

Brief Profile:

- **An astute professional leader with passion for L&D and Research in the field of earth Science, Environment and Geology with strong people connect. Special inclination towards GIS and Remote Sensing.**
- **A Strategic Thinker and Partner, well-versed in Curriculum Design, Facilitator of Change with strong ability to accomplish goals** working through formal and informal channels, with diplomacy and tactfulness having more than 35 years of multifarious experience in Oil & Gas Sector
- **An accomplished & reputed figure in the domains of Learning & Development, Material Management Policy, Energy Managements , Project Management and Operations in Natural Gas Industry.**
- Among the founders of **GAIL Training Institute (1997)**

Qualification:

B.Sc., B. Tech (Chemical), M. Tech. (Energy Management), MBA(HR), PhD(Business Analytics)-will be completed in April2026.

Positions held:

- Presently working as Dy. General Manager with GAIL(India) Ltd.
- Former Sr. Engineer (Contracts) – ATV Projects (India) Ltd
- Former Tr.Chemical Engineer) Indcon Polymech Ltd.

Professional Journey:

Having shouldered responsibilities from front line L&D to business management, supply chain management and Energy Management, he brings a wealth of corporate experience which reinforces his skills to impact and connect with the audiences. Impactful contribution to GAIL's business as well as overall L&D function in capacity as the **Faculty of GAIL Training Institute (GTI)** and has taken many key initiatives:

- Transformed GTI as a Centre of Excellence in Natural Gas Sector and created opportunities for Revenue Generation to GAIL
- Introduced e-learning initiatives
- Brought about swift transformation to Virtual Mode of learning during COVID-19 times
- Introduced, implemented & institutionalized Mentoring framework in GAIL
- Launched highly specialized ASME (USA) certification courses in pipeline/asset integrity management
- Conceptualized and implemented various initiatives in the area of Knowledge Management at GAIL
- Conceptualized and implemented Leadership Development Framework through assessment centres followed by customized MDPs/LDPs in collaboration with renowned national/international B-Schools & Institutions
- Created and institutionalized through Electronic Document Management System (EDMS) a new department, the system of Digitization and Record Management in GAIL by establishing a new Department-Document Control Services (DCS) in GAIL
- Formulated & introduced "GAIL Women Award Scheme"
- Instrumental in achieving the Sustainable Development Goals (SDG) Targets related to Learning & Development under People Goals in GAIL i.e., Roll out of Annual Training Plan with average Training Expenditure of around INR 10 Crores with approx. 24000 Training Man days annually
- **Development of Human Resources**
 - Building Leadership Pipeline
 - Ensuring completion in a timely, transparent and fair manner of the Career Progression activities and Placement exercise for fulfilling the career aspirations of the employees and considering the business requirement
- **Training and Development of Employees**
 - Knowledge and skill enhancement of employees, to perform the assignments / tasks in even more effective manner
 - Development of internal faculties

As Member – Operations & Maintenance of Natural Gas Pipelines, Compressor Station and Gas Processing Unit at GAIL:

- Engaged in the effective and efficient processes of supply chain management
- Achieved ‘excellent’ rating against MOU Targets, year on year
- Achieved savings of over Rs. 34 Lakh per annum (recurring) through Projects on water conservation and Energy conservation
- The Gas Processing Unit received CMD’s Rolling Trophy for ‘Best GPU’, Sword of Honour from British Safety Council, ‘Sarvashreshth Suraksha Puraskar’ from National Safety Council, and several other Awards

Core Competencies & Major Contributions:

