



Shafaq Saiyadain

657, Sector-21, Panchkula – 134112
Mobile: + 91 (0) 9511915511 & +91 9591470111
Email: shafaqsaiyadain@gamil.com

Operation Management/ Factory Management professional having 25 years of experience in Decorative Paints, Industrial Paints & Resins

Summary of Experience: -

- Presently working as **Plant Head** with **Grauer & Weil (India) Limited** at Barotiwala (HP) with turnover of 150 Cr per annum & manpower of 150 persons. Grauer & Weil (India) Ltd. Manufacture **HPC & OEM Paints** from Barotiwala Factory.
- Worked as **Deputy General Manager- Works** @ Greenply Industries Limited, Lucknow.
- Worked as **Works Manager with Hempel Paints**, an **European Paint Manufacturing Multinational** @ Nashik (Maharashtra).
- Worked as **Project Manager** of Greenfield Project for construction of 12 million liters per annum capacity Protective Paint factory (concept to handover) @ Hempel Paints, Nashik.
- Worked as “Head of Operations” (Designation-**Production Manager**) of Manufacturing Unit of a reputed US coating manufacturing company, **Valspar Coatings, Bangalore** (Now known as Sherwin Williams India).
- Installed and commissioned **1125 MT per month capacity Alkyd Resin Plant** @ **Berger Paints**, Jammu.
- Experience in Production Management of **Paints (Decorative (Solvent & Water based), Marine, Protective, Packaging, Industrial coatings)**, and allied products like **products like Polymer/ Resins (Alkyd, Acrylic, MF/UF, Polyester, Amino, Epoxy modified, Polyurethane and Phenolic Resins) and Acrylic Emulsions.**
- Experience in obtaining all necessary construction and operational permits like Environmental Permits, Environmental clearance, Factory License, PESO Nagpur, Manufacturer and Packers license, Excise Registration, Electricity Department, District Administration NOC, Local Municipal Body, Local Industrial Authority, building plan approvals, Building completion certificate, Fire NOC, Labor registration, GST etc.
- Handling IR issues like preparation of Management Demand, Negotiations with Union (both Internal and External Unions), finalization and implementation of Agreement.
- Recruitment from workers to medium-level management staff in Production, HR, Engineering, Warehouses, Quality, HSE, Process Engineering, Security etc.
- **Post-Graduation in Organic Chemistry** from Jamia Milia Islamia, New Delhi in 1997. **Diploma in Operation Management.**
- Well versed with ISO 9001, ISO 14001 & ISO 45001 standards requirements and exposure for implementation and certification audits.

Career Path: -

1. **From March 2021 to till date – Plant Head & DGM Operations** with Grauer & Weil (India) Limited, Barotiwala (HP) reporting to President, Paints.
2. **From September 2018 to March 2021** - General Manager -Operations with Jai Ambey Vineer Plywood Factory, Lucknow.
3. **From May 2017 to August 2018 – Deputy General Manager- Works with Greenply Industries Limited,**
4. **Hempel Paints, Nashik: -**
 - a. **From Jan 2015 to April 2017 – Sr Manager** – Production Engineering, Compliance and General Administration (Works Manager) with Hempel Paints India Private Limited, Nashik Reporting to VP-South Asia.
 - b. **From May 2013 to Dec 2014: - Project Manager,** Hempel Paints, Nashik, Maharashtra - Worked as Project head for the greenfield project for 12.0 million liters' project – from conceptualization to commissioning. This also includes writing of technical specification, arrangement of quotation and its evaluation, negotiation and award of work. Installation and commissioning of the products. Training of the workforce. All the construction and operation permits. I was reporting to Group Vice President- South Asia.
5. **From Feb 2011 to April 2013: – Production/ Operations Manager** (Looking after Production, Engineering, Warehouse and HSE Departments) with **Valspar (Coatings) Corporation Private Limited, Bangalore.** The Valspar is 5.5 billion dollars, US based and fortune 1000 company.

Reporting to Managing Director, India with dotted line reporting to Manufacturing Director in Europe. I was responsible for running of entire factory.

6. **From Feb 2005 to Feb 2011: - Assistant Production Manager** (Resins with additional charge of Environment, Health & Safety Department) with **Berger Paints India Limited, Jammu-** second best company in term of turnover in Indian market.

Reporting to GM/ Site Manager and responsible for running of Resin Plant and additionally responsible for HSE of the other two Plants (Paint and Powder Coating) and responsible for Liaisoning with State Pollution Control Board, Ministry of Environment and Forest and Central Pollution Control Board. I was also responsible for operation of ETP and Incinerator.
7. **Asian Paints India Private Limited: -**
 - a. **From April 2001 to Jan 2005: - Senior Chemist (Production- Resins & Emulsion)** with Asian Paints, Greater NOIDA.
 - b. **From Oct 1997 to April 2001-Chemist (Production-Resin and Emulsion)** with Asian Paints India Limited, Greater NOIDA – Company with 55 % share in Indian decorative market.

