



Supply Chain leader with 24 years of extensive experience in Plant Management, Operations & Engineering Excellence and Change Management. Proven contributor in business value through optimization of processes, enhancing efficiency, driving digitalization, and fostering a culture of Kaizen & Innovation. Expertise in diverse areas like EHS&S, QA, Financial Control, Regulatory Compliance, and Industrial Relationship. Inspirational leader with strong leadership development skills, who consistently champions DE&I based culture, People Development, and builds talent pipeline to drive high-performance cultures. Brings a deep understanding of the local business environment, regulations, and market nuances for successfully managing complex operations.

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PROFILE SYNOPSIS

~ **Strengths Ensuring Success:** Vision, Strategy & Execution ⚙️ Data-Driven Decisions 🤝 Relationship Building 🚀 Innovation ~

- **Plant Management:** Proven track record of optimizing operations to ensure efficiency, quality, safety, and profitability.
- **Operations Management:** Proven track record in effectively managing large supply chain operations, ensuring efficiency and optimization.
- **Engineering Excellence:** Strong background in manufacturing engineering across various industries and contributing to innovative supply chain solutions. Handled 8 Factories with annual OPEX of \$50 million and CAPEX of \$200 million in Divisional Engineering role at ITC.
- **Project Management:** Delivering successful outcomes in complex supply chain projects (Green field & Brownfield) up to 120 million USD. Done multiple projects to facilitate concept to production for newly launched products.
- **Strategic Vision:** Adept at developing and implementing supply chain strategies that enhance processes, reduce costs, and deliver results.
- **EHS&S Expertise:** Demonstrated proficiency in Environment, Health, Safety, and Sustainability (EHS&S) management, by ensuring compliance with regulations and fostering a culture of safety. Received accolades from BSC, CII, IGMC, JJC EHS for outstanding contributions.
- **Quality Assurance:** Extensive experience in Quality Assurance, implementing robust processes & standards to deliver top-quality products.
- **Financial Control:** Strong financial acumen. Adept at financial control, budgeting, and cost management to optimize financial performance.
- **Regulatory Compliance:** Proven track record in regulatory compliance, ensuring adherence to industry-specific regulations and standards.
- **Change Management:** Proficient in leading change initiatives within supply chain processes, driving continuous improvement.
- **People Leadership:** Nurturing a culture of accountability, continuous learning, and growth to motivate and empower teams.
- **Union Management:** Exceptional skills in managing union relations, promoting harmonious workplaces, and achievement of mutually beneficial business goals.
- **Community Impact:** Actively supporting the CSR activities for local as well as national & international NGOs through J&J Programs.

Industry Exposure: Consumer Durables (5 years) • Chemicals (1 Year) • FMCG (11 Years) • Medical Devices (6 Years)

SKILLSET

Plant Management	Financial Controls & CIP	Coaching & Mentoring
SC Strategy Development	Team Building & Management	Problem Solving
Quality Systems & Control	Leadership Development	Stakeholder Management
Operations Management	ER/IR Management	Innovation
Digital Transformation	DE&I Culture Development	Negotiation
Project/ Programme Management	Industry Networking	Collaboration
Operational Excellence/ Risk Control	Conflict Management	Communication
Agile Change Management	Critical Thinking	Motivation

