



**Suben Rana**

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**VICE PRESIDENT (AROUND 39 YEARS OF EXPERIENCE) at Bajaj Motors Ltd. Gurgaon**

- ✓ **High-performance top management executive with experience in Operations:** Consistent success in maximizing corporate performance. mentor, motivate, and lead high-performance technology management, and development teams. Exposure to setting up Greenfield projects.
- ✓ **30 years of Tractor manufacturing experience in various product units (P.U) for parts manufacture and sub-assembly/assembly of Tractors.**
- ✓ **Associated from design/development stage to production of Special Purpose Vehicles. Having ability to manufacture & assemble any form of Earth Moving Equipment or Heavy Machinery/aggregates.**
- ✓ **Development & manufacture of heavy fabrication & assemblies for trucks & four wheelers.**
- ✓ **Presently associated with Bajaj Motors Ltd:** Working as **Vice President Operations**, controlling & coordinating the functions of production, maintenance, utilities, logistics, commercial, HR/IR independently & liaisoning with all related department & government agencies for 07 manufacturing units spread across North India.
- ✓ **Effective and wholly accountable in high-profile executive roles:** Overcome complex challenges; make strategy pertaining to project planning and execution. high-stake decisions in fast-paced, high-pressure environments using experience-backed judgment, innovation, strong work ethics & irreproachable integrity. Competent in planning and executing corporate
- ✓ Excellent knowledge of **Ford systems & procedures, manufacturing technology, solving of field service concerns, APQP, PPAP, PFMEA & Process Engineering** with exposure to working in **ISO & TS environments.**
- ✓ Provided strong technology leadership for driving significant technology **innovations and breakthroughs.** Versed in international quality standards to meet customer requirements.

**CORE COMPETENCIES**

<b>Operations Management</b>	<b>Technology Development</b>	<b>Strategy Development</b>
<b>Heavy Fabrication Aggregates</b>	<b>Site Operation</b>	<b>Business Plan</b>
<b>Customer Satisfaction</b>	<b>CAPEX Planning</b>	<b>Resource Management</b>
<b>Business Development</b>	<b>Compliance with Customer's Requirements</b>	
<b>Execution of Medium Sized Projects (Upto Rs. 1500 million)</b>		<b>Project Management</b>

**Currently adopted the role of ensuring "Industry Readiness" for Business Graduates by mentoring, conducting mock interviews and guiding students of:**

- 1) **IIM, Rohtak**
- 2) **IMT, Gaziabad**
- 3) **FIIB, New Delhi and recently**

#### **4) IIT,Roorkee.**

***I have been selected as an "Industry Expert" by above institutions.***

**Recently I have been selected as 'Member of the Board (BOS)' by Lovely Professional University**

#### **EMPLOYMENT DETAILS:**

**April 2014 to date – M/S Bajaj Motors Ltd. Gurgaon as Vice President Operations – Corporate (responsible for 07 manufacturing units in North India)**

*Bajaj Motors Ltd. manufactures precision automobile components for the 2 wheeler and 4 wheeler industries. They are single source for critical engine components for HeroMotoCorp, Harley Davidson, Mahindra 2 wheelers, Suzuki etc. They supply critical transmission components to Renault Nissan, Tata Motors, Nissan, New Holland, Tenneco ,BMW etc.*

*With 7 manufacturing units in North India ,they are uniquely equipped to supply precision auto components to the growing auto industry in India.*

*Bajaj Motors have done reverse integration by setting up casting and forging units as an import substitution. With over 5000 employee strength and strong management focus, the company is uniquely positioned to meet the challenges of the future.*

#### **Roles**

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- ⇒ Profit and Loss accounting of 07 Units spread across Bawal, Binola, Manesar, Gurgaon, Pantnagar and Haridwar.
- ⇒ Develop a strategic plan to advance the company's mission and objectives and to promote revenue, profitability, and growth as an organization.
- ⇒ Oversee operations to ensure production efficiency, quality, service, and cost-effective management of resources.
- ⇒ maintain and develop organisational culture, values and reputation in its markets and with all staff, customers, suppliers, partners and regulatory/official bodies & people management, build and lead an effective and cohesive management team
- ⇒ Ensure smooth in-time supplies to the customers.
- ⇒ Responsible for preparing the organization for ongoing change.
- ⇒ Ensures clarity, understanding and commitment from all stakeholders.
- ⇒ Responsible for the development and management of integrated, strategy aligned departmental work plans.
- ⇒ Responsible for the development of annual revenue targets.
- ⇒ Responsible for the development and management of the annual operating and capital budgets.
- ⇒ Responsible for the identification of new business development opportunities. Develop innovative initiatives to enhance revenue generation Focus on training and development of all employees at all levels.

