

APPLICATION FOR “EXECUTIVE PROGRAM IN PRODUCT & BRAND MANAGEMENT AT IIM ROHTAK”

PROFILE SUMMARY :

EMPLOYMENT DETAILS :

1. 4th Feb 2020 to till date (Vice President – R&D , Construction Chemicals , ASWANI INDUSTRIES PVT. LTD. (Brand : ASCOLITE) , SURAT , Gujarat – 3 Years (+).

(a) Responsible for driving business growth by new development of demanding polymeric chemicals like all sorts of admixtures, cement based products like ready mix plaster, block joint mortar, walling panel joint mortar , thin bed mortar , wall putty, non shrink grout (normal flow able and gun grade grout, micro concrete, all types of tile adhesives, tile grout, water proofing acrylic binder , polyurethane based high strength tile adhesive , epoxy repair mortar , polyurethane grout , two and three components epoxy grout , epoxy bonding adhesive for old to new concrete, polyurethane adhesive , epoxy flooring screed , primer , self levelling flooring and coating , acrylic one component , two components water proofing etc.

(b) Quality control of in situ production process, raw material, finished good and training of chemists

(c) Managing R&D laboratory for indigenous development of polymeric and cement based micro concrete, non shrink grout , ready made normal and fibre based mortar , block joint mortar , thin bed mortar, crack repair mortar, acrylic putty, colored damp proof coating , heat resistant roofing membrane

(d) Technical support to industrial adhesive market for new product approval & solving customer issues

(e) Sourcing key raw materials for cost optimization and better quality – technical purchase

(f) Team building (15 +) and working safely following the company guidelines using S.H.E. norms

(g) Proactively comparing the competition products to develop better cost competitive equivalent FG

(h) A key player in driving innovation by identifying new products

(i) Working closely with marketing to develop tools which help the sales team be more effective in the field and then working with the sales team to ensure the tools are well understood and used in the field

(j) Having an understanding of the customer competition, industry trends, market forces affecting the business and product/ application needs

2. 5TH Dec. 2016 to 31st Jan 2020 with EFTEC India Pvt. Limited , Ranjangaon , Pune (SWISS MNC):
(Manufacturing and supplying to TATA MOTORS PUNE , LUCKNOW , SANAND , JAMSHEDPUR , MAHINDRA & MAHINDRA NASHIK , PUNE , ZAHEERABAD , SUZUKI MOTORS GUJARAT, MARUTI SUZUKI , TOYOTA , BANGALORE , RENAULT NISSAN & PSA CHENNAI, VOLVO BANGALORE, SKODA VW PUNE , EICHER INDORE GENERAL MOTORS PUNE and export to Japan , Mexico etc. for OEM)

Role :

Head R&D and QA at EFTEC India , Ranjangaon MIDC , Shirur , Pune (A Swiss MNC)

1. Developing sealing and bonding products for all types of specialty polymer and synthetic resin based products with base epoxy , paste grade poly vinyl chloride (PVC) and hybrid bonding adhesives used for automotive OEM (body shop applications like mastic , hem seal , anti flutter) ; PVC paste grade resin based sealants and adhesives for interior sealer , exterior sealer , thumb grade putty type gap filler , roof ditch sealer , under body coating (UBC) , stone guard coating (SGC). and all types of cavity wax, under body wax , engine wax , body wax for corrosion protection of car , truck , bus OEM.
2. The main KRA is maintaining S.O.P. dates strictly for any new product developments as agreed with customer , compliance as per company policy and EMS group directive, meeting customers to understand application and line issues and solve the issues within agreed time frame ; present product portfolio to customer (process engineering , production , quality and buyer) as and when required .
3. Achieving 1 YP and 3YP internal target for the R&D department as per the approved directive from EMS group ; monitoring daily and weekly basis all internal targets strictly and fill up the gaps with a viable realistic solution after in depth analysis of the problem to achieve target and present it to boss.
4. Preparing meaningful request for approval of any high value investment with its thorough analysis.
5. Develop and modify all the recipes and formulas to achieve internal target of % gross profit (%GP).

