

K.S. SIVAKUMAREN

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Senior Level Assignments

~ Production Planning ~ QHSE Operations ~ Procurement Operations ~ Warehouse Management ~ Sustainability ~ Process Improvement ~ CAPEX - Internal Auditor

Proficient in running successful method-oriented operations and taking initiatives for business excellence through process improvement

SKILL SET	PROFILE SUMMARY
Production Operations	<ul style="list-style-type: none"> • A competent professional with 19 years of experience in Production Operations, QHSE Operations and Procurement
Quality Assurance	<ul style="list-style-type: none"> • Expertise in managing production activities with effective utilization of available resources as per production schedules; executing cost saving techniques to achieve reduction in terms of man days, purchase, raw materials & energy conservation
QHSE Operations	<ul style="list-style-type: none"> • Expertise in Planning systems, ERP, Capex Projects, Sustainability, QHSE and People developments.
Warehouse Management	<ul style="list-style-type: none"> • Proficient in reviewing procurement and production volumes by product class, customization the types and finalizing the same
Cost Optimization	<ul style="list-style-type: none"> • Merit of being experienced in ISO 9001, ISO 14001, and ISO 45001 and as Internal Auditor for both ISO 9001 and ISO 14001
Procurement Operations	<ul style="list-style-type: none"> • Skilled in performing various activities like inventory management, research & development of paint, project erection, technical support, dispatch of FG, waste management, effluent treatment, water treatment and so on
Process Improvement	<ul style="list-style-type: none"> • Hands-on experience in implementing various initiatives like implementation of ISO 9001, ISO 14001, OHSAS 18001, and ISO 45001 maximizing available working capital and so on
Plant Operations	<ul style="list-style-type: none"> • Experienced in implementing several safety measures for minimizing occurrence of accidents, fires, calamities: conducting investigations for determining the cause of industrial accidents
Team Management	<ul style="list-style-type: none"> • A result-oriented individual with strong analytical, communication, interpersonal and organizational skills
Production Planning	<ul style="list-style-type: none"> • Having hands off experience in Manufacturing and Quality testing parameters for all types of Paints (Water Base, Solvent Base, PU, Epoxy, Thinner and Wood Coatings) and Construction Chemicals (Waterproofing, Resindur, Mortars, Grouting and Admixtures)
Internal Auditor	

ORGANIZATIONAL EXPERIENCE

Since Sep' 17: Sika Gulf B.S.C., Sitra, Kingdom of Bahrain as Manager - Plant and QHSE - Sustainability In charge

Growth Path:

- Sep' 17 - Dec' 18: As Manager - Production
- Jan'19 - Dec' 19: As Manager - Production, PPC and EHS
- Jan'20 - Present: As Manager - Plant and QHSE - Sustainability In charge

Key Result Areas:

- Supervising a team of 2 Managers, 4 Assistant Managers, 1 Executives & 21 operators, while working with Microsoft Axapta ERP System
- Plan, organise and direct the Operations to met the Customer requirements.
- Initiative and process to utilize the manpower, equipment, facilities materials to minimize the overall costs.

- Attained the business objectives and productions schedules with the product standards to meet the customer requirements.
- **Integrate and merge all individual departments goals to achieve company objectives through supply chain optimization.**
- **Coordinated with all the suppliers to get the best price and deliver the material on time**
- **Handled all LCL, FCL shipment to reach the factory on time**
- **Negotiations of best price for all RM and PM**
- Provide the business excellence, collaborate, and provide consultation to management to support the reduction of total cost of ownership and gain of competitive advantage through class leading delivery of products to customers.
- Custodian of plant accounts, cost control and all commercial activities.
- **Ensuring servicing of more than 1100 inventoried and non-inventoried SKUs for different customer segments including retail, projects, and exports for region of GCC and Africa**
- Performing various activities like inventory management, research & development of paint, project erection, technical support, dispatch of FG
- Proficient in reviewing procurement volumes by product class, customization & type and finalizing the same
- Defined the project required and allocated the funds as per company policy.
- Experienced in implementing several safety measures for minimizing occurrence of accidents, fires, calamities: conducting investigations for determining the cause of industrial accidents
- Maintaining all valid QMS certification
- Improving HSE related quality and production process and QHSE products management system.
- Complete compliance with local QHSE rules and regulations
- Conduct HSE audit as per plan
- Started the EHS committee and held the meetings as per schedule. The outcome of the committee meeting has been implemented
- Updating the required rules and files for the local Ministry

