



C I SEBASTIAN

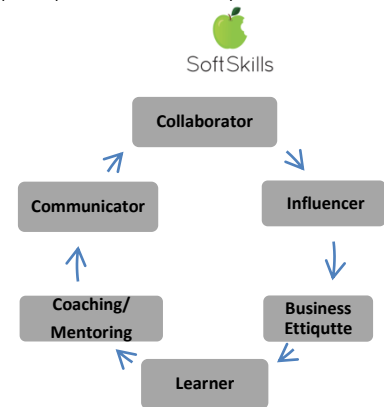
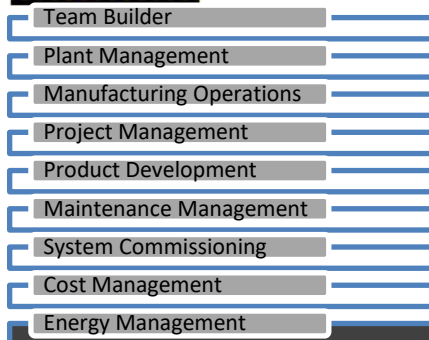
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Summary of experience

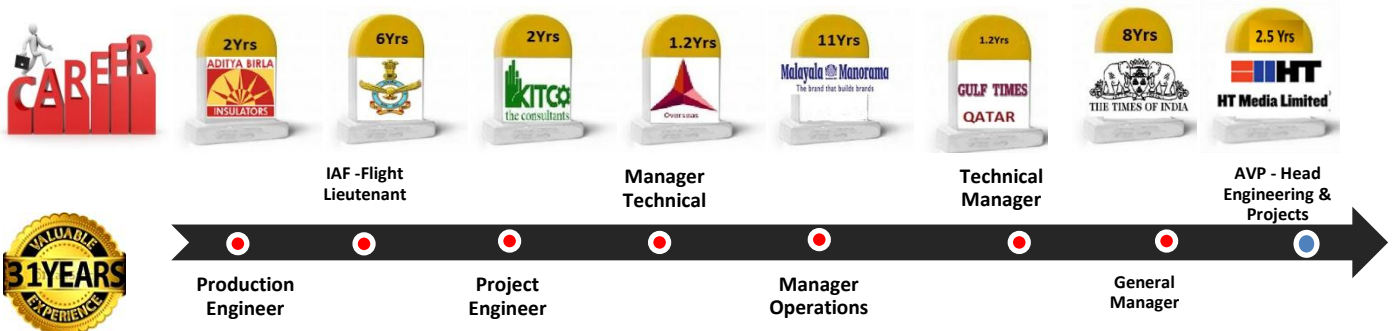
- Graduate Mechanical Engineer
- 34 Yrs of Industry experience
- 6 yrs Commissioned Officer in Indian Air Force
- 8 yrs in Factory Management
- Last 8 yrs in senior management role
- 23 Yrs in Print Industry
- 2yrs of Technical Consultancy for Cochin International Airport
- Technical Operations in Transport Company in Saudi Arabia
- Product development
- Obsolescence Management

Key Skills



Graduate Mechanical Engineer with 30+ years of experience including 6 years as Commissioned Officer in Indian Air Force, and 23 years in Printing / Publishing industry. Exposure as Technical Officer in Indian Air Force; Technical consultancy for Cochin International Airport; Production engineering in a process industry, Project management in India & Sharjah; Technical operations & administration for Transport company in Saudi Arabia, Factory Manager and Plant Head of the largest Printing Plant in Asia, and lastly as Head of Engineering & Projects in Corporate Management role.

An out of the box thinker, Team Leader, Innovator, low cost automation developer.



Work Experience



HT Media Limited HT Media Ltd (Hindustan Times) Dec 2017 – 31 July 2021

Asst Vice President – Head Engineering & Projects – New Delhi

Key Responsibilities:

- Augmenting revenue through Innovation
- Budget planning and control
- Head of Engineering for 23 Factories across India
- Head of Projects – Built 2 new factories in Purnea, Bihar State and Kanpur UP State, and Office space development at multiple locations in India
- Lean management in Engineering Maintenance
- Energy saving and adoption of renewable energy sources
- Obsolescence mapping and suitable up gradation, retrofit projects for to overcome obsolescence and end of life management of plant machinery



BENNETT, COLEMAN AND CO. LTD. (TIMES GROUP), 29 Jul 2016 – 05 May 2017

General Manager, Plant Head & Factory Manager- Times of India Press Sahibabad, Delhi NCR, 28 Apr 2016 – 05 May 2017

Key Responsibilities:

- Functioning as Plant Head and Factory Manager of Times of India - Sahibabad Press, leading a team of lead a team of Product & Process innovators, steering overall administration of the plant and handling an annual operational budget of INR 72 Cr.
 - The Printing Press is the largest Print centre in India producing 3.5million copies/day
 - Plant strength 833 persons (316 persons in production) working 3 shifts/day
 - Product array: Times of India English Daily, Economic Times Daily, Nav Bharat Times Hindi Daily and its Supplements
- Monitoring production planning & Engineering management, ensuring production cost control, supporting revenue function with innovative product offerings, and liaising with government agencies to ensure statutory compliances
 - Plant Operations Budget variance: -3%, +0%;
 - Maintained 100% zero accident record, 100% Statutory Compliance
 - Conducted business contingency plan drills and update
 - Ensured 100% product delivery
 - New innovative product for augmnting revenue
 - Retention of key resources through employee engagement / mentoring & couching program
- Project executed:
 - UV ink curing systems(5 Nos) on Colorman & Geoman Presses; Revenue generation project (cost: INR 10 cr)