6. Alternate raw material approval for helping purchase department to achieve their purchase power saving project (PPP target) ; it is calculated monthly basis as per the set target from global group.
7. Support programme management , sales and marketing department to get the approval of any new product as per the customer requirement and RFQ from the OEM.
8. Fixing the test matrix and specification sign off after through study of all the OEM specification and internal feasibility study with a proper "GO NO GO" agreement within all the stake holders of the company and CFT members.
9. Review of all the new product development process as a weekly basis by conducting APQP meeting .
10. Follow PPAP , all guidelines of OEM starting from DFMEA , FMEA , control plan, preparation of audit
11. Support quality control , production , logistics (RM issue for MRP revision - increase or drop in planned car production) , preparation of customer audit & do regular internal audit of these departments.
12. Follow strictly 5 S and monitor departmental KAIZEN (target vs. achievement) with regular review.
13. Imparting product training to all the customer service executives for necessary knowledge to run the production lines of OEM as per customer demand. It includes USP, DO s & DONTs and .process map.
14. Localization of imported adhesives and sealants by in house formulation , testing and approval of customer by continuous involvement and regular tracking jointly with process engineering and buyer , line trial and final implementation of locally EFTEC India product at customer place and also handover the total technology to internal production and quality control team by step by step technology transfer .
15. Support production for sudden raw material crisis situation to avoid the line stop situation by selection of ready available alternate material and required change in production process following EMS global rule with approval from all H.O.D. and President by signed deviation note & engineering change note (ECN). It includes charge sheet hand over to production for the alternate process and QC release.
16. Prepare all relevant departments like R&D , QC , QA , production etc. for IATF audit and global audit like VDA as required for German MNC OEM like Mercedes Benz.
17. Technology transfer both ways with EFTEC's technical partner at JAPAN required for Japanese OEM.
18. Regular communication with all key customers as and when required and help company to get award
19. Judicial dilution of non moving and slow moving inventory for avoiding write off and increase in profits
20. Adjusting to change management as per company's requirement and achieve the result by full focus.

Highlights at EFTEC India from 2017 to 2019 (Head Research Development & Quality Assurance) :

1. EFTEC India was awarded competent for design and development in 2018 for the first time and certified by IATF ; earlier development was supported by EFTEC China (ISO TS).
2. EFTEC India was awarded certificate for zero defect quality supply by Toyota Kirloskar for the first time in the year 2017 and the same continued for 2018 and 2019.
3. EFTEC India achieved % gross profit more than the target as per 1 YP in 2019 at a less sale.
4. EFTEC India received approval from RTK, Korea for localization of body shop adhesive in 2019 for Renault cars ; These adhesives were earlier imported from EFTEC Switzerland
5. EFTEC India received approval from RNTBCI for localization of body shop adhesive in 2019 for Nissan cars ; These adhesives were earlier imported from Sunstar , Thailand
6. EFTEC India received the approval of seam sealer , under body coating and cavity wax from MSIL (Maruti Suzuki, Gurgaon and Manesar plant) for the first time in 2019.
7. EFTEC India became the sole supplier for seam sealer and under body coating in 2017 at Suzuki Motors , Gujarat and the same was continued for B line in 2018.
8. No loss of business for any bad quality supply from year 2017 to 2019 for any OEM (car).
9. EFTEC India's sealant got approved by Sanguong Motors, Korea in 2018 for Mahindra and Mahindra (Nashik) new robotic paint shop line and EFTEC India was awarded business.
10. No write off for any expired inventory during 2017 to 2019 and no bad impact on % GP.
11. No downtime or yield loss due to raw material shortage in production in spite of RM issue.
12. Skoda VW was supplied an improved sealer to reduce the consumption for the first time.
13. Zero emission locally made cavity wax supply was implemented for all Renault model cars at Chennai plant. Earlier it was being imported from EFTEC UK.
14. Concept of technical reduction (VAVE) implemented at Renault Nissan & Tata Motors.

