

B. K. PAL

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An accomplished professional with prestigious experience & chronicled success of 27 years in spearheading multi-functional roles encompassing Commercial Operations, Project Management, Business Operational Excellence; leveraged capabilities in conceptualizing & implementing effective ideas / strategies which adds value to organization through inspiring leadership, rich experience & innovation excellence; targeting to express potential in leadership roles with an esteemed Organization.

PROFESSIONAL ACADEME'

- ✦ **2007- 2009 : MBA in Material Management & Industrial Management** from National Institute of Management
- ✦ **2005 Course in SAP – Materials Management Module** from Discover IT, Hyderabad.
- ✦ **1997 Certificate Course in AutoCAD & AutoLISP** from Autodesk Training Centre, Hyderabad.
- ✦ **1996 Post Graduate Honours Diploma in Computer Applications** from ICSS, Hyderabad.

ACADEMIA

- ✦ **1993 B.E. (Mechanical) Bachelor of Mechanical Engineering** from REC/ NIT, Durgapur. Secured 77% Marks.

COMPUTER FORTE'

- ✦ Proficient in DOS, Windows XP, MS Office (Word, Excel, PowerPoint), Internet and SAP - MM.
- ✦ Well versed with Programming languages such as C, C++, VB, VC++ (5.0), Java 1.1, Oracle 7.3 as well as LAN.

CERTAIN ACHIEVEMENTS AMONG ALL

- ◇ Cost saving in Indorama by bringing down Vessel's demurrage in Haldia Port of FY'19-'20 from USD 37,89,721 to USD 8,03,528 in FY'20-'21 and for other Ports from USD 7,57,947 of FY'19-'20 to USD 2,09,562
- ◇ Achieved several records as first time in the History of the Plant in Indorama like record cost savings, record import of Bulk Raw Materials by vessels, record in minimization of primary & secondary losses in Port functioning & logistics and cargoes movement from Port to Dock-Site & Plant, record production, record in Supply Chain Management, record profit
- ◇ Bulk Raw Materials imported in Indorama as 11,57,250 MT which is 27% higher than ABP. Recorded 1st time profit from our Plant in last 7 years and that to Rs.372 Crores (record in the History of the Plant) and total import including DAP & MOP for trading is 16,72,350MT. Import of 5,20,000MT of MOP & DAP.
- ◇ Cost reduction of HDPE Packaging bags in Indogulf Fertilisers by Rs.0.53/ bag by RA for requirement of approx. 0.6 Crs Bags in Ports. Vendor development of HDPE bags from existing 3 vendors to 17 vendors
- ◇ Transportation cost reduction in Indogulf, Bhatia Coke & Energy Ltd (BCEL), Indorama for Urea, Fertilisers, Coal & Coke movement by finalizing Contracts on per MT per Km rate basis on RA.
- ◇ Maintained always much lower primary & secondary losses in Indorama and BCEL in Ports Management much below than 0.5% by faster evacuation of Cargoes, monitoring & coordinating in Ports
- ◇ We made in Indogulf all the expansion/ revamping projects like Ammonia Revamping Project, CO2 reduction project, Energy Saving Scheme (ESS) project by the project cost of Rs.320Crores in between FY'13-'14 and FY'15-'16 and I executed the projects and revenue purchase with the most competitive prices with enormous cost savings
- ◇ I executed in Indogulf new businesses of Customized Fertilizer Plant (Green Field Project) and Animal Nutrition by project cost of Rs.280 Crores in FY'13-'14.
- ◇ Successfully executed project procurement in Balco for VSSRC (Vikram Saravai Space Research Centre) for setting up a unit for producing special grade of Aluminium under EPCG in joint venture with Centre Government for supplying special grade of Aluminium for Rocket manufacturing by Vikram Sarabhai Space Research Centre (VSSRC)
- ◇ Procurement (indigenous & import) for 600 MW Power Plant (IPP) in between FY'06-'07 and FY'08-'09 in Balco and completion of the Rs.3,000Crores worth of Green Field project in before time of completion.
- ◇ Received numerous awards in Balco such as yearly incentives of Rs.2.0 Lakhs – 2.5 Lakhs every year and LTIP for three years with a monetary value is Rs. 12 Lakhs (approx.) owing to distinguished performance in handling purchase.

