**Lt Col HARMINDRA SINGH GILL (VETERAN)**

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**EDUCATION**

* **Certificate Course in Business Management** from IIM Ahmadabad ( 2011-2012)
* Pursuing **PhD in Management** ( 2010 - ) Thesis on Strategies to Combat Corruption in India-An Established and Developing Democracy
* **Master of Science (Munitions Technology)** from College of Material Management, Jabalpur University, Jabalpur in 2010
* **Advanced Work-study**  from Institute of Technology Management (Defense Research & Development Organization),Mussoorie in 2008
* **Higher Ordnance Management** fromCollege of Material Management, Jabalpur University, Jabalpur in 2007
* **MBA (Materials Management)** from College of Material Management, Jabalpur University, Jabalpur in 2007
* **General Fire Prevention & Fire Fighting Course** from Centre for Fire, Explosive & Environment Safety, Delhi in 2006
* **Senior Management Officers Course** from College of Material Management, Jabalpur University, Jabalpur in 2006
* **Diploma in Advance Materials Management** from College of Material Management, Jabalpur University, Jabalpur in 2003
* **Diploma in Materials Management** from College of Material Management, Jabalpur University, Jabalpur in 2000
* **Tibetan Language Interpreter Ship Course** from Army Education Corps Training School & Centre in 1996 (Distinction and Instructors grading)
* **Combat Engineering Course** from College of Military Engineering, Pune in 1993
* **Advance Diploma Part-I French** from School of Foreign Languages, New Delhi in 1988
* **B.A.** from JNU, New Delhi in 1987
* **Schooling** from Sherwood College , Nainital (1978-1983)

**Seeking senior level positions in Materials Management, Supply Chain Management, Safety/Security, Administration, Operations, & Planning in an organization of repute**

**SYNOPSIS**

* A competent & dynamic professional with 22 years and 11 months of extensive experience in the Indian Army as a Security/Safety & Supply Chain Professional and 5 years plus in the corporate sector in cross functional roles.
* A strategic planner with extensive experience in managing operations of large groups with demonstrated leadership qualities & organizational skills during the tenure.
* An effective planner and coordinator among various defense and civil agencies to execute work projects keeping all aspects of HAZOP/HAZID in view.
* Hands on experience in general administrative activities, personnel management (including handling of unions), policy implementation and facility management across assignments.
* Proficient in knowledge of armament and explosives. Trained Paratrooper with experience in counter insurgency, law & order and anti militant operations pan India in close coordination with regional police forces.
* Proficient in formulating and improving fire prevention and fighting, security systems, environment safety measures and resolving security problems in liaison with civil agencies both pan India & overseas.

**DOMAIN SKILLS**

* Identifying vulnerabilities / exposures & risks; conceptualizing & implementing security plans & procedures for day-to-day operations as well as contingencies
* Implementing stringent security systems / measures to establish & maintain high security standards & protect the high-value assets of the nation
* Liaising with various Government Officials and agencies, thereby ensuring smooth operations
* Formulating strategic plans to enhance operations; implementing strict measures in operating procedures to optimize resource / capacity utilization
* Managing overall profitability of operations and strategic utilization & deployment of available resources to achieve objectives
* Designing and executing systems and processes for enhanced monitoring and control
* Taking adequate measures to monitor and analyze the performance of freight forwarders/clearing agents/transporters pertaining to cost, quality and delivery norms
* Coordinating with other departments for material requirement planning, material procurement & purchase planning, ensuring continuous supply at optimum costs
* Defect Investigation/Inspection/Identification of unserviceable/obsolete stores and designing work process flows and HSE measures for their breakdown/repair till the final disposal in keeping with environmental norms
* Planning Budgeting & Cost control for all types of Heavy earthmoving Equipment, Pipelaying Equipment, Material Handling Equipment & Construction Plant & Equipment.
* Implementation of state of art Maintenance & ERP systems for operation, maintenance & repairs of various types of Equipment.
* Implementing Cost control measures through Inventory control, analysis of equipment performance, Budget Vs Actual for Spares, fuel and lubricant consumption, breakdown analysis of equipment
* Lease and hiring of Plant & Equipment(P&E)
* Spares purchase.
* Excellent communication and interpersonal skills, positive attitude, sincere hard working and, target oriented.

**ORGANISATIONAL DETAILS**

**Growth Path with Responsibilities & Highlights**

**01st Feb 18 till date- Responsible for Union Territory of Chandigarh and Punjab for Ashimara Housing Pvt Ltd**

**Key Deliverables:**

As head for two states identified target client and formalized a business opportunity into an agreement with the largest coaching institute in the world having a pan India presence. Identified appropriate property ,leased it on own T&C and prepared it as per requirement to meet a short deadline. Also identified another property in Jullundur and took over a running University hostel with 70 foreign anchor tenants from Bangladesh. Formulated appropriate SOPs for effective cost control and efficient running of the establishments .Responsible for P/L of the business units and all liaison work with all government agencies and the supportive eco system. Responsible for marketing, sales, publicity ,client relations, and end user expectations along with various vendors. Currently engaged in scaling up operations pan India.