Overseas Activities at EFTEC India

**** Participated EMS policy (R&D , technical & purchase) training for 3 days at EFTEC China**

***** Participated EXXON MOBIL global training and workshop on plasticizer for 3 days at China**

***** Attended technical and purchase joint annual global meeting for 3 days at EFTEC Thailand**

Nov 2013 to 2ND Dec. 2016 with Rossari Biotech Limited , Kanjurmarg , Mumbai (a J.V. with Drizoro , Spain - Construction Chemicals and also J.V. with Knopp Germany flooring solution) as Head Technical

Role :

Technical Head – R&D , developing new products , QA , customer service , new business development

1. All types of Admixtures , Crystalline and Cementitious Water proofing (one component , two components , latex based) , Grout , Repair Mortar , Anchoring , Bonding Agents , Epoxy Flooring / Coating , Cementitious Floor Levelling Product, Polymeric Adhesives , Tiling Solution , Sealants , Roofing Products with building and infrastructure customers / dealers / distributors
2. Additionally responsible for developing all types of water based acrylic polymer required for textile bonding agent , ceramic tile adhesives for manufacturing all types of ceramic tiles ; synthetic softeners required water treatment plant and cooling tower, boiler etc. , .

**** Supplied full concrete hardener in the Mumbai new airport terminal & all constructions of M/s. Kanakia
Supplied tile bonding acrylic polymer additives to more than 100 companies at Morbi successfully
Supplied full range of construction chemicals in Nepal before and after earth quake by dealer network
Supplied full range of water treatment chemical at Procter & Gamble to Thermax etc. companies**

Aug'01-Aug'13 with Sika India Central R&D, Kalyani, West Bengal & then Sika India Pvt. Ltd., Goa & finally at Sika, Mumbai Assistant Manager - R&D & rose to the post of Manager Technical Services

Role:

A competent professional with twenty years of professional industrial experience in research & development , new product development , application research, team leadership , customer service, technical service and MIS reporting. Achieved significant exposure in coordinating with customers for understanding their technical requirements and facilitating the internal departments for developing technical blueprints. Efficient in translating market need into product solutions. Adroit in handling projects from concept to commissioning stage & handling project activities involving working out various requirements with respect to planning, equipments, manpower & monitoring overall project execution for timely completion Have gained experience in developing training programs and creation of new R&D & technical service laboratory facility.

Established engineering from scratch like specification and customer requirement for validation, routine testing /trial testing of client's substrates / component /products Skilled in heading overall operations for new product development including requirement analysis, finalizing its quality control release specifications, prototype development , assisting production for scale up & required testing activities A strategic planner with abilities in managing business operations, determining company's mission and strategic direction Planning and organising day-to-day research activities and resolving procedural problems as appropriate to the timely completion of research objectives and Interface with procurement to implement cost effective product solution Conversant with physical property measuring instruments like: Compressive Strength, Tensile Strength, Elongation(%), Heat Distortion Temperature (HDT) ,Three point and Four point Flexural Strength, Moulding, Peel Off Strength , Hardness, Adhesive Tensile Strength (Bond Strength) Pot Life / Gel Time, Open Time , Flash Point , Viscosity by Brookfield Viscometer , MAV etc. as per set standards Demonstrated excellence in overseeing preparation of stabilized nanoparticles and nano-composites, conducting nanocomposites, characterization by SEM , EDAX , TEM etc. and characterization of water soluble ionic nano polymer Gained expertise on analytical instruments involving synthesis of ionic polymers (Ionomers), characterization of polymers by FTIR, XRD, ¹H NMR , ¹³C NMR , UV vis, TG-DTA , DSC ,Viscosity , Karl-Fischer Titration, DMTA, ESCA etc.

Active participation in regular collaborative sessions with local , global technology and innovation teams to share learning, problems uncovered, opportunities, develop common themes for technology platforms, and transfer technology to India Proficient in developing material performance , reliability database & creating intellectual property to support business

Bagged Performance Award in 2013 for continuous eleven (+) years of exemplary services at Sika India Pvt. Ltd. (Construction Chemicals) R&D , Product Management , Technical Service , Trouble Shooting.