BUSINESS SKILLS

- ✦ **Functional**
 - Strategic Planning-Procurement, Logistics & SCM, Commercial- Team Work- - Cost Saving Initiatives
 - Demand & Supply- Materials Management - Safety & Security - Liaison & Coordination- Quality Implementation
 - Process Management- Man Management-Training-Operations & Maintenance
- ✦ **Domain**
 - Commercial Operations - Procurement- Negotiation Skill - Import- Warehousing - Logistics - Contracts
 - Strategic Sourcing - Inventory Control - Vendor Management - Indigenous & imported projects
 - Transportation - Waste Reduction - Statutory Compliance - Stock Auditing - MIS/ Documentation
 - Contract Management - Port Management - Supply Chain Management - Projects Procurement - CAPEX & OPEX

- ✦ - SEZ, EPCG Procurement- ARCs, AMCs - SOPs - Stores Functioning- Customers Satisfaction
- ✦ - Raw Materials Sourcing - Mining - Cost Analysis (Cost Estimation) - Budgeting- Market intelligence
- ✦ - Business Growth- Seamless working - Communication Skill - Techno-Commercial Operations
- ✦ - Tenders, Bids & Contract Management- Project Management- Vendor Evaluation, Negotiation & Management
- ✦ - Supply Chain Management- Inventory Control- Inbound & Outbound Logistics- Business Growth and Expansion
- ✦ - P&L Management/Annual Budgeting- Sourcing & Procurement

✦ CORE COMPETENCIES

- ✦ - Team Set-up & Stabilization- Client/ Stakeholder Relationship Management- Vision & Leadership
- ✦ - Team Management ; Contract management - Project Scoping / Planning; deliverables, risk, milestones
- ✦ - Strong negotiating, influencing and relationship management- Excellent communicator that is highly motivated
- ✦ - Problem solving - Innovative with entrepreneurial flair - Proven strategic aptitude and ability
- ✦ - Ability to influence at a senior level, both internally & externally- Excellent project management skills
- ✦ - Passionate about achieving high levels of excellence - Highly energised and motivated with a high level of commitment
- ✦ - Commercially astute and customer focused - Tenacious & results driven with sound business judgement
- ✦ - Ability to work collaboratively with others to provide a high quality service - Hands-on approach, with a 'can-do' attitude
- ✦ - Numerate with strong analytical and problem solving ability - Strong leadership skills and experience
- ✦ - Self-motivated, with the ability to work proactively using own initiative - Committed to learning and development
- ✦ - Ability to prioritise, demonstrating first class organisational skills and time management skills
- ✦ - Excellent attention to detail, with the ability to work accurately in a busy and demanding environment
- ✦ - Good IT skills e.g. Microsoft Office (Word, Excel, PowerPoint, SAP/ERP and Outlook)
- ✦ - Developing and implementing the commercial strategy for the business
- ✦ Understanding the value drivers of the business identifying profitable commercial opportunities to grow revenue & market
- ✦ -Working closely with the Head of Sales to manage key customers (existing, thereby improving turnover and profitability
- ✦ -Ensuring that regular reviews are carried out with customers (internal & external), to ensure that their needs are being met and that excellent customer service is achieved and, developing future improvements/services for the customers
- ✦ - Adequate training to team members - Team work & team building - Work & personal life balancing
- ✦ - SOPs formulation, implementation and adherence- KRAs & KPIs reviewing & monitoring for continuous improvement
- ✦ - Seamless communication with all major stakeholders (internal and external) to achieve business objectives;
- ✦ - Collating and analysing business data pertaining to all commercial activities; (xxxiv) Ensuring that all commercial activities meet or improve on budget, cost, volume and efficiency targets (Key Performance Indicators (KPIs)) in line with business objectives
- ✦ - Ensuring good relations and communications with all members of the team and responding politely and in a timely fashion to internal and external customers.