**April '11 to 31<sup>st</sup> August, 2013- M/S Sona Koyo Steering Systems Ltd. Gurgaon. Vice President – Operations.**

*SKSSL is joint venture with Koyo of Japan (currently JTEKT) SKSSL has a 55% market share in the passenger car segment and is aggressively entering into the Farm Equipment sector. With manufacturing units right next to customers' location, SKSSL is poised for exponential growth. Operating as Business Unit Head for DHR 3 after setting p the 'greenfield project' from concept stage to product ionising it.*

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**Roles:**

- ⇒ Profit and Loss accounting of the Unit
  - ⇒ Develop a strategic plan to advance the company's mission and objectives and to promote revenue, profitability, and growth as an organization.
  - ⇒ Oversee operations to ensure production efficiency, quality, service, and cost-effective management of resources.
  - ⇒ maintain and develop organisational culture, values and reputation in its markets and with all staff, customers, suppliers, partners and regulatory/official bodies & people management build and lead an effective and cohesive management team
  - ⇒ Ensure smooth in-time supplies to the customer.
  - ⇒ Responsible for preparing the organization for ongoing change.
  - ⇒ Ensures clarity, understanding and commitment from all stakeholders.
  - ⇒ Responsible for the development and management of integrated, strategy aligned departmental work plans.
  - ⇒ Responsible for the development of annual revenue targets.
  - ⇒ Responsible for the development and management of the annual operating and capital budgets.
  - ⇒ Responsible for the identification of new business development opportunities.  
Develop innovative initiatives to enhance revenue generation.
- Ensure OTIF 100% to mother plants at Gurgaon & Dharuhera.

**Aug'09 to March'11**

**Gruner India Pvt. Ltd, Haridwar**

**Chief Operating Officer**

*Gruner – The name stands for innovative relay solenoid & actuator technology. Factors such as superior design principles, 50 years of experience and investments in the latest production & QS technologies in addition to high vertical integration have made Gruner a reliable & efficient partner for numerous leading companies all over the world.*

*Consistent specialization in energy management as well as targeting of the semiconductor, automotive and mechatronic markets have lead Gruner to become world market leader in several sectors. Gruner India's Plant have been set up in the foot hills of Haridwar, Uttarakhand in the Integrated Industrial Area of S I D C U L to meet the ever expanding markets of Gruner's Products. Gruner India is a 100% EOU manufacturing latching relays used in 'energy meters' to International specifications and exporting worldwide.*

**Roles:**

- ⇒ Profit and Loss accounting of the company.
- ⇒ Develop a strategic plan to advance the company's mission and objectives and to promote revenue, profitability, and growth as an organization.
- ⇒ Oversee operations to ensure production efficiency, quality, service, and cost-effective management of resources.
- ⇒ maintain and develop organisational culture, values and reputation in its markets and with all staff, customers, suppliers, partners and regulatory/official bodies & people management build and lead an effective and cohesive management team
- ⇒ Ensure smooth in-time supplies to the customer.
- ⇒ Responsible for preparing the organization for ongoing change.
- ⇒ Ensures clarity, understanding and commitment from all stakeholders.
- ⇒ Responsible for the development and management of integrated, strategy aligned departmental work plans.
- ⇒ Responsible for the development of annual revenue targets.
- ⇒ Responsible for the development and management of the annual operating and capital budgets.
- ⇒ Responsible for the identification of new business development opportunities.  
Develop innovative initiatives to enhance revenue generation.

## Highlights

- ⇒ Gruner India has achieved a **turnover of Rs.100 crores in a span of 10 months.**
- ⇒ **Decrease in rejection trend - <0.5% from current 1.5%.**
- ⇒ Set up **Standard Operating procedures, manuals & trainings** for all the following areas
  - Productivity norms, production target and on time dispatch of goods.
  - On time communication and approval of deviations form GAG
  - Statutory audits.
  - ESIC (Half yearly), PF(Monthly & Annually),Labour Welfare (Quarterly), Employment Exchange (quarterly & Biannually),Registration, Renewal of license, Inspection of P.F,ESI,Labour Welfare.
  - Performance appraisal as per decided time frame, Manpower requisition form, Job application form & joining form.
- ⇒ Machine and equipment **breakdown data not exceeded 2%.**
- ⇒ Follow up **for ISO 9001** implementation as per decided timeframe, **Certification by July, 2010.**

## July'06-July'09 Jay Bharat Maruti Ltd, Nehru Place, New Delhi General Manager -Projects

*JBM Group created a new meaning for excellence in manufacturing of Sheet Metal Parts and Welded Assemblies, Exhaust Systems, Axles, High Tensile Fasteners, Tubes, Special Purpose Vehicles and Waste Management Services. The Group has embraced international systems and processes, implementing them at all levels, in every unit, and across all parameters. The Group companies have consistently met and surpassed world-class standards, while accumulating a wealth of knowledge and expertise in the industry. All these factors combine to complement each other, translating into zero-defect product and services resulting into group turnover of Rs. 2700 crores (\$ 540 Million) in 2008-09.*