CORE COMPETENCIES

Product Management & Customer Approval Decision Making & Strategic Thinking Application Research & Development Right Communication at Customer's Place Result Oriented & Customer Focus Cost Control & Product Optimization Aggressive Technical Services & Testing Establishing New Product at Client's Place Innovative Management & Proactive People Development & Team Building Emotional Intelligence & High Ethics Efficient in Handling Customer Claim , Dilution of any Non Moving and Slow Moving for profit , Localization of imported products for value addition to customer as well as internal profit increase , customer audit handling.

- A. Construction chemicals starting from cement based product to synthetic resin like epoxy , acrylic , and sealing bonding with poly urethane base and concrete admixture of lingo, melamine and PC base
- B. Flooring and coating (epoxy – 2 K , 3 K) and PU base and concrete hardeners , structure strengthening
- C. Glazing of façade for big building and multi storied structures based on silicone chemistry (1 K & 2K)
- D. Specialty coating like swimming pool , nuclear reactor , food grade water tank and high build coating
- E. Automotive body shop adhesives (epoxy , hybrid , PVC base) , Trim shop (PU base direct glazing)
- F. After market product ranges for car like cost effective small packing repair product of fast cure car glass replacement , under body, chassis protection, cavity protection and polishing including polyester putty
- G. Membrane water proofing (bitumen base and gravel type) , injection grouting , sealing & repair mortar
- H. Automotive interior sealing , exterior sealing , roof ditch (PVC base) & wax based corrosion protection
- I. Automotive hot melt , 1K head liner and floor , hand rest laminating adhesive (water based PU – 2 K)
- J. NVH – Acrylic water based LASD (Liquid applied sound dampening system) for automotive (car).

Manager- Technical Services (Industry & Sealing Bonding Division) Jan 2008 – Nov'2013

Managing technical service laboratory alone from the inception of the "Industry division business" where customers' substrates tested for offering correct sealing bonding solution. It involves customers for OEM like VOLVO , Tata Marcopolo Motors Ltd., Ashok Leyland , Eicher , Mahindra Navistar & bus body building units, car glass replacement (AGR), façade, solar & windmill

Establishing cost effective bulk packaging adhesive application from costly smaller packing supply at main OEM.

Handling very big adhesive product quality claim at OEM and saved SIKA from big product quality claims. Mentoring the sales team with strong analytical and problem solving skill for application problems of our windmill customers like Enercon, Vestas, RRB Energy, L M Glass Fibre where one & two component PU & MMA adhesives supplied by Sika. Interacting with overseas corporate and regional technical department to establish new technology by laboratory and field trials so that commercially those products could be launched in Indian market Releasing sealing bonding manual for OEM and worked on hotmelt and different types of 1K & 2K laminating adhesives

Accountable for:

Handling key sealing bonding projects with key account and market field managers for existing and new clients Giving presentation of sealing bonding solutions for value added sales to the prestigious clients & key accounts Interacting with OEMs to understand the unmet needs and value associated, propose the technology roadmap and new product/technology development strategy .Interacting with process engineering, production, quality and purchase team of bus , truck and rail main customers (OEM) like Volvo, Tata Motors (FBV) , Ashok Leyland, Eicher , Force Motors . Man , CLW , RCF , BEML , BMW, Mercedes & Audi-VW car OEM etc. for establishing cost effective sealing bonding process. Organising regular application & technical training sessions for the prestigious customers & OEM like Volvo, TMML etc. Releasing validated SOP for adhesive bonding applications at OEM & application process audits at frequent intervals at customer places for application checks, testing & validation of sealing bonding process as per recommendation.

Support marketing campaign such as technical toolkit for product promotion.

Performing field trials for newly developed product and new technology solution for getting actual customer feedback to region and corporate technical department and R&D for improving performance & establishing the product in Indian OEM market

Fast testing of our adhesives with actual substrates from clients & comparing with competitors' products for gaining business Administering sales team for application problems of windmill customers like Enercon, Vestas, RRB Energy & LM Glass Fibre Handled one and two component silicon glass bonding adhesives from initial phase to de-glazing audits and validation of process for customers like NCGL (TRIL), Sapoorji Palonji (SP) Fabricators, Consolidated Engineering Company, Aluplex, etc.