***Growth Path with Responsibilities & Highlights***

***01st Feb 2017 to 31 July 17 Corporate Head Safety, Security, Transport & Liaison, Bharat Hotels Limited***

Group Head for Security, Safety, Transport & Liaison across 13 operational hotels in India & overseas & one Hotel Management Institute in India.

***Key Deliverables:***

1. As head of transport analyzed the requirement of fleet & executed & implemented a Corporate Relationship with cab aggregator OLA to bring down annual running costs by 1.5 Cr. Identified the loopholes in the system & saved CAPEX by finalizing contract agreements with suitable vendors for Lease Operating Model for various security related equipment. Identified & contracted Indian manufacturer of License Free Handsets as per 2008 GOI Notification doing away with infructuous costs & time. Negotiated with Security Agencies Pan India to bring down service charges.
2. Identified & highlighted deficiencies in the VMS & Access control systems in the London Property & made the vendors provide an optimal solution within the DLP at their risk & cost.
3. Presently engaged in the formulation & implementation of the Lease Operating Model across upcoming projects.

***Dec 23, 2013 to 31 Jan2017 GM- Plant & Equipment (P&E), Inventory, Punj Lloyd Ltd***

Leading the Plant and Equipment, Inventory management and Warehousing functions in an EPC (Engineering Procurement, Construction) environment globally across 64 active locations in Middle East Asia, South East Asia, Kazakhstan & India successfully.

**Key Deliverables:**

***1. Head Inventory-*** Developed the company’s Inventory management & Warehousing strategy with the aim of securing the company’s assets both at project & corporate level. Formulated & executed audit mechanisms at monthly & quarterly periods for real time checks. Generated Quarterly revenue of 25 Crores for2 successive years running by formulating & implementing Scrap Disposal SOP.

**2.** **Head Technical Services** - Formulated SOPs for safety, security, mobilization, operation and maintenance of P&E & allied manpower planning. Implemented the periodic maintenance schedule and monitored equipment condition for timely repair and effective utilization. Implemented cost saving measures and modifications to achieve substantial reduction in O&M expenditure. Formulated contract agreements & Leased out company owned P&E to generate revenue in line with organizational goals.

***3. Operational Performance***

* Created and validated processes to prevent losses due to theft /fraud /neglect in an ERP system while accommodating interests of all departments
* Worked in conjunction with all stakeholders to ensure Cost/QA-QC/HSE/Planning/Execution norms are met
* Validated and ratified the correct flow of all material encompassing the womb to tomb concept
* Ensured 95 % utilization of all operational P&E along with adherence to fuel/spare consumption norms in line with the preventive/periodic maintenance schedule
* Eliminated infructuous expenditure by consolidating warehouse requirements & hiring of Security Agencies through reverse auction

**April 2012 till Dec 22, 2013 GM Operations at Prime Focus World, Mohall**

Led the Rotoscopy division engaged in the conversion of Hollywood/Bollywood movies into 3D and was responsible for production, cost control and quality output to meet client demands across three facilities in Hyderabad/Mumbai/Chandigarh. Kept the attrition levels and shrinkage amongst a strength of 1000 artists and 100 Support Staff at targeted levels to ensure deadlines are met and ETAs adhered to in addition to framing of policies, procedures with due validation of all accepted processes in a fluid and flexible business environment while meeting targets simultaneously. Accomplished shorter work process flows by doing Root Cause Analysis & implemented the doable steps.

**Jul’10-Nov 11**  **Officer Commanding-Ammunition Repair Section**

**Key Deliverables:**

* Provided advice on Safety, Security of all munitions holding echelons as well as fire, environment, explosive safety advice to all defense formations in the National Capital Region including National Security Guards and UN Peace Keeping forces. This included defect investigation, inspection, repair, break-down and final disposal of unwanted inventory in accordance with UN environmental norms and guidelines.
* Signed off on the load manifest clearance for transportation of munitions cargo in accordance with UN specifications. Rendered advise on storage and transportation of all munitions in the national capital region

**Key Highlights:**

* Rendered technical advice for formulation of Standard Operating Procedure and work process to be followed for disposal of explosive infested scrap received from Iraq & dumped at Okhla in accordance with Delhi High Court orders. Successfully retrieved, transported & demolished the same at Tughlaqabad in active collaboration with the Delhi Fire Service, Delhi Police & NGT.
* Lead time for documentation and inspection brought down to 10 days from 30 days
* Highlighted unnecessary correspondence with higher echelon to streamline and reduce lead time for disposal of unwanted inventory

