**LtCol Dipesh Kumar (Retired.)**



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**Senior Level Assignment**

**Talent Acquisition, H R Management & Administration**

**SUMMARY**

* **An accomplished Indian Army veteran with 23 years of extensive** experience in Talent acquisition Human Resource Management and General Administration in all echelons of Armed Forces with complexities of external factors like Insurgents & terrorist threatened areas of J&K and North Eastern India, difficult of terrain, climate and International boundaries.
* Proficient in functions of H R Management and Administration
* **Recruitment and staffing**
* **HR strategic planning within organizational aim**
* **Structuring HR functioning**
* **Ensuring oorganizational effectiveness & development**
* **Ensuring optimal utilization of work force**
* **Performance management and incentive**
* **Optimal utilization of Budget**
* **Job analysis and design**
* Possesses ability in controlling and coordinating various department simultaneously and performance management of staff. Handling **talent acquisition**, employee engagement and retention, work force management, strategic human resource management, employee and management relations.
* Keen strategist with proficiency in developing & streamlining systems with proven ability **to enhance operational/ administrative effectiveness** & meet operational goals within the cost, time & quality parameters. Collaborates with the business heads to integrate the organization people capability strategy with the distribution needs. Designing, developing and delivering interventions, execution of actionable from the internal talent Management outcomes (OTR), while ensuring process adherence and **optimum budget utilization**.
* Extensive expertise in technology management, social and career development, organizational engagement and highly trained in situation analysis with a strong sense of commitment and strives for organizational excellence. Design distribution learning strategy end to end including enabling inputs & expected outcomes. Deep understanding of distribution channels with respect to their business and people agenda as well as implications on learning strategy. Align learning strategy to distribution HR strategy, people processes such as Performance Management and Talent Management and functional training goals. **Collaborate with stakeholders** to create holistic learning solutions

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**ACADEMIC CREDENTIALS**

**Executive Post Graduate Diploma in Logistic and Supply Chain Management** *(sponsored by Indian Army)*, Jan- Feb 2016 Alliance University

**Bachelor of Arts, (Economics) Apr 1997**

National Defence Academy (Khadak Wasla) (Jawaharlal Nehru University)

**Clearing UPSC Exam and SSB for Selection into National Defence Academy and Naval Academy 1993**

**Military Trainings & Courses**

**Advanced Logistics and Supply Chain Management Course (Sr V P Level),** Jan - Feb 2016 (Senior Officer Course), Army Service College Centre and College

**Intermediate Logistics and Supply Chain Management Course (Director/AVP)** Jul-Sep 2013 (Company Commander course) | Army Service College Centre and College

**Basic Logistics and Supply Chain Management Course (Sr Manager)** Jun- Dec 2010 **| (**Young officers Course)Army Service College Centre and College

**Commando Course Ghatak 33,** **Feb 2000 | Infantry School Belgaum**

**Young Officer (YO)& ( Includes HR Mgmt Capsule in Combat and Peace), Jul 1999 | Infantry School MHOW**

**Basic Military Officer Training Course(Incudes components of HR Management in Combat) 102 REGULAR, 1997-98 | Indian Military Academy, Dehradun**

**Military Training and Graduation 92 NDA Course 1994-97 , National Defence Academy , Pune.**

**Passing of Promotional Part B Exam (Including paper of Adminstration and HR Management and Military Law)**

**Passing of Promotional Part D Exam (Including paper of Adminstration and HR Management and Military Law)**

** PERSONAL DETAILS**

* **Date of Birth: 3rd April 1975**
* **Language Known: English, Hindi, Punjabi, Assamese,**
* **Address: House Nos- 7177, B-10 , Vasant Kunj, New Delhi -110010**
* **Interest & Avocations: Keen sportsman, plays Tennis, Basketball and Gymnasium.**

**Voracious reader, and able writing skills.**

* **Marital Status Married ( Mamoni Shirolla)**
* **Children Daughters (Two) Khyati(18) & Avni(13)**

**WORK EXPERIENCE**

**A work experience of 23 years(1998 – 2021) in Talent Acquisition, Human Resources Management and Administration in various rank and units of Indian Army .**

**Year 1998- 2002**

* Talent Acquisition , HR management, Financial management and General administration of a Riffle company of 120 personnel in scenario of combat and insurgency at the North eastern state of Assam, Nagaland, and Arunanchal Pradesh for HR functions
  + - General Administration and HR strategy planning
    - Financial planning, budgeting, tracking cash flow, supervising of account, working in accordance to generally accepted accounting principles (GAAP), General Financial Regulation(GFR) Government of India, Defence Procurement Manual (DPM) and Auditing of accounts
    - Talent acquisition and retention
    - Documentation of troops, personal, legal and official
    - Training and development of acquired talent
    - Planning, controlling and directing the acquired talent
    - Operational efficiency and effective resource planning
    - Renumerations, incentive and recognition
    - Workforce management to support organizational goal
    - Equipment, weapon maintenance, discipline, medical and high morale

**Year 2002 – 2005, 2010-2013 & 2016 - 2019**

* HR management, Financial management and General administration of an Administrative & Training battalion of a Talent acquisition and Training Establishment of 3000 personnel in scenario of Peace and Training at Ramgarh Cantonment, Jharkhand Gaya, Bihar ,Bangalore, Karnataka and a Convention cum Facility Centre at New Delhi for HR functions
  + - General Administration and HR strategy planning
    - Financial planning, budgeting, tracking cash flow, supervising of account, working in accordance to generally accepted accounting principles (GAAP), Defence Financial Regulation (DFR) and Auditing of accounts
    - Documentation of troops personal and official
    - Training and development for superior combat effectiveness
    - Talent Acquisition and management
    - Employment law, military law and it’s compliance
    - Planning, controlling and directing freshly acquired talent
    - Operational efficiency and effective resource planning
    - Pay, allowances, rewards, pension, emoluments, compensation, benefits and recognition
    - Workforce management and event management

High organizational engagement

* + - Leadership capability and development.

**Year 2005 – 2010, 2013-2016 & 2019 - 2021**

* Talent acquisition, HR management, Financial management and General administration of an Army Transport and a Logistic Support Units of 700 personnel in scenario of Peace and Counter Insurgency Operations at Jammu & Kashmir in LOC and Sikkim , Siliguri, West Bengal, Suratgarh, Rajasthan and Ferozpur, Punjab for HR functions as enumerated in above sub paras.

**Cleared Service Selection Board (SSB) Exam mainly to asses Military Leadership skills and attribute in Sep 1993 at Air Force Selection Board (AFSB) Varanasi.**

The SSB assessed the core skills and attribute for military leadership, functional administration and human resources management qualities to be an officer in the Indian Armed Forces.

* Decision making
* Acumen
* Integrity
* Leadership navigation to enhance organizational performance
* Critical and analytical evaluation
* Effective communication
* Ability to multi-tasking
* Negotiation skills
* Interpersonal skills (verbal, written and problem solving)
* Ethical practise at work
* Creativity
* Relationship management & relationship building
* Global and cultural effectiveness
* Espirit-de-corps
* Mentorship and coaching
* Productivity and conflict management