Highlights

- **Contribute in reducing the procurement cost by alternative way of sourcing.**
- **Reduce the inventory level by 30% without affecting the production**
- **Identified alternate supplier for almost 20 RMs**
- Improved the production capacity by optimizing the batch size at an average of 3 MT per month
- Completed 4 major projects to improve the efficiency of production
 - Increased the cooling capacity of chilling tower.
 - Reduced the tinting time by giving effective color matching
 - Increased the warehouse space by 20% by applying lean methodology.
 - Reduced the man power and over time by 12%, increased the production by 7%. This helped in reducing the overhead cost
- Introduced 5S to the plant as the best practice
- Erection of new machines which helps in improving the production, process and quality.
- Introducing the GMP and plant hygiene
- Main custodian of implementing Sika Management System which covers all ISO and QHSE activities
- No accidents has been occurred in Plant under my supervision
- Drafted EHS policy
- Working of transition from OHSAS 18001 to ISO 45001

Jan'12 – Aug' 17: Berger Paints Bahrain W.L.L., Sitra, Kingdom of Bahrain as Operations Executive

Growth Path:

Jan'12 – Mar'13: As Jr. Production Executive
 Apr'13 – Dec'14: As Production Executive
 Jan'15- Aug' 17: As Operations Executive

Key Result Areas:

- Supervising a team of 4 Executives, 8 Officers & 60 Operators while working with Microsoft Navision ERP Systems
- Monitoring the entire purchase operations of more than 300 RMs and more than 50 PMs while ensuring cost optimization by introducing alternate vendor/material combinations from suppliers in the Middle East, South East Asia, Europe, USA and India

- Performing various activities like developing relationships with suppliers and customers, implementing key procurement strategies, formulating production plan of various manufacturing units, assessing purchase requirements, planning the procurement cycle and monitoring inventory
- Facilitating the preparation of imports and exports documents in coordination with the clearing agents and ship forwarders
- Extending support in implementing :
 - ISO 9001 and ISO 14001 for the plant
 - Risk Management techniques like risk assessment and job safety analysis to ensure total safety
 - Root cause analysis
 - CAPA and problem-solving initiatives
- Administering the colour matching and tinting strokes, cycle time reduction through shade history details for each batch with respect to percentage tinter consumption
- Contributing in waste management, developing MIS; performing batch cost analysis, monitoring batch cycle time, managing factory level loss, ensuring health and safety standards as well as providing training to the officers and operators

Highlights

- Contributed in reducing the generation of Sp. Effluent from the factory
- Enhanced the productivity, manpower efficiency and batch cycle time through regular monitoring
- Successfully generated small income for the company worth 120 BD (increase of 33%) from waste management system
- Extended support in taking various initiatives like :
 - Restructuring the shop-floor for easy production
 - Designing new layout for warehouse
 - Introducing the tinter storage system for storing the tinters which reduced the fatigue amongst the Tintermen and Spillage of Tinters
- Facilitated in reducing the cost of production for all kinds of product by coordinating with research & development department
- Bagged Certificate of Appreciation for shop floor restructuring and Tinter Storage System (Best Improvement Project amongst all IBU of Asian Paints)
- Recognised as the 5S champion and achieved Level of Excellence for last 4 years
- Merit of being a Plant EHS Committee Member
- Bagged 4 Awards for taking 15 initiatives
- Initiated successful implementation of total productive manufacturing, resulting in an increase of production yearly and some savings in production cost as well as through effective use of the rotation method for defect & rejection
- Decreased the lead time in production through implementation of Value Stream Mapping Technique
- Achieved reduction in variable production cost by using the Lean Manufacturing Tecnique

