**DIPANSHU SINHA**

**Contact:** +91-9581115000 / +91-171-2611388 / +91-9671112514

**E-Mail:** dipanshu.s@gmail.com

**Senior Level Professional with 20+ years of experience**

**Seeking senior leadership assignments in Logistics / HR Management / Operations Management with a leading organization of repute**

Ambitious professional with strong track-record of delivering top performance. Possess large spectrum of experience in **Logistics**, **Human Resource Management, Operations Management, Leadership & Planning and People Management**. Utilize keen skills, insights & team approach to drive organizational improvements and implementation of best practices. Superior interpersonal skills, capable of resolving multiple & complex issues and motivating staff to peak performance.

**Proven areas of expertise includes**

* Logistics & Supply Chain Management  Training & Development
* Leadership & Planning  Administration
* Human Resource Management  Operations Management
* Strategic Management  Risk Assessment & Management
* Project Management  Budgeting & Forecasting

# Business Profile

* **Accomplished, seasoned professional with proven success in operations management** to achieve the organizational objectives in a multinational / multicultural environment
* Strong ability to master a situation quickly; highly knowledgeable in a wide variety of professional disciplines and an exper t at organising & directing turnaround situations
* A strategic planner with expertise in devising policies & managing operations with focus on achieving organization’s mission & strategic direction
* **Extensive flying experience as a Combat Helicopter Pilot** and extensive **Command of Troops** in adverse areas
* Experience in managing modern HR systems with deftness in maintaining harmonious industrial relations among management and workers through efficient administration and resolution of the employees’ grievances
* **Implementing HR policies for manpower planning, recruitment, selection & development of new employees**
* Proactively performed leadership roles in varied functions and gained experience in managing large teams under complex situat ions & extreme stress
* **Liaising with Civil Administration and other parallel organizations for smooth operations**; planning & budgeting administration expenses and working towards minimizing operational expenses / costs; overseeing financial management including planning and provisioning of funds
* Adept in planning, directing & coordinating compensation & benefits activities for the staff of the organization
* **Holds the distinction of designing training & leadership modules** and organizing team building events across career
* Guiding the team to convert business drivers into practical results like profitable revenue & margin improvement
* Experience in managing routine operations and well acquainted with administrative & control aspects
* Competent in adding value through **increased employee satisfaction & productivity enhancement to ensure business growth**
* Deft at monitoring, measuring & reporting HR issues, opportunities and development plans within agreed formats & timescales
* **Implementing Organizational Development (OD) plans for enhancing the operational effectiveness** as HR policy formulation and communication strategy
* An enterprising leader with excellent leadership, persuasion, communication & analytical skills

**Career Record**

**Since Dec’93 Indian Army**

# Growth Path / Assignments Handled:

Dec’93 - Dec’96 Commando Platoon Leader

Apr’98 – Nov’00 Central/West Indian Deserts as Pilot/ Adjutant - Desert Utility Helicopter Flight

Nov’00 – Apr’03 Pilot/Adjutant & Chief Operations Officer – Extreme High Altitude Helicopter Flight

May’04 – Apr’05 Training Officer & Second –in –Command of Infantry Battalion

Apr’05 – Mar’07 Bangalore as Pilot/Adjutant - Newly Inducted Medium Lift Helicopter Squadron

Mar’07 - Sep’09 Kashmir Valley as Assistant Quartermaster General Operations

Oct’09 – Mar’13 Kashmir / Line of Control as Commanding Officer - Infantry Battalion

Since Apr’13 Ambala Cantt, Colonel Administration - Strategic Division

# Noteworthy Accomplishments:

# At Haryana, India Head Administration & HR - Strategic Division

* Functioning as Head Administration of division sized force geographically spread over 4 states
* Serving as Vice Chairman of Army Industrial Institute, Ambala (An Accredited Engineering Institute which provides technical training to over 250 students)
* Interfacing with the employees and ensuring timely resolution of employee grievances & maintaining harmonious working environment at all levels
* Organizing training schedule for employees on security & employee verifications
* Conceptualizing effective measures in operating procedures to optimize resource & capacity utilization in war and peace conditions
* Managing crisis situations within the region related to HRM, Administration, Legal & any other aspect on both short & long term basis
* Proactively handling administration of approx. 22000 personnel including their payroll & wage administration, security, performance appraisal and transportation management for men and material