### Roles:

- ⇒ Business plan / CAPEX plan
- ⇒ Process planning
- ⇒ Equipment / facilities planning
- ⇒ Out-sourcing of tooling design and manufacture
- ⇒ Follow-up for timely delivery
- ⇒ Tooling / facilities try-out /prove-out
- ⇒ Manpower planning
- ⇒ Shop / facilities / equipment / layout planning
- ⇒ Establishing process parameters and trouble shooting.(PPAP & PFMEA)
- ⇒ Establish SOP including quality related parameters.
- ⇒ Ensure project implementation as per customer schedule.

### Highlights

- ⇒ **Commissioned & Productionised Assembly Line** for Alfa at Haridwar (3 – wheeler project) for cabin & cargo (body shop) for M/S Mahindra & Mahindra.
- ⇒ **Commissioned & Productionised LTV (Mini-Truck) Project** for rear axle banjo beam assembly at Chakan, Pune for M/S Mahindra & Mahindra.
- ⇒ **Project Head for plant to produce parts for small car** project at Singur. Responsibilities start from taking possession of land, all activities are pertaining to pre-production stage and my responsibilities are carried forward up to S.O.P including development of components from customer approved sources such as gears, shafts, forgings, castings, machined and fabricated components and assemblies as also tooling, SPMs & special fixtures development.

## Aug'05-Jun'06 Comau India Pvt. Ltd. Pune, Maharashtra Head - Manufacturing

*Comau India is part of Comau spa with head office in Turin, Italy. Part of the fiat group, Comau India is engaged in design and manufacture of welding fixtures, inspection fixtures and transfer lines for prestigious customers like :Maruti Udyog Ltd, Ashok Leyland Ltd. General Motors India. Ford India Ltd. Daimler Chrysler. Eicher Motors Ltd. Mahindra & Mahindra Ltd. Honda Motors Ltd.*

As also tier one supplier for above automobile manufacturers.

### **Roles**

- ⇒ Operations head for unit having 80 crores turnover.
- ⇒ Handled a workforce of 80 technicians and a team of 15 engineers.
- ⇒ Outsourcing of bought-out components.
- ⇒ Off-loading of manufacturing components.
- ⇒ Production of welding jigs and inspection fixtures as per in-house design or customer designs..
- ⇒ Sub-assembly and assembly of welding jigs and inspection fixtures.
- ⇒ Certification of above using Laser Tracker, CMM and Faro Arm.
- ⇒ In-house fixture trials.
- ⇒ Fixture trials with customer representatives.
- ⇒ Installation, commissioning and prove-out at customer's premises.
- ⇒ Inspection of bought-out parts and manufacturing components.
- ⇒ Preventive maintenance and upkeep of all machines and equipment in prime condition.
- ⇒ Co-ordination with Comau Italy for all capital requirements.
- ⇒ Implement lean manufacturing systems at plant level.

### **Highlights**

- ⇒ Manufacture & commission of transfer line for **complete cabin for M/S Ashok Leyland Truck (G – 8 Model : Day & Night Version)**
- ⇒ Manufacture of CMM **inspection fixtures (Upto 3m X 3m) size as per Renault specification** having overall accuracies of 50 microns.

### **1987-2005 Escorts Ltd. Agri-Machinery Group Faridabad. Head-Manufacturing Engineering**

*Escorts AMG has three recognized and well-accepted tractor brands, which are on distinct and separate technology platforms. Farmtrac: World Class Premium tractors, with single reduction and epicyclic reduction transmissions from 34 to 75 HP. Powertrac: Utility and Value-for-money tractors, offering straight-axle and hub-reduction tractors from 34 to 55 HP. India's No.1 economy range - engineered to give spectacular diesel economy. Escort: Economy tractors having hub-reduction transmission and twin-cylinder engines from 27 to 35 HP. Pioneering brands of tractors introduced by Escorts with unbeatable advantages.*

### **Roles**

- ⇒ Handled a workforce of 220 technicians and a team of 14 engineers as function head.
- ⇒ Design of all tooling, jigs, fixtures and gauges for manufacturing of tractor parts, sub-assembly and assembly of tractors.
- ⇒ Try-out and trouble shooting in different production areas.
- ⇒ Manufacturing of different types of jigs, fixtures & gauges for mass production of tractor parts, sub-assembly & assembly of tractors.
- ⇒ Manufacture and resharpening of all types of cutting tools required for mass production of tractor parts including all gear cutting tools.
- ⇒ Technical assistance to vendors in developing and improving quality of bought - out components.
- ⇒ Approval of D.A.Ps from machine tool / SPM builders for all new machines and equipments.
- ⇒ Process/methods/toolings improvement to enhance productivity by introduction of cutting - edge technology.
- ⇒ Tooling planning procurement & control for all production areas including sub-assembly and assembly.
- ⇒ Led 25 member team for implementation of 'Business Process Re-engineering' (BPR) at plant level.
- ⇒ Undergone '8D' Ford problem solving course.
- ⇒ Implemented 'rat hole plan' (Ford concept) in project planning & execution.