**Aug’08-Jul’10**  **Deputy Director – Stores - Operational Command**

**Key Deliverables:**

* Involved with technical evaluation of wide ranging inventory comprising of general stores and armament and ammunition and identifying the unwanted equipment, its disposal as per the safety &security norms and identification of replacement
* Responsible for management of comprehensive inventory of an operational Corps of the Army with a dependency of 130,000 troops

**Key Highlights:**

* Highlighted the mismatch between material handling equipment , warehousing facilities and transport and provided an innovative solution for the same to bring down handling time by 30 % in a high altitude area keeping all aspects of HSE in mind
* Undertook a study for storage of munitions in an underground facility and presented a paper on the same encompassing all aspects of HAZOP/HAZID
* Conceptualized, planned and executed the conversion of an auditorium into a first day first show state of the art cinema hall in an operational area

**Apr’ 06- Aug ’08** **Commander Logistics Echelon & Technical Area - Logistics Depot**

**Key Deliverables:**

* Spearheaded the technical functioning of the echelon tasked to hold an inventory of 7500 items valued at Rs 215 Crore Responsible for the procurement of all non explosive stores of the army
* Performed logistics functions like forward placement of stocks in support of fighting troops, conceptualized re-adjustment of stocks, supply chain management
* Ensured a very high state of availability of inventory at all times by cost effective & efficient warehousing
* Responsible for:
* Management of workforce of 750 military, civilian industrial and non industrial employees
* Administration of logistics echelons requiring high state of operational and security readiness in a dynamic environment.
* Responsible for defect investigation, testing, break-down ,repair and final disposal by destruction of all unserviceable stores and munitions by carrying out HAZOP/HAZID and designing foolproof and efficient HSE methods

**Key Highlights:**

* Identified bottlenecks/weaknesses in the material handling system by carrying out RCA(Root Cause Analysis) in the biggest munitions facility in Asia and succeeded in providing a customized solution in the form of a Flexi conveyor in collaboration with Value Mantra Business Solutions Pvt. Ltd., Nagpur
* Successfully led a team to sanitize an area from unexploded explosives and munitions, post an accident and achieved the task within the given time frame adhering to all safety regulations
* Undertook a study in a private capacity to reduce the lead time for loading ,un-loading ,and handling of awkward loads and succeeded in making blueprints for the same in association with faculty of ITI Nagpur

**Sep ’04- Apr ’06 Administrative Officer & Traffic Officer - Logistics Depot**

**Key Deliverables**

* Implementation of statutory requirements in terms of CCA & CCS rules as well as the Factories Act, Industrial Disputes Act & Labor Laws
* Installation management including security, fire fighting and administrative management of personnel
* In house training of personnel in storekeeping functions, security and fire fighting functions and creating and sustaining an effective network
* Ensured cordial relations with industrial workers and interactions where required with recognized trade unions

**Key Highlights:**

* Pivotal driving force behind the concept, formalization, prototyping, innovation and execution of modification to a Fork Lift Truck resulting in reduction of number of load bearing ( 9 Ton vehicles)from 100 to 43 and saving of Rs 45 lakhs to the state exchequer to lift the same unit load
* Led a fire fighting team in response to a call for aid to civil authorities to rescue a trailer truck (loaded with cotton bales) which had come in contact with a HT line and caught fire
* Managed to retrieve the truck and part load and was decorated with an award for disaster management for the same
* Instrumental in approaching, negotiating and formalizing of an offer for establishment of an ATM in a backward area with bank operatives for establishment of an ATM (AXIS Bank) for the welfare of civilian and military employees

**Nov’00-Sep’04**  **Commander Inventory Control & Stocking Wing - Logistics Echelon**

**Key Deliverables:**

* Identified obsolete and dead inventory worth Rs 1 to 1.5 Crore and back loaded it saving on warehousing costs
* Detected inventory (clothing) affected by pests and succeeded in isolating, treating and eliminating the problem
* Attended material management courses lasting for a period of one and a half years

**Dec’88-Nov'98 Commander and Manager Combat echelon (Infantry)**

**Highlights**

* Trained ,led and managed a force of 126 combatants in peace / counter insurgency / high altitude area / international border & operated in consonance with the Punjab/ Manipur/Nagaland & J&K Police forces as a force multiplier in disturbed areas with law & order problems
* Personally led a counter attack against militants after being attacked and after a 2 ½ hours encounter extricated own wounded colleague under intense point blank fire from militants. Got wounded in hand to hand fight with one of the militants and was decorated for gallantry in the face of enemy.