

SUBASH BABU S

Physical Security Professional

Result-oriented Physical Security and Administration professional with diverse experience and achievements, both in Defense and Corporate Sectors. Effectively channelize the spectrum of expertise as force multipliers to achieve functional deliverables.

 +91- 94447 73005



subashsugathan@gmail.com



www.linkedin.com/in/subash95

Professional Skills

- ✦ Security Strategies
- ✦ Risk Assessment
- ✦ Emergency Response & BCM
- ✦ Vigilance & Intelligence
- ✦ Investigations
- ✦ Fire Protection
- ✦ Security & Safety Audits
- ✦ Project management
- ✦ Travel Security & Liaisoning

Major Achievements

- **SSO of the year 2020 (APAC Region)** from Pfizer Global Security leadership team for effective contributions in Physical Security, BCP & Crisis Management
- **Mission Award - 2017** from Pfizer Global Leadership Team for Procedure harmonization & Training ~2500 personnel
- **Creativity and innovation award** for complex Project Completion in 2012
- **Appreciation for process improvement ideas** in 2014 & 2015 from the Chief of Air Staff.
- **Appreciation for effective contribution in enhancing operational aspects** of the Division in 2011
- Coordinated Executive protection for the visits of VVIP/VIPs (Prime Minister, President of India & Executive Leadership team)
- Identified & executed CSR Projects.
- Coordinated DEI programmes.

Chief Security Officer & Head External Affairs: Stellantis- Oct 2022

- Formulating Strategic security measures in line with Global Security Guidelines for the manufacturing plants and R&D facilities.
- Identifying, evaluating and monitoring enterprise risks in the region for proactive mitigating measures and informed decision making by senior leadership team.
- Directing site security teams and advising site leaders in implementing global safety and security policies, standards, and systems.
- Reviewing & approving Site level SLAs, CAPEX and OPEX.
- Auditing Security systems and processes, Fire Safety protocols.
- Leading and coordinating complex and sensitive investigations related to policy violations, fraud, and workplace complaints.
- Periodic benchmarking of physical security process and practices in the region for identifying best practices.
- Collaborating with cross-functional teams for business continuity and operations.
- Executive protection, Travel Security and events security with planning documents, risk assessments and mitigation plans.
- Liaising with senior government officials for government affairs and investigations.
- Identifying and executing Corporate Social Responsibility (CSR) projects by engaging with District authorities.
- Ensuring confidentiality of new product and information security.

Regional Security Manager APAC: Ford Motors, Apr 2021-Oct2022

- Evaluated, developed and implemented Global Security strategies and programs on a regional level and reported to Global Director, Security & Fire.
- Stakeholder relationship- In partnership with Global Security, advised and supported the regional leaders in risk management, business continuity, crisis management, investigations, executive protection, Fire safety and threat intelligence programs.
- Analyzed and reported major security-related incidents to senior leadership, identifying trends, and developed appropriate preventative strategies for emerging threats.
- Managed regional security performance metrics to determine the effectiveness of training and the service provider.
- Built strong cross-functional partnerships across the Global Security team, functional business areas and Site leadership.

Academia

- **MBA**- Anna University, Chennai
- **Bachelor of Corporate Secretaryship** - University of Madras.
- **Associate degree in Science** - IGNOU
- **LLB** – SV University
- **Diploma- Industrial Safety Management**- National Institute of Management

Certifications

- **BSAFE** - United Nations Department of Safety & Security (UNDSS)
- **Security Management of Strategic Installations** - IGNOU.
- **Preparing and Responding to Active shooter incidents** - UNDSS

Applications/ Tools

- SAP / ARIBA
- LENEL, S2
- Everbridge/NC4, Ontic, Crisis24, Media Sonar
- Networking

Membership

- Overseas Security Advisory Council (OSAC)
- American Society for Industrial Security (ASIS)
- Fire & Security Association of India (FSAI)
- Association of Certified Fraud Examiners (ACFE)
- Defense Veterans (Air Force Association)

- Reviewed master and service-level agreements of guarding services, equipment and security technologies for the region.
- Advised site Asset protection, Safety, HR and Facility Managers on security best practices, lessons learned, and emerging threats and risks.
- Managed the Threat Intelligence team to monitor and assess geopolitical events to determine the potential impact on employees, facilities, products or brand name and notify stakeholders.
- Administered travel security operations.