# At Kashmir / Line of Control & Hyderabad, India as Commanding Officer - Infantry Battalion

* Commanded an Infantry Battalion with strength of 1000 troops as part of offensive military formations and on the Line of Cont rol at heights over 12000 feet in extreme inhospitable conditions
* Efficiently maintained sanctity of sector of approx. 50 km of Indo-Pak border in high altitude area on Line of Control
* Successfully completed command of operational, administration, welfare & financial aspects of 1500+ men and families in peace & war, including paramilitary and maintenance & support detachments of other arms & services of the Army
* Accountable for personnel management including leadership, motivation, appraisals and discipline
* Ensured inventory management & maintenance of integral stores worth 100 of crores of rupees
* Proactively managed transport fleet of 50+ vehicles including attached logistic echelons
* Assured supply chain management of 1500 troops under control
* Organized & imparted training to more than 500 Recruits & Officers Trainees in Operations Management, HR, SCM & Logistics
* Managed and coordinated a strength of 1000 civilian porters in forward areas for stores transportation
* Conceptualized & executed innovative military doctrines in desert and high altitude warfare with high rates of success
* Carried out financial planning & execution of Government funded projects worth Rs. 10 crores & above
* Attained complete ascendancy in the field of operations, personnel & human resource management in entire theatre with battalion lifting the prestigious theatre citation trophy
* Successfully monitored winter stocking of three battalions through own area of responsibility and ensured uninterrupted logistics support to over 4000 troops in high altitude areas worth over Rs. 250 crores
* Bagged prestigious Chief of Army Staff Commendation Medal for outstanding achievements in command
* Spearheaded Army Projects of “Winning Hearts and Minds” and responsible for the welfare and security of 5 villages in North Kashmir comprising almost 20 thousand villagers

# At Kashmir Valley, India as Assistant Quartermaster General Operations

* Monitored supply chain activities for close to 30000 troops deployed in highly active terrorism prone areas with the implemen tation of metrics / tools like individual, information, system, predictive & outcome, unconventional, etc. to accomplish the assigned tasks
* Handled & resolved issues of tender notes & negotiation of contracts, compilation & validation for rations & civil hired transport
* Accountable for dynamic deployment of transport to meet operational objectives in counter terrorism operations  Ensured follow up actions on ‘Operation Sadbhvana’ through involvement in several projects: o Constructed Residential Accommodations and School Building for Earthquake Victims
* Headed electrification in villages through Micro Hydel projects aftermath of the earthquake
* Participated in Organisation of Medical & Veterinary Camps for Civil Populace
* Uninterrupted logistic support to over 30000 troops deployed in high altitude areas through aircraft, animal transpo rt and manual labour year round
* Ensured 27% saving (approximately a Million USD) in supply & services fund and 20% (approximately a million USD) in fund related to Petroleum product
* Significantly contributed in dynamic replenishment of stores, thereby resulting in No Dead Stock at any depots in entire area of responsibility for 2006-07 & 2007-08
* Steered efforts in preparing budgets, planning, cost control & evaluating progressive expenditure resulting in 22% saving (approximately 1.5 million USD) to the organization  Successfully managed:
  + Funds of 25 Million USD for financial year to include budgetary & revised estimate, modified appropriation and closure in conjunction with Controller Defence Account
  + Transport for a fleet of 1200 military vehicles apart from civil hired transport
  + Convoy for move of 2500 transients & logistics stores in approximately 300 vehicles on daily basis
  + Advance Winter Stocking in terms of rations, petroleum products, ammunitions, medicines, special clothing and other amenities stores for 9000 troops at forward post which get cut off for 150-180 days in a year

