### Photo Feb 14.JPGMonilal

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| **Synopsis** | * **Senior Training Instructor &Competence development specialist** * **Chemical Engineer, certified competence Assessor & Verifier** * **30 years of Experience in 6reputed ‘Oil and Gas’ companies -**   **16 years in Training(7 years in Gulf) and 14 years in plant Operation**   * Expertise in highly effective Training & Development;Focused on Leadership, Coaching& Team building;being logical Thinker,Innovative, Flexible, with commitment & integrity. |
| Education  **Qualifications**  **Skills & Capabilities**  **Experience**  **PreviousEmployers** | * **B.Tech. (Chemical)in 1987**(3rd Rank) &**B. Sc. (Honors in Chemistry) in 1984** –   both from the University of Calcutta, India.   * **Post Graduate Diploma in Ind. Safety & Occupational Health** – SJISMS, India. * **9Di Competence Assessor, certified by S.Q.A.**(Scottish Qualification Authority). * **L&D11 Competence Assessment Verifier, certified by S.Q.A.** * Certified in ‘Creative Training techniques & Best Practices’(Train-the-Trainer) inATD (Association for Talent Development) Conference, USA. * Certified in ‘Evaluation of Training Effectiveness’ by ISTD, India. * Six Sigma Black Beltfrom ISI, India - on ‘Improving Learning Effectiveness’. * BVQI certified ISO 9001/14001/18001 Auditor. * Contributed to Training &Development in GPIC-Bahrain & Reliance-India, to Win four ATD BEST Awardsin 2006/2008/2010/2012, & to Win IFTDO Global HRD Award in 2006. * Certified in ‘Managerial Effectiveness’ by Welingkar Institute(India), ‘Change Management’ by Symbiosis Institute (India), ‘advanced Microsoft Windows’ by IBM Corporation (India). * Rich expertise in designing, planning& executingCompetence basedTraining & Developmentsystem forTrainees/Employees in Oil and Gas plants,to develop Technical/HSE/IT/Soft skills. * Competence Assessor & Verifier;Talent managemente.g. Recruitment Test & Interview. * Led a Training team in Reliance-India, to design & implement Training planfor Leaders, Managers, Supervisors, Operators& Contractors. * Expertise in designing Training programs& creating Training Contents as per Learning needs, &‘On-jobRefinery Operation’ training/ assessment of Shift Supervisors/Sr. Operators/Operators. * Major role in Company-wide Training on Process Safety & Workplace Safety, in association with Dupont Safety Resources experts (USA). * Management of Simulators,e-Learning/e-portal, Discussion forum, Virtual training.   Job profile as **SeniorInstructor(Acting Team Leader)** :   * Leading a team of Training Instructors, in Refinery Technical/HSE training/Competence Assessment of 340 Trainee Operators/Technicians/Supervisors (YDP- Youth Dev. Program). * Designing & implementing learning & development strategy, in coordination with Refinery line management & corporate Talent Development division. * Orchestrating Learning Needs Analysis for nearly 3000 employees in ADNOC Refining. * DesigningTraining KPI/guidelines&developing Standardized training contents as per Employees’ identified Learning needs. * Delivering Technical courses– Process chemistry, Crude oil Distillation, Naphtha/Kerosene/LGO Hydrotreater/Hydrocracker, Vessels, Heat exchangers, Furnace, Pumps, Compressors etc.   **Gulf Petrochemical Industries Company (GPIC),** Kingdom of Bahrain  (Nov 2011 to Jul 2014) - Job profile as**Training Instructor** :   * Technical/Safety training&CompetenceAssessment of Graduate Engineers& Plant Operators in Ammonia &Methanol plant operation; Learningneeds analysis &development through Competency development system in SAP-HR. * Training management with the help of Simulators & API modules; Administration of e-Learning modules &Knowledge management initiatives. * Technical inputs to Manpower planning & budgeting, Online Test & Interview for Recruitmentof Graduate Engineers & Operators. * ‘Process Safety Management’ training for all employees & ‘HSE Induction’training for New employees; Development of state-of-the-art Training manual for Methanol plant.   **Reliance Industries Limited (RIL)**, Patalganga&Nagothane, Maharashtra, India  (Jun 1997 to Oct 2011)- Job profile as**General Manager, Training & Development** :   * ImplementedTraining& Development systemfor 2050 employees (Leaders, Managers, Supervisors, Operators&Contractors),for developing Technical/HSE/IT/Soft skills. * Designed & executed Competence development & Assessment system&implemented Annual Training Plan, based on identified Learning needs. * Developed L&D standards, guidelines, processes & contents as per global Best practices. * Directed Company-wide Trainingon Process Safety & Workplace Safety, being active memberin Dupont (USA) Safety Training & Audit committee. * Created & managede-learning, Simulators, Discussion forum, Structural Capital &Library initiatives; developed Interactive e-modules. * Managed Training system for Graduate Engineers&Management Trainees; Implemented Mentoring scheme&Evaluation,in association with Hewitt Associates.   Earlier workedas Manager in Paraxylene plant Production, DCS operation ofNaphtha Hydrotreating, Platformer, CCR, Isomar, Tatoray & Adsorptionunits; involved in production planning, reliability, troubleshooting& optimization,meeting safety/environment & quality norms, energy & safety audits, hazards identification& risks assessment, preparation of SOP. |
| 3.. | **Ispat Industries Limited**,Maharashtra, India  (May 1993 to May 1997) - Job profile as**Assistant Manager :**  Commissioning & Production in Natural gas Reforming/DRI plant, withWorld’s largest Reformer, optimization ofenergy & process parameters, prod.quality norms, troubleshooting.  **Fertilizers & Chemicals Travancore (FACT) Ltd,** Kerala, India  (Mar 1989 to Apr 1993) - Job profile as **Process Engineer**:  Commissioning, Production & debottlenecking of DCSoperated Caprolactam plant, with Hydrogenation, Oxidation& unit operations;involved in troubleshooting, energy optimization.  **Hindustan LeverLimited,** West Bengal, India  (Jun 1988 - Feb 1989) – Job profile as **Graduate Engineer :**  Production/Troubleshooting insulphuric & phosphoric acid plants, supervising operational activities, coordinating with maintenance dept., optimizing energy &process parameters. |