



Overview

A military veteran and accomplishment-driven professional with experience in executing plant management of large magnitude with a focus on HR assistance, Operations, Facilities and People Management; targeting senior-level roles in Plant Management, Project Management, HR Operations or Facilities Management with an esteemed organization, preferably in **Pune or Mumbai**



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Lt Col. Maheshkumar R. Jagtap

CEO



Core Competencies

Strategic Planning

HR Operations/Administration

Talent Acquisition

Manpower Planning

General Administration

Operational Excellence

Facility Management

Logistics

Security Management

Warehouse Management



Education

2001

MBA/PGDMHR/Industrial Relations
Indian Institute of Modern Management
(IIMM), Pune

1996

B.Tech/B.E.Production/Industrial
Shivaji University



Profile Summary

- A performance-driven professional with **more than 26 years** of rich & extensive experience in **Operations Management, General Administration, HR Operations, Inventory Management, Resource Management and Facilities Management**
- **Expertise in driving Operational Excellence** using continuous process improvement, operations management & innovation, optimizing resources & capacity, reducing cost and escalating productivity
- **Skilled in ensuring that the facility is operating as it should on a daily basis**; managing complete daily inspections and communicate directly with decision-makers to ensure that the business is running smoothly every day
- Steered efforts for bringing continuous efficiencies in expenditure through operational controls and technology initiatives along with driving green energy initiatives and P&L management
- Participated in and actively contributed to business projects that required HR inputs on working practices of manufacturing units
- **Directed critical HR programs** encompassing benefits/compensation, staffing, organizational development, employee relations, and regulatory compliance
- Structured and implemented programs and policies in the areas of training, compensation structures, benefits packages, incentives and new-employee orientation
- **Proven ability in directing operations of facilities** of all size/dimensions including general management, budgeting, P&L, staffing, contracts/renovation, preventative/grounds maintenance and system upgrades
- Efficient in managing inventory of **50 -60 crores** by inspection, accounting, stocking, demands, ABC and FNS analysis through automated inventory packages like TSS and WIMS
- **Excellence in supervising smooth warehouse operations**, targeting annual labour cost reduction while standardizing receiving, stocking, checking and housekeeping procedures
- Proficient in participating in the establishment of Standard Operating Procedure (SOP) for the material & logistics functions within the department
- **Competency in developing plans to deliver supply chain solutions**, implementing warehouse efficiency plans and enforcing adherence to requirements and advising the management on needed actions



Work Experience

Sep 97– Jun 23 with Indian Army

Growth Path

Jan'99- Dec'05: **AGM Operations** Siachen Base Workshop ,Leh ladakh & Army Engineering Battalion, Vadodara & Pune
Jan'06- Jan'08: **DGM Operations**, Infantry Brigade Workshop - Shillong
Jun'08- Jun'10: **Sr GM Operations**, Armoured Brigade Workshop – Hisar
Jun'10- Jun'15: **VP Operations**, HQ Technical Branch ,Bhopal & Armoured Brigade Workshop Pathankot
Jun'15- May'17: **VP Operations**, Army Engineering Battallion – Secunderabad
Jun'17- Dec'18: **VP Operations**, Army Engineering Unit – Ahmednagar
Jan'19- Dec'21: **Deputy CEO**, Armoured Regiment – Patiala
Jan 21- Jun'23: **CEO**, NCC Battalion Warangal

Key Result Areas Across The Tenure:

- **Created recruitment-related policies & documents** such as staffing manual and SOP's
- Designed, developed and maintained the recruitment process in the organization including its description, recruitment measurement definitions and so on
- Explored industry best practices on recruitment and staffing and implemented them in the organization
- Conducted weekly interaction with Heads to handle the hiring demand and strategize the recruitment need; **conducted Recruitment drive** for Technical entry scheme of Indian Army in Engineering Colleges in **Jaipur and Maharashtra**



Training/Certification

- Advance course in Mechanical Engineering: 2008
- Industrial Workshop Management Course : 2007
- Diploma in Automobile Engineering: 1999
- 10 months Army training at Officers Training Academy Chennai: 1997



Awards & Achievements

- **OP RHINO medal:** Counter Insurgency Operations in Assam against ULFA outfits
- **OP VIJAY medal:** Leh and Ladakh sector during Kargil war
- **OP VIJAY Star:** Highly Active combat Zone during Kargil war
- **OP MEGHDOOT medal:** Highly Active operational Area in Siachen glacier
- **OP PARAKRAM medal:** Bhuj and Rann of Kutch sector after Parliament was bombed by militants
- **HIGH ALTITUDE medal:** High Altitude Area in Leh sector