PRÉCIS

- ✦ An astute professional with over **10 years** functioning as Head Commercial and having overall **27 years** rich & extensive experience in Techno-Commercial, Purchase, Service Contracts, Liaison, Government Clearances, fulfilling Statutory requirement in time, Supply Chain Management and Materials Management encompassing entire Commercial functioning, Inventory Control, Stores, Inbound & Outbound Logistics, Warehousing, team working, Operations and Man-Management.
- ✦ Dextrous in handling **Commercial functioning for operation of Integrated Steel Plants, Aluminium Plant, Bauxite Mining, Power Plant (CPP : 2x135MW, 4x135MW, 10x135MW, and IPP : 2x600MW, 4x600MW, 10x270MW) and Fertilizer Plant.**
- ✦ Have Performed Commercial functioning for projects of Green Field Integrated Steel Plant of Bharat Forge Group; Brown Field Integrated Steel Plant modernization of Durgapur Steel Plant; Green Field project of 2700MW & 1200MW IPP; Brown Field projects of Special Aluminium production for Rocket manufacturing for Vikram Sarabhai Space Research Centre (VSSRC); Customized Fertilizer, Energy Saving Scheme ESS, Expansion of Urea Plant & Animal Nutrition Business expansion for Indogulf Fertilizers; Coke Route expansion projects for Bhatia Coke & Energy Limited; STG and H2SO4 Plant setup as Brown Field Projects in Indorama.
- ✦ Proficiency in managing commercial aspects of Imported & Indigenous Equipments procurement, all kinds of Spares, all kinds of Service Contracts which also include Bauxite mining & transportation of 22,00,000 MT pa Bauxite from Mines, ARCs, AMCs, man & machinery outsourcing, Raw materials, Commodities, Packing materials like HDPE & PP bags for Urea, DAP, NPKs, SSP, MOP packing & buckets for Customized Fertilizers packing.
- ✦ Procurement of Chemicals, consumables, metals, steels, alloying elements, Iron Ore, Coal, CT Pitch, LAM Coke, Quartzite, Lime, Lime stones, Burnt Lime, Dolomite, Gypsum, Ferro Manganese, Ferro Silicon, Ferro Alloys, Nickel, Chromium, Zinc, Copper, Vanadium Pent-Oxide, HCL, H2SO4, Liquid Chlorine, Nitrogen, Furnace Oil, Neem Oil, Activated Carbon, Catalysts, Anti Caking Agent, Lubricants, Bearings, Alumina, Fluorspar (CaF₂), Aluminium fluoride (AlF₃), Sodium Carbonate (Soda Ash), Tri Sodium Phosphate-TSP, Caustic Soda, Lithium Fluoride (LiF), Minerals, Bauxite, Lubricants, Bearings, Pressure Vessels & fabricated items
- ✦ Proficiency in Import of Bulk Raw Materials & chemicals like Ammonia, DAP, MOP, MEA, DEA, Sulphur, Rock Phosphates, Phosphoric Acid, Urea and import of projects, equipment, machineries, spares.

- ★ Procured Projects, CAPEX & OPEX items like Melting cum Holding Furnaces, Vertical type DC Casting Facility, Power Plant (CPP & IPP) equipment, Vessels, Rotating equipment, Raw Material Handling System (RMHS), Blast Furnace (BF), Basic Oxygen Furnace (BOF) i.e. Steel Melting Shop (SMS), Continuous Casting Plant (CCP), Pig Casting Machine (PCM), Gas Cleaning Plant(GCP), Gas Holder of 40,000M3 capacity CO gas, Gas ducting of 2200mm size of about 1200 m, Booster Fans, Electro Static Precipitator (ESP), all types of Pumps (oil, water, slurry, turbine, fire fighting, Jockey, effluent, metering, booster, etc), Elevators, Air Conditioning & Ventilation System (ACVS), Conveyor System, Wagon Tippler, Twin Boom Stacker, Side Arm Charger, Roll Crushers, Rolling Mill, EOT Cranes, Heavy Machineries, Raw Water Treatment Plant (RWTP), Water Recirculation System (WRS), Slurry Treatment Plant(STP), DM Water Plant, Bore Water Pumping & Reserving System, Electrical & Instrumentation items, IT Items, Laboratory & Hospital Equipment, Main Sub-Station & Distribution System (MSDS), Boiler Plant, Air Compressor System, Water Supply System, utilities, etc. Rotating equipment like ID-FD-Booster Fans- Turbines-Turbo Generators-Pumps-Motors-Gears-Idlers-Driving & Driven Pulleys-Rollers/ESP. /all kinds of respective Plant related equipment/all kinds of items of mechanical-electrical-instrumentation-automation-misc- Information Technology-
- ★ Ordered and executed all kinds of Annual service contracts for Plants, Fertilisers packing Contracts, Plant Operation & Maintenance, Inbound & Outbound Logistics, Transportation, Security Services, Canteens Operation, Vehicle Hiring, Courier Services, Ash disposal from Power Plant, Horticulture, etc.
- ★ Proficient in Core Commercial functioning like scientifically cost analysis & price benchmarking of all the items prior to float enquiries in way forwarding for the best negotiation to finalize the contracts at the rock bottom & the best prices, vendor development & evaluation, cost control & cost saving, market intelligence, price comparison with Group Companies & Pears Companies for price bench-marking, execution of contracts timely & without any dispute-litigation-ambiguity, Liaisoning with government bodies & Railway senior executives, Statutory clearances & compliances, Environment clearances, MoEF clearances, Mines acquisition-establishment & development, Contracts of Mining & transportation of mined products, rehabilitation of mines displaced families, EPCG/ Deemed import in SEZ for procurement of all the equipment & services for Aluminium Plant and 2700 MW & 2400MW IPPs, Advance licensing, Customs Clearances, mport & Export, CSR functioning, Reverse Engineering, Reverse Auction, e-Auction, Taxation, GST, ITC, Inbound & Outbound logistics (Road/Rail/Sea/Air), Inventory control, Scrap & disposable items selling
- ★ Regular training providing to team members-cross functional persons, routinely MIS & Presentation making & projecting in meetings, routinely reviewing-monitoring-coordinating of inventories-supplies-PRs- Budget status- Production & Marketing status.
- ★ Outbound logistics of Urea-Fertilizers-Aluminium-Pig Iron- Steels by Road & Rail.
- ★ Thermal Power selling, HSS agreement.
- ★ Stupendous communication skills while dealing with statutory bodies to ensure obstacle-free functioning of the organisation. Excellent analytical skills with experience of successfully implementing SAP-MM module.
- ★ Played an instrumental role in handling indigenous spares procured for the imported equipment by reverse-engineering saving approximately 70% of the spare cost Kalyani Steel Plant, Balco and Indo Gulf, Indorama.