CAREER HIGHLIGHTS

Johnson & Johnson
2017 – 2023

- Handled Plant Operations of MedTech division, India while leading E2E operations involving 800+ diverse workforce generating NTS of \$65 Million with a conversion cost of \$16 Million.
- Improved performance by 33% in J&J Corporate EHS audit and 50% improvement in ESSP audit.
- Delivered CIP of \$1.5 million in 2021-22 & 2022-23 and received Zero Critical Observation in WW FCPA Audit.
- Ensured Talent and Capability development by leading 20 GROW and Cross movement in last 2 years.
- Led successful closure of 2 collective bargaining agreement (CBA) between 2020-2023 with ~16% Productivity improvement along with introduction of OAC and Hot Transfer while ensuring vibrant Industrial Relation (IR)
- Improved diversity ratio by 100% through focused hiring. Utilized structured programs like REIGNITE, WISTEM2D, CRACKATHON, IMAGIVATORS etc. for attracting best diverse talents in the industry.
- Gold medal winner for India Green Manufacturing Challenge for 2023 and 2024.
- Led Engineering of India Sites for Johnson & Johnson while inducting benchmark technologies.
- Managed network optimization project involving closure of a running factory and transfer of entire volume to another factory while maintaining harmonious industrial relationship through CREDO based decision making.
- Developed and implemented Technology Roadmap of \$25 Million to standardize the processes.
- Development of alternate vendor for platform technologies to optimize capital investment by \$4.5 Million.
- Drove successful closure of SDCAP with best possible results in JJRC Audit (Green/Green).
- Winner of National Convention on Quality Concepts Competitions 2020.

	<ul style="list-style-type: none"> ▪ Winner of Aurangabad Quality Leadership Award 2019. ▪ Winner of Industrial Safety & Health prize from DISH, Govt of Maharashtra 2019.
IFFCO 2011 – 2017	<ul style="list-style-type: none"> ▪ Improved capacity by 25% through debottlenecking production lines with optimized investment. ▪ Led multiyear project to increase capacity of Culinary Division from 2800 to 4000 tons/month. ▪ Implemented ORACLE Asset Management module for entire Culinary & Beverage division. ▪ Developed the blueprint of integrated manufacturing facilities in Egypt, Saudi Arabia, Iraq, Italy, and India.
ITC 2006 – 2011	<ul style="list-style-type: none"> ▪ Prepared business case for setting up new dairy division with first model manufacturing unit in Bihar. ▪ Guided team for completion of Greenfield project of Pune and Brownfield project of Kidderpore factory. ▪ Implemented wind turbine project at Karnataka and Maharashtra as part of sustainability initiative. ▪ Received Outstanding Performance Awards in Energy Conservation and EHS&S from CII (ER) in 2009 & Winner Prizes in 2008. Won National Award for Excellence in Water Management from CII, Hyderabad in 2008. ▪ Awarded a 5-star rating in EHS by the British Safety Council. ▪ Handled Greenfield Projects of \$120 million at ITC Ltd for installation for Biscuit, Pasta/Chips, Soap, Shampoo, Cream, Talc and Printing plants. <ul style="list-style-type: none"> ▶ Bagged the safety award Prashansa Patra 2007 from National Safety Council for constructional safety

CAREER CONTOUR

Plant Director (MedTech Division) ▶ Johnson & Johnson Aurangabad, Maharashtra, India Apr '24 – Present

Deliverables

- Leading 800+ members to deliver customer requirements while maintaining efficient cost control, safety, compliance, and quality.
- Acting as a part of India Product Supply Leadership Team, working collaboratively with Supply Chain, Quality, NPI & LCM, Finance, HR, ER & Business Excellence to drive implementation of long-term strategy, vision, and mission of J&J.
- Leading continuous improvement in QMS to ensuring customer satisfaction and achieving operational excellence.
- Rendering strategic direction and led implementation of J&J global standards in EHS, Quality, Cost, and Delivery.
- Development of 5-year manufacturing strategies and objectives.
- Upholding DE&I culture and developed capabilities of ready now, ready later and ready future leaders including coaching of talents to ensure accelerated development of higher potential (Hi Po).
- Networking through Industry Associations for symbiotic inter-sectoral synergies & adopting best practices.
- Maintaining harmonious relationship with LUC (Labor Union Committee) and jointly working to improve plant efficiency.