Summary of Skill and Experience: -

- Independently managing overall operations of the factory including, Production, Engineering, EMS, PPC, QC, RM & Engineering Stores, HRD, Legal Compliances & Permits, Warehousing and logistics for **more than eight years** as of now.
- Operation of the Manufacturing Plant and ensuring smooth batch type process, adhering Quality standards and with environment friendly policies.
- Interacting with the R&D department for developing new formulations and altering the production processes accordingly.
- Coordinating with departments like Marketing and Materials Purchase for aligning production with sales forecasts and Raw Material and Equipment availability.
- Optimization of Overall asset effectiveness and improving production capacities by reducing Cycle time of the batches. Calculation of overall equipment effectiveness.
- Revenue & Capex budgeting of the factory.
- Responsible for management of P&L of the factory.
- Planning of the Raw material and Packing Material and sourcing then at the optimal cost.
- Inventory management of RM and Finished Goods.
- Performance reviews of the team and setting of KRAs.
- Reducing cost of production and reducing overhead cost viz, Power, Fuel consumption etc.
- Planning & Entries in "Oracle based" ERP system. Knowledge in SAP production planning module.
- Recruitment of the personnel for key positions.
- Implementation of strict Safety norms. Increasing safety awareness and introduction of safe manufacturing practices.
- Minimizing performance bottlenecks for high productivity with maximization of men, material and machine resources. Preparing SOPs, manuals & work instructions for production operations for the unit and maintaining MIS/Reports for facilitating decision making by the management.
- Accounting and stock reconciliation for Finished Goods and Raw Materials.
- Environment Management of the Paint Factory and operation of the ETP Plant (30 KI per day capacity) and Hazardous Waste Incinerator (supplied by M/S Thermax Ltd.), Installation and operation of Ambient Air Monitoring Stations (APM 460BL & APM 411), installation and operation of Bag Filters, wet scrubbers etc.
- Conceptualizing and conducting manpower training for skills up gradation, motivation and team building, and career planning in coordination with HR department.
- Working norm development and Efficiency analysis of workmen to increase productivity.
- Implementation of the Preventive Maintenance of the Machines for smooth functioning of the plant. Implementation of the spare part policy of the Plant.
- Designing Instruction manuals and teaching aids and imparting training to shop employees, pertaining to Quality & Environment and Safety implementation and compliance.
- Identification of Hazardous solid waste and reduction by secretion, re-cycling and reuse.
- Job safety analysis and Risk assessment study of the activities.
- Liaison with the State Pollution Control Board and adherence to their requirements. Preparation & Submission of the Environment Statement, Compliance Reports, Form-4 (HWMHR) etc. from time to time.
- Ensured Techno-economic viability study of Plant Modification/ Capital Projects, involving cost estimation, process calculation and payback period calculation.
- Evaluation of plant performance with respect to operational efficiency and energy consumption.
- Implementation of systems like 5S.
- Key role in implementing CANDO pillar, KAIZEN pillar.
- To establish adequate statistical techniques as required for verification as well as corrective and preventive action.
- Experience in installation and commissioning of the Resin Reactors (Up to 10 Ton Reactor including Cooling towers and Thermic fluid heaters) for Berger Paints.
- Experience in Environment Approval of Integrated Paint Manufacturing Factory and necessary regular Approvals and Clearances from State and Central Government agencies (including EIA study and Environmental Clearance from Ministry of Environment & forests).

Significant Achievements

- Successful in achieving optimum asset utilization in the **Resin Reactor (Reduction in cycle time of Batches)**.
- Successful in installation and commissioning of **new Resin Plant**.
- Successful in installation and commissioning of ETP (30 KL per day).
- Successful in installation and commissioning of Hazardous Waste Incinerator.
- Designing and installation of **General Industrial Paint Plant**.
- Green filed project installation & commissioning – Protective Paint Manufacturing Plant.
- Greenfield project installation & commissioning – 20,000 NA Plywood Manufacturing Plant.

Educational Qualifications

- Diploma in Operations Management from Brilliant Business School, Chennai, in 2002.
- M.Sc. (Organic Chemistry) from Jamia Milia Islamia, New Delhi, in 1997, with 1st Division.
- B.Sc. from Avadh University, Faizabad in 1994 with 1st division.

Computers Proficiency

- Working knowledge of MS office
- Working knowledge on the SAP 4.3 and Oracle ERP software.
- Working knowledge on AX Dynamics

Personal Details: -

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| Date of Birth - | August 1973. |
| Marital Status - | Married |
| Native- | Lucknow (Uttar Pradesh) |
| Children - | Two |
| Passport- | Yes |