Jan'09 - Jan'12: Nippon Paints (India) Pvt. Ltd., Sriperumbudur as Production Chemist

Highlights

- Extended support for SAP implementation and erection of new plant
- Acheived reduction in the cost of production for all kinds of product as well as the batch cycle time without affecting the quality of the product
- Contributed in imparting training to the existing and new customers on correct application, color matching techniques and right usage of product
- Extended support in achieving zero customer complaint from the date of plant erection and implemented ISO 9001 and ISO 14001 for the plant

Apr'07 - Dec'08: KCC Paints (India) Pvt. Ltd., Sriperumbudur, Tamil Nadu as Production & Color Matching Chemist

Highlights:

- Played a pivotal role in introducing new paint formula for customer including the new colors
- Contributed in implementing ISO 9001 and ISO 14000 for the plant

Jun'02 - Mar'07: Kansai Nerolac Paints Ltd., Perungudi, Chennai as Production Chemist

Growth Path

Jun'02- Jul'03: As Apprentice

Jul'03- Jul'04: As Trainee Chemist
Jul'04- Mar'06: As Supervisor
Mar'06- Mar'07: As Associated Officer

Highlights:

- Merit of being appointed by the management as Deputy Leader TPM (Total Productive Maintenance) for the industrial section
- Extended support in obtaining Level 1

TRAININGS ATTENDED

- Attended various training sessions on:
 - Certified Internal Auditor Process Risk & Performance Based Approach (ISO 9001:2015, ISO 14001:2015, ISO 45001:2018) (QHSE Learning Center Certificate No: 33231144)
 - Certified Internal Auditor for ISO 9001:2015 from BVQI (IRCA 9152: A 17962)
 - Certified Internal Auditor for ISO 14001 from OMNEX (IRCA 2017: A 14478)
 - Team Building (Strengthening the Teamwork Links) from Iqtidar Training Center, Kingdom of Bahrain
 - "Analysis of Water" conducted by Advance Training Institute, Guindy, Chennai
 - TPM (Total Productive Maintenance) from ECS Ltd.
 - Supply Chain Conclave – ASCENT – 2014 from Asian Paints, India
 - Microsoft Excel 2007 (Basic & Intermediate) from Aptech, Kingdom of Bahrain
 - Operation of Extinguishers and Hose Reels (Theory and Practical) from Alpha Fire Services, Kingdom of Bahrain
 - MEDIC First Aid® Training Program First Aid/CPR from Industrial Petroleum Training Services, Kingdom of Bahrain
 - Industrial Waste Management in Bahrain and Compliance Reporting from Bahrain Society of Engineers – Training Centre, Kingdom of Bahrain
 - The Seven Habits of the Highly Effective People from Logic Institute, Kingdom of Bahrain
 - Fourth National Workshop on the Strategic Approach to International Chemicals Management [SAICM] – Supreme Council for Environment

LICENSES & CERTIFICATIONS

- Lean Six Sigma Green Belt Certification – IACT Global – International Academy for Certification & Training
- Six Sigma Black Belt Certification -Level I - IACT Global – International Academy for Certification & Training

ACADEMIC DETAILS

- B.Sc. (Chemistry) from Sri Ramakrishna Mission Vidyalaya Arts & Science College, Coimbatore in 2002

IT SKILLS

- Proficient with the usage of MS-Office, Automation & other Internet Applications

PERSONAL DETAILS

Date of Birth: 9th February 1981
Residing Address: Flat No: 14, Building No: 1462, Road No: 1823, Area No: 318, Hooraa, Kingdom of Bahrain
Permanent Address: No: 7, Brindha Nagar, Thindal (PO), Erode – 638012, Tamilnadu, India
Languages Known: English, Tamil, Malayalam & Hindi