# At Bangalore as Pilot/Adjutant &Chief Operations Officer - Newly Inducted Medium Lift Helicopter Squadron

* Served as part of the team of initial induction personnel in brand new type combat lift DHRUV Helicopter Squadron for Indian Army
* Manned flying operations in new Advanced Light Helicopters being inducted into Indian Army
* Coordinated with Helicopter Division, Hindustan Aeronautics Limited, Bangalore
* Assisted in flight testing and research & development of advanced Aviation/Avionic Systems
* Liaised with Civil Transport Agencies for continuous mechanical transport services for speedy operations and quick turnaround maintenance
* Acknowledged as one of the rare officers to be concurrently part of two new raising squadrons in quick succession
* Efficiently raised and developed Advanced Light Helicopter Squadrons for Army Aviation Corps, Indian Army
* Handled and inventory management of aviation stores/spares worth approx $ 35 Million USD
* Administered approx. 500 elite personnel encompassing training and their career development/HR issues
* Managed a Fleet of vehicles and ensured 24 hour operational readiness in support of operational tasks

# At Bhutan & NE India as Combat Training Officer & Battalion Second-in–Command of Infantry Battalion

* As training officer, selected to lead and supervise training of foreign armies in Bhutan in overseas assignment
* Conceptualized, doctrined and directed all training activities of an Infantry Battalion for roles in High Altitude, Jungle terrain and Desert operations
* Configured & implemented training methodologies & HR policies for 1000 troops to achieve highest standards of operational preparedness and 24/7 readiness
* Monitored and benchmarked training metrics and indices for optimum performance and highest outputs from all personnel of battalion including officer cadre
* Selection and mentoring of outstanding personnel for advanced training in military and civil institutes of repute
* Planning, forecasting and conduct of all training activities and budgeting and planning of expenditures and installation of state of art training infrastructure from dedicated funds throughout the year
* Planning, coordination and execution of large-scale military exercises with battalion troops in desert/ high altitude and jungle terrain as per scheduling patterns
* Coordination and execution of battalion sports and fitness activities on a daily basis

# At Ladakh, Jammu and Kashmir, India as Pilot/Adjutant & Chief Operations Officer – Extreme High Altitude Helicopter Flight

* Served as Chief of Operations of helicopter Flight on Leh, Ladakh (Aérospatiale SA 315B Lama)
* Conducted flight operations in the highest helipads in the world in glaciated terrain
* Led a troop of 200 personnel for flying, maintenance and ancillary services
* Conducted analysis of fund in consonance with current development in infrastructure as well as technology
* Successfully monitored daily operations in the extreme ends of inventory operating margins under threats from hostile trans border actions and altitude/weather limitations
* Served as Veteran of Operation Parakram (The largest mobilization of Indian Army on the frontlines as a Combat Pilot)

# At Central India as Pilot/ Adjutant & Chief Operations officer - Desert Utility Helicopter Flight

* Functioned as Chief of Operations of Helicopter Flight operating in Desert s and Central India (Aérospatiale Alouette III)
* Provided Air Traffic Control support functions in Jhansi airbase
* Served as Operations In-Charge and responsible for entire gamut of Training, Management & HR policies for flight manpower of 250 personnel
* Acted as communications in charge of the base, ensured uninterrupted communication links 24/7 with various military channels of command and civilian agencies for immediate response to crises/ military undertakings.  Actively participated in:
  + Operation Vijay as part of Indian Army’s Strike Corporation
  + Intensive frontline Relief Operations in Orissa in the aftermath of Super Cyclone/ Tsunami in 1999 o Air Med Evac operations and transportation of stores including critical rations to citizens

# As Commando Platoon Leader, Counter Insurgency Operations

* Served as Battalion Commando Platoon Leader in highly active counter insurgency environment
* Directed a force of 200 personnel including training for war readiness, crisis management, performance appraisal and equipment management to include war machinery
* Selected to lead highly select group of commandos in counter terrorist operations
* Functioned as Commando Leader and bagged Sena Medal (Gallantry) – twice for leadership excellence
* Received Chief of Army Staff Commendation