OCCUPATIONAL CONTOUR'

Indorama India Private Limyed [a Group Company of Indorama], Singapore

Since 13th April'2020 to 1st March'21 as Head – Commercial;Dual Reporting to : CFO and Unit Head

Growth Path:

Since 13th April'2020

GM [Head– Commercial] (Purchase, Contract, Import, Logistics, Stores, Port Management,Supply Chain Management Inventory)

- ◇ Spearheading a team of 1 Dy General Managers, 1 Asst. GM, 2 Senior Managers, 3 Managers, 2 Dy. Managers, 3 Asst. Managers, 4 Sr. Officer, 7 officer and 14 executives & non-executives for executing Commercial functioning, Import of Bulk Raw Materials & Chemicals, Consumables, CAPEX, OPEX, Revenue items, Projects, Contracts, Stores.t

Bhatia Coke & Energy Limited [a Group Company of Coke & Power], Indore

Vice President - (Commercial)[Head – Commercial]; Dual reporting to : MD & Chairman

Growth Path:

7th September'17- 10th Apr'20

Head– Commercial (Purchase, Contract, Logistics, Stores, Port Management, Import, Inventory Management, Projects)

- ◇ Spearheading a team of 2 General Managers, 3 Asst. GMs, 7 Senior Managers, 25 Managers, 37 Dy. Managers, 41 Asst. Managers, 15 Sr. Officer, 19 officer and 59 executives & non-executives for executing Commercial functioning, Plant operation & maintenance, Projects.

INDO GULF FERTILISERS LIMITED [a Company of Aditya Birla Group], Jagdishpur

General Manager - (Commercial)[Head – Commercial], Reporting to : Unit Head, COO

Growth Path:

3rd Sept'12 to 4th Sept'17

General Manager [Head– Commercial](Purchase, Contracts, Logistics, Stores, Inventory, Taxation)

- ◇ Spearheading a team of 1 Sr. Manager, 2 Managers, 2 Assistant Managers, 3 Sr. Officers, 2 officers and 7 executives & non-executives for executing commercial functioning pertaining to Project/ Capex/ Opex/ Revenue ordering, inventory management, Import, Contract management, Stores functioning.

INDIABULLS POWER LIMITED (INDIABULLS REALTECH LIMITED), Nashik

Dy.General Manager - (Contracts & Commercial) [Head – Contracts & Commercial at Nashik]

Reporting to : Sr. Vice President, Head – Contracts & Commercial at Gurgaon [Corporate office]

Indiabulls Power Limited have developed Thermal Power Projects with an aggregate capacity of 5400 MW. It has developed power projects in Amravati and Nasik in Maharashtra.

Growth Path:

7th Apr'11 to 1st Sept'12

**Dy. General Manager [Head– Contracts & Commercial]
(Purchase, Contract, Logistics, Stores, Taxation)**

- ◇ Spearheaded a team of 1 DGM, 2 Assistant Managers, 2 Managers, 5 officers, 3 GET's and 15 executives & non-executives for managing overall commercial activities pertaining to Project ordering and Stores functioning.

