

# TUSHAR S BHAKAY (Col.)

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## HEADLINE

Operations | Logistics | Administration | Security | Facility | Military Leadership

## SUMMARY

32+ years of transformational leadership & diverse experience in Combat / Military Operations, Security, HR, General Administration, Facility Management, Logistics, Hospitality, Supply Chain and Manpower Management during the distinguished career with Indian Army. A decorated Commanding Officer - Black Cat Division Provost Unit, valued for safeguarding the high-value assets of the nation against any internal/external threats under extreme pressure situations, adverse climatic conditions & terrain. CONCEPT TO EXECUTION DRIVER: Capabilities in Hospital Administration (PGD – Hospital Management), maintenance of hospital building /equipment, and cross-functional coordination for delivery of high-quality medical services to patients. Efficiently managed day-to-day administrative activities with key focus on cost & resource optimisation. Directed all aspects of assigned Units, ensuring seamless transportation of men and material. Proficient in end-to-end Hospitality, Infrastructure, Housing Projects Management from scoping, resource planning, progress tracking, status reporting to timely completion within cost & quality norms. Premium Collaborator, Overcame complex challenges using experienced backed judgement, strong problem-solving, interpersonal & analytical skills.

## SKILLS-SET

Strategic Planning / SOPs, General Administration, Hospital Management, Hospitality, Large Facilities Management, Human Resources, Management, People Leadership, Motivation, Discipline & Conflict Resolution, Training & Mentoring, Security, Safety, Disaster & Crisis Management, Loss and Fraud Prevention, Fire Safety, Supply Chain – Procurement, Inventory, Vendor, Logistics, Warehousing, Transportation & Contract Management, Project Management, Strategic Alliances, Budgeting, Cost & Resource Optimization, Govt. / Defence Officials Liaison, CSR & Community Development, Process Improvement/ Automation , Performance Monitoring (KPIs), Collaboration, Detail Oriented, Project Delivery, Innovation, Initiative, Integrity, Work Ethics

## EXPERIENCE

### The Indian Army

Since Aug'1989

#### Career Milestones

- **2019-2022: Commanding Officer, Black Cat Division Provost Unit. Ensuring and Enforcing Military Discipline, Access Control, Investigations and Provost Duties**
- **2015-2017: Director Defence Security – Oversaw Security and Access Control of 30 Vital Army, Navy, Air Force and Defence Research and Development Organisation Installations spread over Andhra Pradesh Telangana, Karnataka (5900 troops)**
- **2013-2015: Deputy Commander of a Rashtriya Rifles Sector in Counter Insurgency Counter Terrorist Operations in J&K (5500 Plus Troops)**
- **2007-2009: Commanding Officer of a Rashtriya Rifles Battalion, instrumental in leading 1200 plus Troops in J&K in Counter Terrorist and Perception Management Operations**

#### Summary of Role:

**Security, Crisis & Disaster Management:** Designing and implementing effective Security Systems for maintaining high-security standards and preventing any violation. Managing Physical Security and Access Control. Conducting programs related to security intelligence & surveillance. Administering Crisis and Disaster Management and ensuring effective response to unforeseen emergencies & crisis situations.

**General Administration and Facilities Management:** Formulating Strategies, Policies & SOPs, Budgets, Resource Planning for smooth running of the organisation. Supervising administration, budgeting, forecasting, team management and day-to-day office management system.

**Human Resources Management:** Managing all aspects of Human Resources entailing Training, Performance Review, Motivation, Welfare, Rewards and Incentives. Driving efforts for Employee Engagement / Welfare, maintaining discipline and driving disciplinary actions where necessary. Providing training, HR, logistics & operational support to the Force, to help them become world-class soldiers & future leaders

**Logistics & Supply Chain Management:** Managing and ensuring Logistics (Clothing, Rations, other necessities) for a strength of up to 1200 plus troops. Administering Warehousing, Supply Chain Management, Smart Procurement & Vendor Management. Identifying & appointing cost-effective Suppliers /Vendors, for purchase of materials / equipment at right quality and terms

**Hospital Management and Hospitality:** Providing a wide range of administrative control for a mid to large-sized hospitals for effective delivery of medical services. Scheduling duties of staff, ensuring hygiene, sanitation, adherence to hospital protocols and biomedical waste management. Coordinating all activities of the Hospital for smooth functioning of Casualty, Admissions, OT, ICU Wards and other departments

## Achievements:

- **Played a key role in maintaining Zero Intrusion along Line of Control** in Area of Responsibility in J&K
- Front-led successful Counter Terrorist Operations and Area Domination with Zero Collateral Damage
- **Instrumental in ensuring free movement on the National Highway from Patni Top to Banihal Tunnel**, conduct of Amarnath Yatra, Darbar Movement of the State Government (Shifting of State Capital 6 Months) in J&K
- Coordinated Programs & initiatives to ensure that all activities are in line with Army's policies & vision of community support

## INITIAL CAREER

- 2004-2007: Intelligence Staff Officer (15000 Plus Troops)
- 2001-2004: Team Leader in Active Operations (High Altitude, Counter Terrorism, Line of Control and Super High Altitude Area)
- 1999-2001: Intelligence Staff Officer (5000 Plus Troops)
- 1997-1999: Team Leader in Active Operations (High Altitude, Counter Terrorism, Line of Control and Super High Altitude Area)
- 1991-1993: Team Leader in Active Operations (High Altitude, Counter Terrorism, Line of Control and Super High Altitude Area)

## EDUCATION

- PG Diploma in Hospital Management from Administrative Staff College of India Hyderabad | 2019
- PG Diploma in Disaster Management from Indira Gandhi National Open University | 2016
- Advance Diploma in French (Intensive) from School of Foreign Languages, Ministry of Defence, Govt. of India | 1990
- Advance Diploma in French Language and Literature from Department of Foreign Languages, University of Poona | 1988
- BA (Political Science, Geography, French) from University of Poona | 1988

## IT SKILLS

- Working knowledge of MS Office - Word Excel, PowerPoint Presentations, Computer & Internet Applications

## PERSONAL

- **Date of Birth:** 29 June 1968 | **Languages Known:** English, Hindi, French and Marathi
- **Address:** A-101 Ashit Apartments, Modibaug, Pune-411016, Maharashtra (**Permanent**)  
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