

Umesh Kaushik

16 Years Overall Experience

Accomplished professional with extensive experience in diverse roles such as human resource, general management, process improvement, product development and international marketing. With over six years in mid-senior leadership roles across two large and complex business units, I bring a consistent track record of building, leading and mentoring diverse teams to deliver measurable outcomes. Adept at navigating cross-functional challenges, I combine strategic thinking with operational execution to drive organizational performance and continuous improvement.

Industry

- Oil & Gas
- Textiles

Functional Areas

- Product Development
- General Management

Education

IIM Indore

MBA

2025 - 2026

Indian Institute of Materials Management, Mumbai

Post Graduate Diploma in Materials Management (PGDMM)

2012 - 2015

Indian Institute of Technology, Kharagpur

M. Tech (Industrial Engineering and Management)

2007 - 2009

The Technological Institute of Textiles and Sciences, Bhiwani (Haryana)

B. Tech (Honours)-Textile Engineering

2001 - 2005

Certification

Prompt Engineering

Prompt Engineering for Chat-GPT by Vanderbilt University

2025

Digital Transformation

Digital Transformation Using AI/ML with Google Cloud

2025

SHRM-SCP

Society of Human Resource Management Senior Certified Professional

2025

CSCP

ASCM Certified Supply Chain Professional

2021

Six Sigma Black Belt

The Council for Six Sigma Certification Certified Six Sigma Black Belt

2021

Data Analytics

Google’s Professional Certificate in Data Analytics

2021

Machine Learning

Stanford’s Machine Learning Certificate (through Coursera)

2021

Accomplishment

Secretary , Infrastructure Committee

Currently working as Secretary of the Infrastructure Committee for the EPGP 2025–26 batch at IIM Indore.

ONGC Business Games 2019-National Finalist

Led a 4-member team to national finals of ONGC annual business games competition held at IIM Lucknow in 2019 after winning at regional and local levels.

Group and Individual Merit Awards

Merit Awards for exemplary performance in individual as well as group category at ONGC Mumbai in 2011, 2014 & 2015.

Cost Optimization

Achieved substantial cost savings of over 2 Cr INR through various resource and manpower optimization projects.

Standard Chartered Marathon

Led ONGC Mumbai team in Standard Chartered Mumbai Marathon event in 2011 and 2013.

All India Rank No.1

All India Rank No.1 in GATE-2007

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Experience

Oil and Natural Gas Limited (ONGC), Hazira Plant Surat

1 Year 9 Months
Chief Manager (HR)

May' 22 - Jan' 24

- **Led Employee Relations, Industrial Relations, Talent Acquisition and Facilities Management** functions for a large gas processing plant consisting of 1500 employees.
- Key driver of employee relations and industrial relations strategy as a **responsible member of plant's senior management team.**
- Managed entire life cycle of four facilities contracts from contract scope, cost estimation, tendering and vendor payments.
- Stakeholder management at various levels and cross functional contribution as member of various key committees.

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Oil and Natural Gas Limited (ONGC), Assam Asset Nazira

3 Years 11 Months
Manager (HR)

Jun' 18 - Apr' 22

- **Led Employee Relations, Talent Acquisition and Workforce Planning** functions for three business units spanning 7000 employees.
- Managed and mentored diverse teams, fostering collaboration, engagement and performance excellence.
- Oversaw the selection and training of 1,500 apprentices under the Government of India's national skill development initiative demonstrating exemplary project management skills.
- Acted as a primary liaison with key external stakeholders including government authorities and district administration.

Oil and Natural Gas Corporation (ONGC), Mumbai

4 Years 5 Months
Executive Engineer (Industrial Engineering)

Jan' 14 - May' 18

- Successfully handled workforce planning for operational and office roles for entire Mumbai region.
- Administered key role assignments within the SAP system, maintained an up-to-date skill inventory and facilitated workforce deployment between office functions and field operations.
- Served as Executive Assistant to Executive Director-**launched new employee engagement initiatives**, evaluated proposals, acted as a bridge between various departments
- Designed, reviewed and implemented organization structure for regional office, operations and institutes.
- Acted as a key liaison for organization-wide **skill gap analysis conducted in partnership with McKinsey & Company.**

Oil and Natural Gas Corporation (ONGC), Mumbai

4 Years 5 Months
Assistant Executive Engineer (Industrial Engineering)

Sept' 09 - Dec' 13

- Conducted **resource assessment and optimization studies** to enhance operational efficiency and cost-effectiveness.
- Led initiatives on **process improvement and benchmarking** to align organizational practices with industry best standards.

- Provided **data and analytical support** for organizational policy development.

Maral Overseas Limited, Noida

1 Year 8 Months

Assistant Manager (Product Development and International Marketing)

Oct' 05 - May' 07

- Developed **sports outfit for Indian cricket team** as part of sports textiles division.
- Managing product development, sourcing and export shipments for US market for brands such as Timberland, Reebok and Adidas.