Made major and impactful contribution in: -

- **Developing** Human Resources across the company in alignment with the strategic objectives and business requirements (From on boarding up to Leadership positions)
- **Designing, developing and delivering the course curriculum/ training** programs in line with organizational needs, including special training programs/events in the areas of Supply chain management, Strategy, leadership, Business Development, Managerial, Functional, Process, Safety, Productivity and Efficiency, Sustainability, Energy Conservation, Information Technology etc.
- **Assessing** Training Needs, designing, planning and execution of programs,
- **Selecting** external Faculty/ Training providers for various training & development programs.
- **Developing specific skill sets** to meet the emerging requirements in the Oil & Gas sector especially the City Gas Distribution(CGD) Sector in the country
- **Leveraging** IT for Learning and Development
- **Establishing** Industry-Academia Interface at National and International levels
- **Participating in and actively contributing** to National & International events pertaining to HRD, L&D and the business areas of GAIL
/Management of GAIL’s Corporate Training Institute with Training Faculty, Finance, HR, Contracts and Procurement, Business Information System (BIS), Security, Library etc., making it a World-Class Training Institute
- **Restructuring focus areas** for Learning & Development (L&D) of GAIL **in alignment with the Business strategic objectives**
- **Strengthening L&D function** in GAIL by conceptualizing & implementing various initiatives such as “Annual Knowledge & Experience Sharing Seminar”, Knowledge & experience sharing sessions from eminent personalities, Quizzing etc.
- **New e-initiatives** like e-Learning Portal “e-GyanPrawah through Harvard Business Publishing/ Conceptualization & implementation of GAIL Women Employees Award Scheme, etc.
- **Introduced & institutionalized Mentoring** framework for new entrants and lateral entrants.
- **Supporting** the Business Development of Company, especially in areas of City Gas Distribution (CGD) & CNG
- **Initiated Skill development** interventions to meet the emerging requirements of skilled manpower in the sector
- **Organized International Workshop** on City Gas Distribution & CNG for the participants from **SAARC Countries**. In addition, organized structured training interventions to support Business needs of various other organization including IOCL, HPCL, MRPL(ONGC), GSPC and mostly all Joint Venture Companies of GAIL, etc.
- **Management of multiple contractors, suppliers and vendors for Project Execution and Operations**
- **Effective boundary management with Govt.& Statutory Authorities** for necessary permissions/licenses/clearances in a timely manner for hindrance-free, smooth operation of contracts

Publications

A STATISTICAL STUDY OF PREDICTION OF INDIAN GDP(<https://doi.org/10.48047/AFJBS.6.12.2024.4204-4215>)

Assessment of Return Periods for Flood Frequency and Risk Mapping of Floods and Cyclones in India using Arcgis(*Journal of Information Systems Engineering and Management* 2025, 10(7s) e-ISSN: 2468-4376 <https://www.jisem-journal.com/>)

Disaster Preparedness Leading to Positive Impacts on Economic Indicators(*International Journal of Environmental Sciences* ISSN: 2229-7359 Vol. 11 No. 22s, 2025 <https://theaspd.com/index.php>)

A Study of Correlating Factors for Various Crimes in Delhi through Remote Sensing and GIS(International Journal of Science and Research (IJSR) ISSN: 2319-7064 Impact Factor 2024: 7.101)

The Critical Role Played by Soil Organic Carbon (SOC) in Terrestrial Ecosystem(International Journal of Science and Research (IJSR) ISSN: 2319-7064 Impact Factor 2023: 1.843)

Unlocking India's Natural Gas Potential: Challenges and Opportunities in a Price-Sensitive Market(International Journal of Science and Research (IJSR) ISSN: 2319-7064 SJIF (2022): 7.942)

A Study of Meteorological Data and Impact on Pollutants(International Journal of Science and Research (IJSR) ISSN: 2319-7064 SJIF (2022): 7.942)

Unlocking India's Natural Disaster (Flood and Cyclone): Challenges in Terms of Indirect Losses and Probability of Reoccurrence(International Journal of Science and Research (IJSR) ISSN: 2319-7064 SJIF (2022): 7.942)

A Study of Impact of Air Pollutants on Human Health during COVID-19 in Delhi(International Journal of Science and Research (IJSR) ISSN: 2319-7064 SJIF (2022): 7.942)

Species Distribution Modelling (SDM) of Panthera tigris tigris and Prediction of Suitability of Habitats based on its Presence Locations and Environmental Variables(International Journal of Science and Research (IJSR) ISSN: 2319-7064 Impact Factor 2024: 7.101)

A Study of Area Wise Mapping of Assaults on Women in Delhi(International Journal of Science and Research (IJSR) ISSN: 2319-7064 SJIF (2022): 7.942)

The study on Bio-Mass: A Great Source of Non-fossil Energy and its Contribution in Reducing Greenhouse Gases(International Journal of Environment and Climate Change Volume 15, Issue 7, Page 216-233, 2025; Article no.IJECC.139365 ISSN: 2581-8627 (Past name: British Journal of Environment & Climate Change, Past ISSN: 2231-4784))

Unlocking India's Natural Disaster (Flood and Cyclone): Challenges in Terms of Indirect Losses and Probability of Reoccurrence(Journal of Information Systems Engineering and Management 2025, 10(7s) e-ISSN: 2468-4376 <https://www.jisem-journal.com/>)

Chaper-4 in a Book "Current Research on Geography, Earth Science and Environment Vol.3"

A Book on "A deep study on the basis of historical earthquake data: Challenges in Earthquake Prediction and Preparedness in India(ISBN:978-81-986895-0-4 by Zen Toks Publication.

Review Work

Review certificates are attached.

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