BHARAT ALUMINIUM COMPANY LIMITED, Korba (Chhattisgarh) [a company of VEDANTA Resources Plc (London) group]

**Since 4th Apr'06 to 14th August'10 as Assoc. General Manager (Commercial/ Purchase/Logistics/ Stores)
Reporting to :Sr. Vice President – Chief Commercial Officer**

VEDANTA ALUMINIUM LIMITED, Jharsuguda (Orissa)-transferred in the Group Company

Since 16th August '10 to 5th April'11 as Dy. General Manager - (Commercial/ Purchase/Logistics/ Stores)Reporting to :Sr. Vice President – Chief Commercial Officer

Growth Path:

Since 4th Apr'06 to 5th April'11 :

Assoc. General Manager/ DGM - Commercial(Head Commercial)

- ◇ Spearheaded a team of 2 Assistant Managers, 5 Associate Managers, 2 Managers, 5 GETs and 35 executives & non-executives for managing overall commercial activities pertaining to operation & maintenance of Fabrication & Smelter SBUs, Bauxite Mines, and purchase of all the Non-SBU items as well as transportation of Bauxite.
- ◇ **Did project procurement in Balco for VSSRC (Vikram Saravai Space Research Centre) for setting up a unit for producing special grade of Aluminium under EPCG in joint venture with Centre Government for supplying special grade of Aluminium for Rocket manufacturing by VSSRC**
- ◇ A special project for production of special grade Aluminium required for Rocket manufacturing to supply Aluminium to Vikram Sarabhai Space Research Centre (VSSRC) on long term basis making MoU with Central Government under EPCG scheme. 10 years
- ◇ New Mines (Kawardha Mines in Chhattisgarh) development for mining 1MMTPA Bauxite and total mining of 3MMTPA Bauxite from three Mines while working with Balco (Vedanta Group Company) for the period 2006 to 2011 (5 years)

**Kalyani Gerdau Steel Plant, a Bharat Forge Group company JV with Brazilian Steel conglomerate, Gerdau Steels (SJK Steel Corporation Ltd., Hyderabad), as Purchase In-Charge (Manager) and reporting to Sr,VP – Commercial
13th Jan'96 –31st March'06**

Growth Path:

Jan'96 – Mar'99

Junior Manager - Commercial

Apr'99 – Mar'03

Assistant Manager - Commercial

Apr'03 – April'06

Manager & Purchase In-Charge

- ◇ Managed a team of 2 Assistant Managers, 2 Junior Engineers and 5 GET's in Materials Management encompassing purchase, commercial, stores, logistics, excise, etc. for day-to-day operation & maintenance of Pig Iron Production.

Birla Technical Services (BTS) [a company of C K Birla group], Durgapur as GET & Junior Manager and reporting to DGM-Techno-Commercial for modernisation of Durgapur Steel Plant (SAIL) by forming Consortium with technology provider, Mannesman Demag Huttentechnik(MDH), MECON(consultant) and DODSAL (erection agency)

Significant Highlights

23rd Jun'93 – Jan'96

Gained insightful knowledge in commercial activities for erection, testing & commissioning of Continuous Casting Plant(CCP), Basic Oxygen Furnace (BOF) & Blast Furnace (BF) for modernisation of Durgapur Steel Plant (SAIL) with an expenditure of Rs.5000 Crores by forming consortium with technology provider- Mannesman Demag Huttentechnik(MDH)-German company, MECON(Engineering consultant of DSP) and DODSAL (erection agency)

- ◇ Did procurement of indigenous equipment for like EOT Cranes, Air Conditioning & Ventilation System, Raw Material Handling System (including conveyor system, Side arm charger, Wagon tippler, Twin boom Stacker, etc.), 40,000M3 Gas Holder for CO gas, Electro Static Precipitator (ESP), Booster Fans, CO Gas ducting (2200mm dia.) & Water piping system, Gas Cleaning Plant(GCP), etc.

**March'21 to Present : SEEGLOBAL International, Gurgaon as Head Commercial : Chemical Business.
Reporting to : Chairman**

PERSONAL DOSSIER

- ◇ Date of Birth : 30th July, 1970
- ◇ Marital status : Married; Spouse : Homemaker
- ◇ Children : Daughter of 18 years old (Studying in Delhi University)
- ◇ Present CTC : Rs. 33 Lacs (Fixed : Rs.27 lacs + Variable : Rs.6 lacs)
- ◇ Expected CTC : (Negotiable)
- ◇ Notice period : Within One month