### **Highlights**

- ⇒ Lead & implement **supplier improvement program** to make product exportworthy.
- ⇒ **Plan, Procure & introduce new sources with imported press tools for all skin panels** of vehicle resulting in export orders to the tune of 500 vehicles per month to Latin America & Europe

### **1984-1987 Pratap Steels Ltd. Automotive Division, Faridabad. Astt Manager – Engg. Services**

*Pratap is India's one of the leading manufacturer of steel sections. It offers a wide range steel products comprising of Equal Angles (40mm to 150mm), Flat bars (25mm to 250mm width), Square bars (10mm to 80mm) and Round bars (12mm to 100 mm) conforming to various international standards and required for use in various industry & projects.*

### **Roles**

Overall Charge Of Complete Engineering Functions Covering:

- ⇒ Tool Room
- ⇒ Tool Design.
- ⇒ Tool Tryout.
- ⇒ Tool Planning, Procurement & Control.
- ⇒ Plant Engineering & Machine Maintenance.
- ⇒ Capital Budget And Project Planning.
- ⇒ Set Up And Operate Full Fledged Gear Shop Comprising Of Hobbers, Shapers, Shavers, V-Broach, Tooth Rounding Etc.

### **Highlights**

- ⇒ Plan, procure & productionise high productivity machines both general & special purpose to increase **productivity from 10 tractors per month to 120 tractors per month.**

### **1976-1984 Punjab Tractors Ltd. Mohali, Punjab Engineer – Tool Room**

*Punjab Tractors Limited (PTL) was India's first large-scale totally indigenous project. The Tractors of PTL are very popular. The company exports Tractors to various countries including USA. Swaraj Mazda Limited was promoted in 1983 by PTL in technical collaboration with Mazda Motor Corporation and Sumitomo Corporation, Japan for the manufacturing of Light Commercial Vehicles (LCV). Along with Swaraj Automotive Limited (engaged in manufacturing of automobile seats and recliners) and Swaraj Engines Limited (manufacturing of engines) Swaraj caters to the need of heavy vehicle for a large section of the population.*

### **Roles**

- ⇒ Handled A Workforce Of 120 Technicians & 06 Supervisors.
- ⇒ Manufacture Of All Types Of Jigs, Fixtures and Gauges For Mass Production Of Tractor Components, Sub-Assembly And Assembly Of Tractors.
- ⇒ Try-Out and Trouble Shooting In Different Production Areas.
- ⇒ Technical Support / Guidance to Sister Concerns like: Punjab Scooters Ltd., Swaraj Combines Ltd., and Swaraj Foundries Ltd.

### **Highlights**

- ⇒ **In house manufacture of high precision gear cutting tools for bevel gear generation & gear shaving operations as an import substitution.**

### **AWARDS & ACCOLADES**

- ⇒ Departmental award in PTL for indigenisation of 'bevel gear generation tools' in 1978
- ⇒ Plant level award in PTL for indigenisation of 'gear shaving cutters' in 1982
- ⇒ Best performer of the year in ETL in 1994.
- ⇒ Received maximum profit sharing for best performance of the year in 2000 in ETL.

## **LEADERSHIP TRAININGS**

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- ⇒ Management Fundamentals
- ⇒ Two stage workshop for Experienced Managers
- ⇒ Better Time Management
- ⇒ 8D problem solving techniques by experts from Ford Motor Company.
- ⇒ Project Planning & Execution & Root Cause Planning by FORD experts.

## **EDUCATION**

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- ⇒ Diploma in Instrument Technology (3 Years) Central Scientific Instruments Organisation, Chandigarh. ( Indo – Swiss Training Centre ) – Mechanical Engineering.
- ⇒ Pre – Engineering, Khalsa College, Chandigarh. ( Panjab University )
- ⇒ Higher Secondary from Kendriya Vidyalaya Chandigarh.(CBSE)

## **PERSONAL DETAILS**

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Permanent Address : House No. 234 (First Floor) Indraprastha Colony, Sector 30 – 33, Faridabad – 121003.

Age : 60 years

DOB : 06.08.1955.

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## **References:**

- 1) Mr Vikas Bajaj – JMD, M/S Bajaj Motors Ltd.
- 2) Mr Sunder Rajan – President, M/S Sona Koyo Steering Systems Ltd.
- 3) Mr B B Gupta – President, M/S JBM Ltd.