# Additional Duties:

* Efficiently functioned as:
  + Ex-Officio Chairman of Regimental Church Committee and involved in welfare of families of servicemen
  + Vice Chairman of Army Industrial Institute, Ambala with strength of 250 students and close to Rs. 8 Crores worth of fund unde r management
  + Ardent fine art collector and hold large number of works of upcoming Indian Modern artists o Large number of professional publications in service journals on military issues
  + Helicopter Pilot with extensive flying experience in all kinds of terrain and deep knowledge of aviation command/ control and support operations

**Trainings/ Courses Attended**

* Officers Training Course from Indian Military Academy, Dehradun in 1993  Young Officers Course (Infantry) from The Infantry School, Mhow, M.P. in 1994
* Commando Officers Course from The Infantry School, Belgaum, Maharashtra in 1995
* Pre Basic Pilot Course from School of Arty, Devlali, Maharashtra in 1996
* Army Pilot Course from Air Force Academy, Dundigal in 1997
* Helicopter Conversion Course from Helicopter Trg School, Hakimpet in 1997
* Basic Army Aviators Officers Course from School of Arty, Devlali in 1998
* Flight Safety Maintenance Officers from Institute of Flt Safety, IAF, New Delhi in 1999
* Junior Command Course from Army War College, Mhow in 2001
* Defence Services Staff Course from DSSC, Wellington in 2004
* Diving Course from Special Forces TRG School in 2006
* Senior Command Course from Army War College, Mhow in 2009
* Joint Civil Mil Trg Pgme on National Security from Lal Bahadur Shastri National Academy of Administration (IAS), Mussoorie in 2011

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**Professional Institutions**

* IDSA - Institute of Defence Studies and Analyses
* USI - United Services Institute
* CENJOWS - Centre for Joint Warfare Studies
* RWSI - Rotary Wing Society of India

**Social Institutions**

* Wellington Gymkhana Club, Nilgiris, Tamil Nadu, India
* ASC Centre and College Golf Club, Bangalore

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* Served as Captain and led the High School & Varsity Athletics Teams at National Level Competitions
* Represented university in various debating competitions and actively participated in Varsity debating

**IT Skills**

* Well versed with MS Office (Word, PowerPoint & Excel) and Internet Applications

**Certification**

* Deep Sea Diver with international PADI Divemaster Instructional Certification

**Education**

* M.Sc. in Defence & Strategic Studies from University of Madras in 2004 with distinction
* BA (Hons.) in Economics from Hansraj College, University of Delhi in 1992
* Diploma in Senior level Defence Management from Devi Ahilya Bai Vishvavidhalaya, Indore in 2009
* Diploma in Film Appreciation (XXXI Course) from Film & Television Institute of India, Pune in 2006  Diploma in Defence Management from Devi Ahilya Bai Vishvavidhalaya, Indore in 2001
* International DiveMaster (SCUBA) Diving Instructor from PADI Dive School, Andaman Islands in 2013

**Social Engagement**

* Actively involved in Sadhbhavna, a Govt. project for amelioration of living conditions in backward villages of Kashmir
* Associated with the Project AWARE for improving maritime environment

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Date of Birth: 20th May, 1971

Current Address: 177/3 Vikram Batra Officers’ Enclave, Allenby Lines, Ambala Cantonment, Pin – 133001, India

Permanent Address: 11-L, ‘Wales’, The Merlin Residency, 26 Prince Anwar Shah Road, Kolkata. Pin – 700033, India Languages Known: English, Hindi and Bengali

Nationality: Indian

Passport No.: J5062748, Valid up to 18/04/2021

Marital Status: Married

No. of Dependents: 01

Driving License Details: Driving License No.25161998OS, Issued by RTA, Hyderabad, Dated 24/03/2011 (Valid Till

03/02/2018)

LinkedIn Profile <http://www.linkedin.com/in/dipanshusinha>