

# SUBHRADIP DEY

@ subhradip.agl@gmail.com

+919635137901

Kolkata, India 700136

## SUMMARY

Dynamic Business Development professional and a visionary leader with more than 12 years of proven track record in steering organizations toward success through strategic planning and effective management in the Oil and Gas industry. An alumnus of IIT, with a strong technical foundation, and currently pursuing a professional degree at IIM, enhancing strategic, financial and leadership capabilities. Expertise in securing regulatory approvals and ensuring compliance with industry standards. Strong relationships with key stakeholders, including government agencies and international traders. Skilled in building cohesive teams, driving innovation, and enhancing operational efficiency to achieve business objectives. Demonstrated ability to transform challenges into opportunities, resulting in significant impact on company growth and profitability. Results-oriented Crude Oil Marketer with years of experience in physical oil trading with renowned crude traders. Proven track record of optimizing trading portfolios, securing long-term supply contracts for multiple crude grades of different qualities and mitigating market risks. Possess a deep understanding of global oil markets, geopolitical factors, and economic indicators. Skilled in market analysis, risk management, contract negotiation, and financial modeling.

## SKILLS

- Market Analysis and Strategy
- Strong Govt. and public relations
- Negotiation tactics
- Financial modeling
- Data analysis
- Revenue and growth strategy
- Influencing skills
- Conflict resolution
- Legal knowledge
- Decision-making
- Risk assessment
- Time management
- Regulatory Compliance
- Team leadership
- Ethical judgment
- Training and mentoring
- Crude Trading
- Project planning and execution

## EXPERIENCE

07/2023 - 11/2024 **Deputy Director, Business Development, Sterling Oil Exploration and Energy Production Company Limited, Abuja, Nigeria**

- Ensure adherence to all applicable laws, regulations, and industry standards.
- Establish and maintain strong relationships with government officials and agencies.
- Build strategic partnerships to enhance public-private collaboration.
- Develop and implement compliance policies and procedures.
- Monitor legislative and policy developments that may impact the organization and engage in public affairs and lobbying efforts to influence policy decisions.
- Conduct regular audits and risk assessments to identify potential compliance issues.
- Maintain proper documentation and reporting to regulatory bodies.
- Respond effectively to regulatory inquiries, audits, and enforcement actions.

- Successfully executed multiple complex crude oil trade deals, resulting in a significant profit in the tune of millions of US dollars.
- Achieved long-term supply contract through effective negotiations with key crude oil off-takers.
- Developed and implemented a risk management strategy to mitigate price volatility risks.
- Analyzed market trends and identified arbitrage opportunities, leading to increased profitability.
- Strategically marketed four different crude grades with a high profit margin and without any operational challenges managing the government, off-takers, and chartered side efficiently.
- Handled complex trade finance transactions with the counterparties, processed and managed Letters of Credit (LCs), Bank Guarantees (BGs), and other trade finance instruments for the sale and purchase of crude oil.
- Crafted robust Entitlement Financial model featuring monthly projections and flows.
- Instrumental in designing tactics for successfully acquiring multiple prospective oil and gas assets.
- Negotiated and executed commercial agreements.
- Oversee multiple acquisition and merger transactions of millions of US dollars.
- Created the most efficient and cost-effective practices for Crude Oil Logistics to maximize profitability.
- Guided a diverse team in obtaining necessary regulatory approval for Field Development Plans.
- Conducted cost-benefit analysis to ensure economic viability of projects throughout their lifespan.
- Established a crude oil terminal in Nigeria and introduced multiple crude streams in the VLCC, along with all the relevant operational and metering approvals, including the prover loop, and autosampler.

01/2020 - 06/2023

**Senior Manager, Business Development, Sterling Oil Exploration and Energy Production Company Limited, Abuja, Nigeria**

- Orchestrated strategies and planning toward cost optimization, as well as tax and fiscal benefits in the tune of hundreds of millions of US dollars.
- Applied proper adjustments in financial modelling and operational strategies to ensure compliance with the updated Petroleum Law.
- Innovation and implementation towards smooth operation and well-timed approvals.
- Fostered enduring professional connections with Government entities, ministries, parastatals, security and law enforcement to enhance long-term business development.
- Led cross-functional teams to drive project completion and ensure alignment with strategic goals.
- Represented the company at industry conferences, networking events, and trade shows to build brand awareness.
- Streamlined budgeting processes for enhanced operational efficiency.
- Cultivated a culture of innovation and continuous improvement within the business development team.
- Secured favorable terms in contracts with government counterparts, partners, customers.
- Developed and executed strategic business plans to achieve revenue and growth targets.
- Negotiated and closed high-value contracts to increase market share.

