**Ranganath**

[**Ranganath.372687@2freemail.com**](mailto:Ranganath.372687@2freemail.com) 

A qualified mechanical engineer with professional qualifications in QHSE & HRM, offers expertise in manufacturing sector, & seeks to utilize the skills and knowhow to deliver opportunities for comprehensive organisational growth

A highly capable, result driven, achievement oriented resource working as Senior Manager-Human Resource Solutions& offers **25+ years** multifaceted experience, including 18 years international exposure in the Middle East, largely in areas of health, safety, environment & quality (HSEQ) management systems, outsourcing, recruitment, welfare, transport and maintenance management with renowned organizations, with a proven track record in leveraging domain expertise in HRM, quality & HSE management systems to achieve key deliverables while working in challenging multi cultural work environment

**Profile Highlights**

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| **Core Competencies**  Employee Centric Approach  Design Training Modules  Career Assessment  Professional Counselling  Staff Mentorship  Capability Assessment  Quality Driven/ Target Oriented  Performance Management  Consultative Approach  Team / People Management | * **Process Improvement:** Proficiency in learning new concepts quickly, working well under pressure, & communicate ideas clearly & effectively towards skills upgrade, conform to QHSE standards, codes & regulations & drive continuous improvement activities for business excellence * **Strategic Human Resource Management**: Demonstrated competency training & development to establish & develop employee competencies, with hands on experience to manage employees, guide training modules, and deliver presentations. * **Recruitment & Selection:** Verifiable track record in driving recruitment and on-boarding of inductees; Prowess in talent management, end-to-end recruitment, selection, training, staff counselling, and maintaining employee relations * **Team Player:** Effectively lead teams, manage time and prioritize tasks to achieve deadlines;Maintain touch-points with employees across grades/ regions, identify industry best practices to optimize performance; possess excellent written and verbal communication, and interpersonal skills for stakeholder management & establish new business partnerships * together with analytical abilities for decision making & problem solving, Adept in assessing data and formulating project management solutions |

**Professional Experience**

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| [DULSCO](http://www.dulsco.com/)**Dulsco LLC, Dubai, UAE (Nov 2008- Jul 2017)**  **Senior Manager- Human Resource Solutions** |  |

**Responsibilities:**

* Currently reports to the Director, leads a team of 20 including onsite HSEQ Officers, Welfare & Recruitment Executives, Trainers & Medical Supervisors, to conduct safety training and create a safety culture to reduce accidents/ incidents as well as handle sourcing and onboarding of candidates from new region/countries in line with set key performance indices
* Oversee recruitment functions including annual manpower planning based on business requirements & operate within allocated budgets
* Conduct job description and job specification study together with market study to complete position analysis
* Design framework for the recruitment process & maintain appropriate relationship with relevant recruitment outsourcing agencies to adequately fill vacancies
* Undertake agency evaluation & sourcing for new agencies to smoothen workflows in the recruitment process
* Prepare on-boarding process for new employees including induction training
* Engage in blue collar recruitment process & travel across countries for manpower recruitment
* Use internal sourcing methods- internal promotions & through CVs generated from internal advertisements & employee referrals, besides external sources like job portals, newspaper advertisements, agencies, & walk-ins among others
* Prepare annual business plan & budget, develop programmes to improve HSEQ performance and comply with clients KPI/SLAs, & steer efforts to provide support to meet business objectives
* Ensure continual improvement of integrated management systems (IMS) according to ISO 9001, ISO 14001 & OHSAS 18001 standards & specifications, and additionally conduct HSEQ process audits to check compliance
* Develop, implement, & maintain contract specific IMS documents for HSE management & emergency response, crisis management plans & procedures, set instructions for risk assessments, & explore environmental aspects
* Create site specific environmental management plan for facilities.
* Arrange pre-deployment site visit for supervising all new deployments
* Coordinate on employee open house sessions, employee counselling & mentorship process, & identify employee skills through talent management process as well as undertake employee satisfaction surveys

**Achievements:**

* Led the QHSE team to participate in the annual Dubai Airport Safety Awards & instrumental in winning the prestigious **Best Safety Design Award** for the facility in 2012
* Ably streamlined operations on joining and successfully engaged in the IMS documentation work to recertify process for ISO 9001:2008 QMS certification lying in suspended state & duly completed the certification in 2009
* Played a pivotal role as management representative to handle all IMS documentation for certification & process audit to implement ISO 14001:2004 EMS & OHSAS 18001 norms
* Made noteworthy contribution to successfully recruit over 2500 candidates annually from Asian & African countries as well as strived to reduce recruitment costs by 25-35% & employee attrition to reduce separation costs by 10-15%
* Applauded by clients & senior management for establishing constructive rapport & sustaining cordial relations with all stakeholders including clients

