation of Vocational Centre, Welfare Complex, Sainik Holiday Homes
- Ensuring Garrison Security in coordination with local police, government authorities and private security
- Management of Black Cat Regimental Fund worth 12 crores.

2012-14

COO / Chief Education Officer & Operational Officer

- Strategised plans for operations management, budget management and human resource development (HRD) in a Kanpur, Faizabad and Suratgarh, pertaining to 3 units consisting of 2400 people
- Identified training needs, created exercises for maximum impact and managed reviews; conducted administrative and technical inspections, ensuring readiness, and passed all audits without issues
- Engaged personnel in CSR programs and in measures to remediate issues in coordination with local administrative leaders, covering vocational training initiatives for livelihood, and infrastructure development
- Security audit of units and formations. Garrison security in coordination with local police authorities
- Nominated as CEO for Administration of 16 Government Schools in Kanpur both public and private
- Renovation and functioning of DSOI, VTCs, Welfare Complex, Swimming Pool and Golf Course
- Red Eagle Brigade Regimental Fund Management

2009-12

CEO / Second in Command, Squadron Commander.

- **Ramped up operational** readiness and increased fleet availability by building internal capabilities, responsible for all functional aspects of leading organisation worth 100 Cr+ worth resources
 - **Built logistics strategies** and coordinated with local officials and the Ministry of Railways for execution
 - **Enhanced team morale** and productivity by counselling families, setting up grievance management centres, improving the standard of living, and enabling reskilling of people ready to retire
 - **Spearheaded training courses** in defence leadership (academic subjects and soft skills) for 400 people with a team of 15+ officers, ensuring the desired success rate and achievement of objectives
- **Managed administration** and worked with MES to administer contracts and oversee project execution
- **Drove infrastructure improvement** projects with Military Engineer Services (MES), the army's construction agency, focusing on enhancing standard of living of troops
- Optimal utilisation of allotted yearly budget of Rs 35+ Lakhs for Training, ops readiness and welfare of troops
- **Headed a team** of 50+ people in conducting Infantry Tank Training for 53 officers and 4800 soldiers
- Ensure functioning of Regimental Institutions. Regimental Fund Management of Rs 1 crore

2009-10

COO / Deputy Director Recruitment, MoD, New Delhi.

- Administration of 03 Executive level class 1 officers and team of 35 JCOs, NCOs and civil staff.
- Recruitment and posting of more than 4326 soldiers, NCOs and JCOs in various branches and units of Indian Army
- Planning, Coordination and Conduct of Recruitment Rallies in Delhi and Haryana
- Coordinating and steering the Recruitment Exam at National level. RTI officer for redressal of complaints
- Planning expenditure of yearly budget of Rs 95 + lakhs for Publicity, Printing, Transportation and upkeep

1993-2008

Senior Manager / Squadron Commander/ Company Commander/ General Staff Officer Grade 2/ Troop Leader

- Command of Troops at Division, Brigade, Regiment, Unit and Sub Unit levels in CI operations, Field and Peace
- Team building, Leadership and Motivation of troops under command
- Active operations in J&K. Intelligence gathering and applications including UAV missions
- Equipment Management including logistic planning and op-readiness for National assets worth Rs 500 Crore
- Coordination and Execution of Disaster management during Earthquake in Tangdhar Sector in J&K

Academics

- MBA International Business, SMU, 2016
- Export Management, IIE, B'lore, 2016
- Media Course, IIMC New Delhi, 2009
- Diploma in Auto Engineering, Pune, 2000
- Diploma in Armament Technology, Pune University, 1998
- Graduate in Science(PCM) - Allahabad University, 1992

Achievements

- Raising of Defence Vertical at Mantra Softech India Pvt Ltd
- Project Management at Suratgarh Military Station and JSW Steel, Raigarh. Damage control and retention of clients
- Command of troops at troop, squadron and unit level
- NMRC contract for 450 Security Guards for Ironman Security Services
- Security audit and revision of security SOPs for units, formations, military installations, institutes and camps
- Experience of OP SADBHAVANA, OP GARIMA, OP- SAHAYATA for environment management
- OP RAKSHAK – Commended for role as Chief Intelligence and Security Officer
- OP PARAKRAM - Jaisalmer Sector - Equipment Management in 200 sq. Km area
- OP VIJAY - Induction & DE induction of Armoured Regiment covering 90 Km area
- Recruitment of 4326 soldiers in Delhi NCR region
- Revision of more than 1500 + Standards in 3 years and formulation and printing of 47 JSQRs
- Services Cricket and Command Team. Golf handicap 08

Current Salary

- CTC 35 Lakhs plus 07 lakhs performance variable plus incentive @2% for revenue generation
- Notice period – 90 days
- Expectation – As per industrial norms
- Designation of Business Head/ Plant Head

Personal details

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