Soft Skills

- Communication
- Leadership
- Planning
- Decision Making
- Analytical



Personal Details

Date of Birth: 6th August 1973
 Languages Known: English, Hindi & Marathi
 Address: Flat no X3/18, AWHO Tucker Vihar ,
 Hadapsar Pune-28

- Provided advice and guidance on all aspects of the Human Resources function relating to recruitment and selection matters and associated terms and conditions
- **Leveraged skills in Operations;** as a member of Core Group Committee, successfully raised a new Artillery EME Battalion, post Kargil; also executed the critical task of relocating Army Unit from Siachen Base to Rear Area during peak of **Kargil Operations**
- **Directing & undertaking large-scale, complex projects;** verifying project progress & outstanding issues and ensuring the quality & timeliness of deliverables
- **Acted as a Project Manager Infra;** planned and managed the upgradation of Medical facility, School, Canteen, Conference Halls, Sports facility and Officers club & established Ex-serviceman Army Canteen in Beed District from conceptual to completion stage
- **Drove (inbound & outbound) logistics operations** encompassing new route identification, fleet management and negotiation with freight forwarders for timely delivery of the materials required
- **Modified TATRA vehicles** for carrying Battle loads during a Corps level Exercise with troops & modified the Army combat Vehicles during raising of New Corps HQ in Leh , post Kargil war
- Proficient in dealing with emergency issues that arise; involved in anything that breaches the safety, security, or usability of their **facilities;** expanded, renovated and developed Shopping Plaza at the new Corps HQ at Bhopal
- Advising businesses on measures to improve the **efficiency and cost-effectiveness of the facility**

Career Highlights:

As CEO:

- Planned enrolment, training, and social services activities and conducted exams of **4000 NCC students**
- Engaged in Administration of civil staff and combatants to include Budgeting, training , discipline, appraisal and welfare
- Conducted Pre RDC Camps for NCC students and bagged four trophies in the Inter Group Pre RDC competitions

As Dy CEO (Major Armoured Regiment) – Patiala:

- Assisted in the Administration of **500 personnel** to include office management, facilities, Resident welfare associations, logistics, promotion cadres and security
- Helped and advised CEO on Serviceability, Maintenance, Inspections of Tanks , Vehicles, Generators
- Successfully upgraded the Armoured Regiment from Tank T-55 to T-72 in cohesion with the Russian OEM “ROSOBORONE Exports”, HVF Avadi , BEL and other PSUs

As Dy CEO (Major Engineering Unit)- Ahmednagar:

- Administered a major Army Engineering Unit with around 300 personnel including 15 Officers at senior & middle-level management, 27 Officers in junior management level and equipment worth INR 2000-2500 crores
- Responsible for logistics of 200 Tanks, heavy vehicles, IT peripherals of Armoured Training Centre

As VP Operations (Major Engineering Unit) – Secunderabad:

- Administered a major Army Engineering Unit with around 300 personnel including 10 Officers at senior & middle-level management, 20 Officers in junior management level and equipment worth INR 1500-2000 crores
- As Chief Security Officer ensured security of men, material, Real Estate and confidential war documents by formulating SOPs and streamlining the procedure

As VP Operations (Major Engineering Unit) - Bhopal & Pathankot:

- Responsible for control and coordination of all operational activities viz. maintenance, spares, manpower and allocation of funds to ensure combat readiness of all war like equipment in Corp Zone sector
- Automated the logistics stations data spread in the battle Corps Zone for enabling decision making during war in major joint exercise of Air Force and Army in Deserts

As DGM Operations (Armoured Brigade Workshop) – Hisar:

- HR management and Administration of a major EME Unit with around **150 personnel** including 12 Officers at senior & middle level management, **18 Officers** in junior management level and equipment worth **INR 1000-2000 crores**
- Planned the training and engineering support to the troops of the Armoured units in major training exercise witnessed by President of India herself

As AGM Operations (Infantry Division Workshop) – Leh Ladakh sector:

- Planned & managed operational logistics, supply and replenishment of supplies including spares stores, arms, ammunition, food & fuel and lubricants for the repair detachments in Siachen glacier during the Kargil War
- Responsible for operations and logistics of Guns, heavy vehicles, snow scooters, ATVs, TATRA, Radars