Worked on Sika marine range of sealing bonding solutions at Cochin Shipyard for commercial ships including marine flooring Involved in through testing & evaluating competitor products for better cost effective solution

Analysed various common competitor products for most cost effective forgiving glass bonding solution for after market and right positioning of the newly developed Sika products for after-market and crash body repair

solutions. Trouble shooting support for the customer quality complain by working with market field manager, key account manager ,sales manager, plant QA and supply chain. Defend the technical defeat and suggest the application solutions to minimize the customer complain for a product quality issue. Successful handling of product complaints and claims from prestigious clients to avoid loss of our company.

Knowledge on different types of 1K & 2K laminating & hotmelt adhesives from Sika Automotive , Germany. Regular coordination with regional & corporate technical department for establishing products in India with better profitability Maintaining contact with all the strategic key account OEM & prestigious customers of our division by visiting them regularly and satisfying their expectations with respect to product technology, quality & overall customer service for business prospect. Formulation development to meet the client's technical requirement and conduct on-site trial for identified projects. Received technical qualification approval from key OEM towards the commercialization.

Deputy Manager (Technical) Aug2004 – Dec2007

Application of epoxy based mortar and flooring for big engineering industries Synthetic resin and latex based water proofing for big infrastructure projects Application of imported epoxy based marine coating for shipping industries. Extensively visited industry division clients, i.e. bus body building units & OEM for supporting sealing bonding jobs management representative (MR) for ISO 9001:2000 certification of Sika India , Goa construction chemical plant Developing Industry division by rendering support to sales and marketing department with respect to costing & import

Assistant Manager R&D Aug'01 – Aug'04

Accountable for developing:

Epoxy based segmental bridge adhesives for concrete to concrete joints. (It was applied to Paksey Bridge, Bangladesh project for the first time)

Epoxy based repair adhesives with indigenous raw materials along with carbon or glass fibre
PU based exterior coating for windmill and successfully approved by Enercon, Germany

Epoxy based flooring for automobile and other heavy engineering industries and also contributed in developing epoxy based floor coating for pharmaceutical clean room industries

Silane siloxane based exterior concrete coating for building & sold by our retail division.

Two components PU based coloured thick roof coating for waterproofing of buildings.

Polyester based anchoring adhesive used in tunnelling and modified for cost reduction

2 K self-levelling PU sealant for expansion joint applications with its non-sag variety

Cost competitive synthetic resin based concrete curing compound and sold a lot

Synthetic rubber latex based water proofing materials in different grades as per cost requirement from marketing

Acrylic based water proofing coloured & clear coating for different exterior applications & tile

Responsible for reducing cost of the existing epoxy adhesives by modification of formulation & change in raw material.

Led activities of synthetic resin team of Sika India R&D for developing new cost effective epoxy, PU, polyester based anchoring and structural adhesives, flooring, industrial coating as per market demands

Looked after modifications of existing products for decreasing formulation cost by changing raw materials

Base formulation, technical service to marketing, analytical characterization by non-destructive testing, documentation for ISO, inter-departmental auditing

Administered vendor development and meeting key suppliers

Ensured inventory control by proper utilization of raw material and FIFO

Developed product data sheet and MSDS for newly developed & modified products

Provided constant support to marketing department regarding cost analysis of imported items to increase profit

Highlights:

As Assistant Manager – R&D: Product developed for segmental bridge adhesive, flooring, coating & concrete curing agent

As Deputy Manager – Technical: Lead role as management representative (MR) for ISO 9001:2000 certification of Goa plant

As Manager – Technical Services:

Holds the distinction of being trained and certified in Overseas Sales Competence Training (Sika Industry Division) in Corporate Technical Department (CTD, Widen) near Zurich, Switzerland in 2006

Represented three times Sika Ind. Div, Technical Service at Corporate Technical Department (CTD) meeting in Switzerland Received certificate from Sika by on line e-learning platform on product creation process(PCP) in May 2008 for all three levels (Product Development Process , Product Modification Process and Trading Product Process)

PREVIOUS WORK EXPERIENCE

Jan'94 to Sep'95 with Essel Packaging Ltd., Vasind Works as Management Trainee

Company: Essel Packaging Limited, Vasind works manufacturing polymer laminated tubes for FMCG and Pharmaceutical

Jun'92 to Jun'93 with ICI India Ltd. (Rubber Chemicals Division), Rishra, West Bengal as Project Trainee

Company: ICI India Ltd., Plc. UK, Rubber Chemical Business Division

THESIS WORK & PROJECT

Ph. D.