Initiatives

- Won IGMC 2024 GOLD award by demonstrating significant improvement in the field of Business Continuity and Process Simplification.
- Drove ZBB (Zero Based Budgeting) project to establish the baseline for all the processes for better cost control and increased efficiency.
- Driving 9 months engagement with Kaizen Institute for empowering people & achieving sustainable improvements.
- Plant participation in myAvtar career conference and SHE-makers to support & guide DE&I candidates on their career journey.

Business Unit Manager (MedTech Division) ▶ Johnson & Johnson Aurangabad, Maharashtra, India Mar '20 – Sep'24*

Deliverables

- Leading 450+ members to deliver customer requirements while maintaining efficient cost control, safety, compliance, and quality.
- Coordinating with Global Planning Team for augmented capacity and inventory optimization.
- Leading continuous improvement in QMS by partnering with Global Leads of NC, CAPA and Internal Audit Process.
- Maintaining the agility to demand fluctuation while developing 5 years strategic planning in collaboration with global stakeholders.
- Driving timely implementation of Kaizen & Innovation projects along with strategic programs to improve productivity & quality.
- Coaching of talents to ensure accelerated development of higher potential (Hi Po).
- Maintaining harmonious relationship with LUC and working towards improving employee engagement and satisfaction.

Initiatives

- Superintended the installation and ramp up of 60% enhanced capacity as part of Global Network Optimization project.
- Led Zero observation in recent ISO-13485 recertification audit and improvements in performance by 25% in JJRC audit.
- Improved DE&I within India MedTech Manufacturing Team by 100% and ensured Talent and Capability development.
- Leveraged Industry networks to ensure NO Factory stoppage during entire COVID19 pandemic period.
- Drove a major change to address customer feedback on the attachment quality by adopting different technique.
 - ▶ Scrapped 25+ years old practice and led transformation (Program PUMA) that involved work on input material suppliers.
 - ▶ Improved equipment & technique with efficiency improvement of 100% within 7 months against Global benchmark of 10-12 months.
 - ▶ Adoption of new measures for transformational change has reduced wastage by more than INR 1.5 Cr through below processes:

Daily monitoring of efficiency	Rapid response team formation for resolving issues.	1:1 conversation with employees	Competency enhancement through repeat trainings.
Connect with LUC to re-emphasize business needs	Recognition for employees who are breaking barriers.	Cultivation of Growth Mindset	Intervention of ER/HR as and when required

*March'20 - Jan'21 discharged dual responsibility of Site Engineering Head and Business Unit Manager.
April'24 - Sep'24 discharged dual responsibility of Business Unit Manager and Plant Director.

Site Engineering Head (Medical Device Division) ▶ Johnson & Johnson, Aurangabad, Maharashtra, India Nov '17 – Feb '21

- Steered the development & execution of Technology Roadmap to improve productivity, quality, safety, & compliance standards.
- Orchestrated the development and execution of LRFP for capital expenditure in liaison with Global Engineering & Finance Team.
- Ensured continuous improvement of product quality through low-cost automations and integration with Industry 4.0.
- Managed local & global, regulatory and compliance audits as well as Global safety audits.
- Developed Talent pipeline, guiding & mentoring talent with high potential.
- Delivered "Improve Agility of Thailand Consumer Market" project as part of action learning project of STAR program.

Head – Engineering (Culinary and Beverage Division) ▶ IFFCO Group – UAE Oct '11 – Oct '17

- Managed Global Engineering Services & Projects of Culinary and Beverage divisions with a Team of 8 direct reports.
- Developed capacity matrix and investment blueprint for both divisions while planning for major overhauls of assets.
- Streamlined workflow efficiencies while leading energy conservation, innovation journey, world class EHS standards implementation.
- Coordinated with Marketing & R&D teams for New Product Development and its successful implementation.
- Drove Capability building and Talent Development initiatives to strengthen talent pipeline.