SSO Global Security: Pfizer - Oct 2016 to Mar 2021

- Task Force Member- COVID-19 preparedness & response. Effectively liaised with external agencies and communicated to internal stakeholders for business continuity.
- Developed and implemented robust Physical security processes and practices at multiple Sites
- Managed Regional Security Operations Center (SOC) for monitoring Geopolitical developments, Business Impact Assessment, Risk Assessment, reviewing threat Matrix and initiating incident response.
- As Emergency Response and Crisis management coordinator, collaborating with various teams for effective resilient measures, conducting awareness training and mock drills
- Security projects management, operations & maintenance of electronic security systems viz. Access Control Devices, IP Cameras, Walky-talkies, Vehicle Security systems & associated software applications.
- Liaising with law enforcement agencies and civic authorities
- Managing Security manpower and equipment contracts, monthly invoicing and conducting review meetings with Security agency/ System integrators and suppliers to ensure the quality of service.
- Reviewing Security Dashboards pertaining to alarms, incidents, access data, equipment status, project updates, expenditure, manpower details, men/material movement and overall performance matrix
- Drafting and implementing Security procedures & Crisis Management Plan to align with corporate procedures and best practices.
- As Information Security Officer protected Intellectual property rights by implementing global guidelines and enhancing awareness among colleagues.
- Security Induction training to new joiners and periodic training of security personnel on security concepts/procedures, Good Documentation Practices, Emergency Response, and System operations.

Director, Admin: Startup venture - Mar 2016 to Oct 2016

- Established and developed Admin & Security functions for a startup viz. office space, security systems, office facilities & third-party agreements

Senior Manager (Personnel & Admin): Ellar Metal Parts - Mar 2015 to Jan 2016

- Initiated sustainable Security, Safety and Admin operational standards for streamlining deliverables of the company.
- Streamlined Security Procedures and established online personal and material movement system to reduce the turnaround time.
- Effectively chalked out CAPEX & OPEX to reduce ~7% overheads.
- Averted damage/loss of assets during a major flood situation.
- Managed onsite and offsite events for employees and visiting dignitaries.
- Enhanced vendor management and contract agreements through evaluation, selection, negotiation, and performance review.
- Periodically audited admin facilities, general maintenance, and enhanced user satisfaction by 27% through improved functional deliverables.
- Devised Admin Strategy for achieving financial objectives by forecasting, expenditure scheduling, analyzing variances and reducing overheads.
- Coordinated induction training, grievances redressal and disciplinary actions for continuous improvement.

Indian Air Force: Project Coordinator - May 2006 to Jan 2015

- As Site Project coordinator for a major Communication and Security project, ensured adherence to SLAs by 25+ vendors.
- Drafted Policies and Standard Operating Procedures (SOPs) of the Department as per Central Directives.
- Coordinated training of 300+ personnel with third-party consultant for effective workforce management.
- Instrumental in installation, training, and operations of security devices at critical communication centers.
- Liaised with various government agencies for requirements pertaining to Project execution.

Indian Air Force: Military Intelligence & Vigilance - May 1996 to Apr 2006

- Handled Strategic intelligence responsibilities during [Kargil operations](#)
- Collected intelligence inputs by monitoring target bands and communicated to stakeholders.
- Carried out internal vigilance to avoid espionage and security breaches.
- Collaborated with IB & local police as part of investigation & intelligence
- Prepared Daily/Weekly and Monthly intelligence summary and forwarded for centralized analysis.
- As Quick Reaction Team Member, responded to various emergencies