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| **Al Shirawi Group of Companies, Dubai, UAE (Apr 1999- Nov 2008)**  **Manager- QHSE, Head office (Jan 2006- July 2008)**  **Manager- QHSE (Sep - Dec 2005) Aswan International Engineering Co. LLC, Dubai, UAE**  **Manager- QHSE (Apr 1999- Aug 2005) AL Shirawi Equipment Co. LLC, Dubai, UAE** | Description: Image result for Al Shirawi Group of Companies, Dubai |

**Responsibilities as Manager- QHSE:**

Reported to the Production Manager/Technical Director, led a team of 15, to develop QHSE framework & ensure overall group performance on parameters & advise respective safety dept. in group companies to comply with all relevant regulations as per the specified key performance matrices-

* Head HSE department in the organization & supervised a team of Safety Officers & Safety Technicians
* Trained all employees for better safety performance at regular intervals
* Prepared HSE documents for IMS implementation & set acceptable standards for quality, health & safety & adhered to the same
* Defined quality procedures in conjunction with operating staff; formulated & implemented the confined space permit for hot works (esp. for CO2 welding) blasting & coating process
* Explored ways to ensure that manufacturing or production processes meet approved national standards
* Liaised with Dubai Municipality- Environment Dept. for disposal permit for both hazardous & non hazardous wastes.
* Monitored day to day safety activities in the Aswan Group, including Aswan, Modern Plastics & Oasis Wear Tech Industries as per local government & safety regulations and designed steps to meet company’s objectives as per the set key performance indicators

**Achievements:**

* Made significant contribution to implement best safety practices to improve performance
* Successfully devised & established company's safety procedures, standards, & specifications to reduce accidents by 10%
* Spearhead safety audit across group companies with respect to compliance of local regulations & best practices.
* As Management Representative, successfully accomplished ISO 9001, ISO 14001 & OHSAS 18001 certification for various companies including Oasis Investment Company (an Al Shirawi group firm)
* Played a significant role in rebranding of group logo.

**Previous Employment Record**

**Coromandel Paints & Industries Ltd., Visakhapatnam, India (Jan 1998- Mar 1999)**

**Maintenance Supervisor**

**Role:** Handle maintenance technicians to conduct shift maintenance in line with safety standards; & ensure proper maintenance of inventory items

**VBC Industries Ltd., Srikakulam, India (Aug 1994- Dec 1997)**

**Maintenance Technician**

**Role:** Involve in maintenance activities in process plant & trouble shoot air compressors by replacing piston rings during plant maintenance activities, in addition assisted Safety Officer in inspection & issue of hot & cold work permits, besides other day to day activities

**Gopal Engineering Works, India (Oct 1991- Jul 1994) Supervisor**

**Role:** Coordinate fabrication & erection work, prepare material indents, material inward register, bin cards, material dispatches (outwards) and prepare raw material register

**Accreditations/ Training**

* Participated in a team building training programme in Dubai (2008)
* Attended stress management training workshop held in Dubai (2008)
* Completed training course and qualified as Integrated Management System Lead Auditor in ISO 9001 QMS, ISO 14001 EMS, & OHSAS 18001 & ISO 22000 standards, conducted in Dubai (2007)
* Undergone basic first aid & fire fighting training arranged by Dubai Civil Defence (2001)
* Underwent training module on principles of gas detection & monitoring in confined spaces organised in Dubai (2000)
* Attended training module on introduction to health & safety management systems (2000)
* Certified Safety Officer, approved by Ministry of Labour, Dubai
* Participated in a training workshop on MIG/ MAG welding (1999)

**Professional Affiliations**

* Fellow Member - Management Studies Promotion Institute, New Delhi
* GradIOSH Member
* MIIRSM-Full member

**Educational Credentials**

* Bachelor degree in Arts
* Pursuing Masters Programme in Business Management (HR specialization) & Health, Safety & Environment
* NVQ Level 5 Diploma in occupational safety & health, City & Guilds (2012)
* Post Graduate Diploma in human resources management, IGNOU (2008)
* International general certificate in occupational safety & health, accredited by NEBOSH- National Examination Board in Occupational Safety & Health (2006)
* Diploma in Industrial Security & Safety, Management Studies Promotion Institute, New Delhi
* Diploma in Occupational Safety & Health, The Industrial Safety Academy
* Diploma in Risk Management, The Industrial Safety Academy
* Diploma in Industrial Safety, National Institute of Labour Education & Management
* Diploma in Mechanical Engineering

**Personal Details**

* **Date of Birth** : 17th Sep 1971
* **Languages Known** : English, Hindi, Telugu, & Tamil
* **Computer Literacy** : MS Office (Words, Excel & Power Point) & AutoCAD
* **Nationality**  : Indian
* **Visa Status** : Work visa