Synthesis & Characterization of Sulfonated Polybutadiene Random Ionomer and Ionomer Templated Nano-Metal Composites

M. Tech.

Heat Ageing Characteristics of Natural Rubber Based Tyre Tread Vulcanizates

Organization IIT Kharagpur and ICI India Pvt. Ltd., Rishra Works (Rubber Chemicals Division Joint Guidance)

Brief Worked on all sorts of ICI rubber chemicals used for Tyre Tread

INTERNATIONAL PUBLICATIONS

1. A Novel Synthesis of Sulfonated Polybutadiene Ionomer by a Phase Transfer Catalyst, Arun Nandi et. al. Macromolecular Rapid Communications , Pages 582-585, vol. 20 ,1999, Wiley-VCH, Germany
2. Sulfonated Polybutadiene Ionomer Templated Nanocopper Composite, Arun Nandi et. al. Journal of Applied Polymer Science, Pages 3180 – 3184 , Vol. 86 , 2002 , John Wiley & Sons , USA
3. Sulfonated Polybutadiene Random Ionomer as Stabilizer for Colloidal Copper Nanoparticles, Arun Nandi et. al. Colloids and Surfaces A : Physicochemical and Engineering Aspects , Pages 119 – 124 , Vol. 197 , 2002 , Elsevier Publications
4. Sulfonated Polybutadiene Ionomer Templated Nickel Nano-Composite, Arun Nandi et. al. Materials Letters , NH- Elsevier Publications , Page 203-205 , Vol. 52 , 200

ACADEMIC DETAILS

Ph. D. (Polymer Chemistry) from Department of Chemistry, IIT, Kharagpur: 2003

o Aug 1996 – July 2001 : Full time Ph.D. at IIT , Kharagpur & Obtained withdrawal from IIT Kharagpur after 5 years & joined job on August 2001 at Sika , Kalyani.** Ph.D. thesis submitted on December 2002 & Ph.D. degree awarded on August 2003 .

M.Tech. (Polymer Specialization, Materials Science Centre .) from IIT, Kharagpur in 1993

Obtained 96.30 percentile in Graduate Aptitude Test in Engineering (GATE) conducted by IIT Madras in 1991

M.Sc. (Chemistry) from IIT, Kharagpur in 1991

A National Scholar & India Govt. Scholarship awarded throughout the full academic career from 12th to Ph.D.

B.Sc.(Chemistry Hons.) from University of Burdwan , West Bengal in 1988

PERSONAL DETAILS

Date of Birth 1st January, 1968 ; Place of birth : Katihar (Bihar)

Present Address : B Wing, Flat No. 601, Shreya Heights, Saroli, SURAT, Gujarat

Languages Known: English, Hindi and Bengali

Strong Points : Innovative with new ideas and always think of new innovation and feasible low cost alternate , High Integrity , Hard working, Presentable to customer and supplier, Maintain inter personal relationship and high command on English, Good emotional stability , Always respect senior and junior both , Ability to attend customer complaint within no time “customer first” , Listening to others minutely , Deep dive for problem solving by root cause analysis , Invite customers for any open issues for solution, Take action for profitability of the company with prior information to boss and all H.O.D.s ,Foresee probable business loss or missing target,Open to learn new technology & last but not least follow“train the trainer concept”as per as training concerned.

Weak Points : Too much open minded, Soft spoken, Food loving, Difficulty to say “NO” sometimes

Hobby : Travel , Cooking , Walking , Gardening , Watch TV or Cinema & read English daily

I certify the above declarations and data are all correct to the best of my knowledge.

Surat , 10-06-2023

Sd/- Arun NANDI

Place : Surat , Gujarat