Manager – Divisional Engineering (HO) ▶ ITC Limited, Head Office – Kolkata, West Bengal, India Nov '10 – Oct '11

- Led the divisional engineering of 5 ITC owned Cigarette Factories and 3 Co-packers with the support of 45 Managers.
- Formulated strategic plan for the entire division and breaking down the same for setting up of divisional KPI/Targets.
- Review of all strategic projects, sustainability projects & sustainability reporting and update Divisional Management Committee
- Planned annual Capex of \$200 Million and Opex of \$50 Million with regular reviews of capacity and contingency planning.

Branch Engineer (Head – Engineering) ▶ ITC Limited – Munger, Bihar, India Jul '08 – Nov '10

- Led the department to meet KPI's on productivity, quality, specific energy etc. with a team of 10 managers and 75 technicians.
- Spearheaded brownfield investment of \$225 million to achieve a Plant of the Future with 100% capacity enhancement, improved energy efficiency, better people efficiency, enhanced equipment safety, and improved product quality.
- Completion of CSR projects (Upgrade Infrastructure of Community Hall and ITI, Improvement in the Rural Milk SC)

Assistant Manager – Engineering ▶ ITC Limited – Haridwar, Uttarakhand, India Jan '06 – Jun '08

- Handled Greenfield project worth INR 600 Crores (\$120 Mn) including setting up of a manufacturing facility for foods (biscuit & chips), personal care (soap, shampoo & talc) and packaging & printing divisions.

Manager Maintenance – Mechanical ▶ BOC India Limited – Jamshedpur, Jharkhand, India Jan '05 – Jan '06

- Handled Mechanical Maintenance of DCS controlled plant which was the largest supplier of TATA Steel. Spearheaded the implementation of MAXIMO, a world-class maintenance software for India Operations.

Assistant Manager – Maintenance ▶ Samcor Glass Ltd – Kota, Rajasthan, India Aug '00 – Dec '04

- Was responsible for Utilities dept. of this Glass manufacturing facilities where reduced NAP fluctuation through Six Sigma project, resulting in 4% yield increase. Played a pivotal role in the implementation of the SAP PM module in the entire SAMTEL group.

COMMUNITY IMPACT

- 2023: Selected by J&J Talent for Healthy Communities as Project Lead for a Pro Bono Program where guiding a cross functional team of different geographies to support Ladli Foundation Trust in a project of improving nutritional condition of school students.
- 2022: Selected by J&J Global Community Impact Team and partner organization for 2022 Global Secondment program, a 6-month long stint where supported the partner organization (Yayasan Project Hope) on a global health and humanitarian project.
- 2019-2021: Supported the Project SAKSHAM, a CSR initiative where we have trained the people of Khirdi village on Agriculture & Environment, Women Empowerment and Health & Hygiene as part of village development plan.
- Member of J&J CREDO team and supports the community programs including Operations SMILE to help children living with cleft lip and cleft palate to better breathe, eat, speak, and live lives of greater quality & confidence.

EDUCATION AND CREDENTIALS

2000 **B.E. (Mechanical Engineering)** from **Indian Institute of Engineering Science and Technology** – Shibpur, Howrah, West Bengal || 72.8% || Recipient of **National Merit Scholarship Certificate & National Science Talent Search Award**

Certifications	♦ PMP Certified from Project Management Institute, USA ♦ Manufacturing Asset Management Programme by City & Guild, UK ♦ Energy Manager from National Productivity Council and BEE, Ministry of power, Govt. of India ♦ Six Sigma Green Belt Certified Professional.
Trainings	♦ Selected for Online blended MBA from IIM Ahmedabad , batch of 2024-2026 . ♦ PLDP (Plant Leadership Development Program) 2023-24 as part of global talent development plan. ♦ J&J worldwide STAR (Shaping Talent & Accelerating Results) Leadership program 2021-22 from J&J SC Academy, USA ♦ Residential executive training course 'Expanding Bandwidth' at IIM Bangalore ♦ Leadership course by Franklin Covey ♦ AMT and MBTI by Prof. Somnath Chattopadhyay.