04/2016 - 12/2019

**Manager, Business Development, Sterling Oil Exploration and Energy Production Company Limited, Abuja, Nigeria**

- Supported strategic development and objective setting by analyzing audit outcomes and generating actionable recommendations.
- Managed relationships with third-party auditors, providing full support and necessary documentation on compliance issues.
- Built positive working relationships with other department managers through effective communication.
- Generated and presented issue and recommendation reports to leadership and the auditing team, identifying areas requiring additional support to achieve government compliance in oil and gas exploration and production.
- Reviewed contracts and government policies for adherence to applicable laws and regulations in the oil and gas sector.
- Formulated strategies to address non-compliance in the operation, facility, and export of crude oil.
- Established frameworks to facilitate the execution of the bank's compliance monitoring and risk assessment programs toward the opening of a Letter of Credit in lieu of the lifting of crude oil.
- Collaborated with external auditors and government regulators during the annual technical audit process for VLCCs, facilities, production, and lifting reconciliation.
- Facilitated communication in monthly meetings with the regulatory body and stakeholders concerning operational issues and future growth plans.
- Drafted documents related to compliance matters such as policies, procedures, communications.
- Investigated potential violations of regulations or standards based on the potential implementation of the new petroleum law.
- Facilitated communication between internal teams regarding new or amended regulatory requirements.
- Created risk assessment models to identify areas of potential operational hazard exposure.
- Ensured timely completion of all required filings with government agencies.
- Evaluated existing processes for compliance with established rules and regulations.
- Tracked regulatory updates to guarantee adherence to laws and regulations.
- Prepared justified responses to inquiries from regulatory agencies.
- Executed successful compliance monitoring and risk assessment programs.

09/2014 - 03/2016

***Executive, Business Development, Sterling Oil Exploration and Energy Production Company Limited, Abuja, Nigeria***

- Built relationships with oil and gas regulators, government entities, ministries, parastatals, and security agencies to facilitate successful partnerships.
- Demonstrated strong problem-solving skills, resolving issues efficiently and effectively to achieve the company's target of incremental production and exports of crude oil.
- Achieved cost-savings by developing functional solutions to problems.
- Maintained updated knowledge through continuing education and advanced training.
- Managed time effectively to ensure tasks were completed on schedule and deadlines were met.
- Collaborated closely with team members to achieve project objectives and meet deadlines.
- Conducted comprehensive research and data analysis to support strategic planning and informed decision-making.

06/2012 - 08/2014

***Geologist, Hatch, Gurgaon, IN***

- Geological block modeling, resource estimation of the ore body model, and preparation of a check model using mid-section projections.
- Involved with the final deliverables of maps and drawings of geology and assisted in the revalidation of the ore body model in the detailed project execution report for the development of a 7 Mtpa iron ore mine at the Chiria deposit of Steel Authority of India Limited (SAIL).
- Data validation and litho-interpretation from the previously drilled and recently drilled drill hole database.
- Registration of local coordinate maps using the contours and survey traverse lines in the current ongoing project – preparation of a detailed project report for the development of 14 Mtpa iron ore mines at Rowghat, CG, of SAIL.
- Identification of existing drill hole locations using handheld Global Positioning System (GPS), and topographical survey using DGPS and total station.
- Generation of cross-sections from the drillhole database, and interpretation of the geology and regional structure of the area from the cross sections.
- Geotechnical drilling for soil penetration tests (SPT) and undisturbed soil sample (UDS) tests, pump-out tests for hydrogeological modeling, and resistivity surveys at the project site.
- Assisted in making the scope of work for the proposal of new projects.

## EDUCATION AND TRAINING

- 05/2012                    **M.Sc. Tech, Applied Geology**  
*Indian School of Mines (ISM), IIT Dhanbad*
- 05/2009                    **Bachelor of Science (B.Sc.), Geology**  
*Presidency College, Kolkata,*

## ACTIVITIES AND HONORS

- Sports Enthusiast with experience in football, cricket, and squash
- A swimmer and gym enthusiast
- A Globe trotter

## ACCOMPLISHMENTS

- Recognized Employee of the Year at Sterling Oil for consistent performance and excellence
- Top Cost Saving Employee in Taxes and Levies at Sterling Oil
- Recognized for developing innovative solutions and transforming challenges into opportunities
- Best Employee Award, Hatch for the Rowghat Project (SAIL)

## LANGUAGES

**English:** Fluent  
**Hindi:** Fluent  
**Bengali:** Mother Tongue

## REFERENCES

Available