Associate General Manager, Plant Head& Factory Manager - Times of India Suburban Press, Mumbai, 29Jul 2009 – 28Apr 2016

Key Responsibilities:

- Functioned as Plant Head and Factory Manager of Times of India Suburban Press, Kandivli, Mumbai, led a team of Product & Process innovators, handled overall administration of the plant and managed an annual operational budget of INR 64 cr.
 - The Printing Press was the second largest Print centre in India, producing 2.5million copies/day
 - Plant strength 455 persons (290 persons in Production) working 3 shift/day
 - Product array: Times of India English Daily, Economic Times Daily, Nav Bharat Times Hindi Daily, Maharashtra Times Marathi Daily, Mumbai Mirror and its Supplements
- Projects executed:
 - Six Sigma Green Belt Project, Kandivli, Mumbai; Ink saving project (cost: INR 1.4 cr)
 - 3 UV ink curing systems (1st installation in India) on Colorman Presses; Revenue generation project (cost: INR 3.5 cr)



GULF TIMES, Doha, Qatar, May 2008 – Jul 2009

Qatar's top-selling English daily newspaper; the first publication of the Gulf Publishing & Printing Co. in Doha, Qatar set up in 1978

Key Responsibilities: Technical Manager – Maintenance (Mechanical)

- Joined this organization since construction phase of the Plant, underwent training on Cromoman 70 Press at Germany and played a vital role in setting up the plant and machinery
- Moved to Plant & Machinery maintenance of Cromoman 70 + Ferag Mailroom with Inserters (capacity: 70k per hour) post commissioning of the plant



MALAYALA MANORAMA COMPANY LIMITED, Kottayam, Kerala, India, Jul 1997 – May 2008

One of India's largest and oldest media houses with operations in Print, Television, Radio and Digital properties

Key Responsibilities: Manager Operations / Deputy Manager / Senior Engineer Maintenance

- Progressed through positions to be Manager Operations at Kodimatha Plant, Kottayam; started with Maintenance Operation of the presses and ancillaries
- Subsequently handled Capacity Enhancement Projects including set up of new plant at one centre, relocation & Installation of presses between plants, upgradation of press controls to overcome obsolete hardware and firmware
- Headed several development programs and ensured successful commissioning of various systems (Low cost Automatic Color Register control system; Automatic Cut-Off control system; PLC controlled remote inking system for Toshiba Press)
- Projects executed
 - Installation & commissioning of 2 new Printing plants at Kottayam & Pathanamthitta in Kerala; Capacity enhancement project
 - Total Retrofit of obsolete Press control with PLC system, Obsolesce project
 - Relocation of 2 used Heatset presses from USA; Retrofit of obsolete Press control system with new PLC system; Capacity enhancement/ Obsolesce project (cost: INR 6 cr)
 - Retrofit of obsolete controls of 3-Knife Trimming Saddle stitching machine with PLC controls
 - Installation and commissioning of 11 Printing presses; Capacity augmentation project
- New Product development: Pioneered to develop a completely indigenous Colour Registration System for Offset Printing Press. The product is operational in many Indian built Presses in various centres in India



STAR OVERSEAS ENTERPRISES, Jeddah, KSA, Mar 1996 – May 1997

The company was into freight movement and has freezer 10 trucks & 130 container trucks, and special purpose trucks

Key Responsibilities: Manager Technical

- Management of Operations & Technical and administration of the Company, Camp Boss



Project Engineer-(Formerly Kerala Industrial & Technical Consultancy Organisation Ltd.) Kochi, Kerala, India, Dec 1993 – Dec 1995

One of the premier Engineering, Management & Project consultancy firms in India

Key Responsibilities:

- Prepared Techno-Economical Feasibility Report for Cochin International Airport, Kochi (1994 – 1995); enabled Airport Society in securing funding for the establishment of the present Kochi International Airport
- Conducted Industrial Potential Survey for 2 districts in Kerala, prepared and submitted a survey report to the Ministry of Industries (1993 – 1994)
- Prepared a feasibility project report on Battery Operated Cars for Eddy Current Controls (India) Ltd. (1993 – 1994)



IAF, Various locations across India, Sep 1987 – Sep 1993

Key Responsibilities:

- Flight Lieutenant (Commissioned Officer) Technical branch, Specialized training on Surface to Air (SAM) Radar guided missiles. Served on the Indo-Pak borders in a frontline defence squadron
- Trained as a Specialist Instructor on Radar Guided Missiles and served as a Qualified Aeronautical Engineering Instructor
- Managed duties of Administration Officer of a major Missile Training Institute with a strength of 2000 personnel



JAYASHREE INSULATORS LIMITED, Vadodara, Gujarat, Aug 1985 – Aug 1987

Key Responsibilities: Production Engineer (Production In-charge in one of the shops)> Manufacture of Ceramic Insulators for HT & LT Power transmission



PRODUCT DEVELOPMENT (2005 – 2006)

- Successfully developed a CCD camera based fully automatic colour registration system and cut off control system at 20% of the cost of an imported product. System installed and working satisfactorily in 200 print units in India
- Successfully developed a CCD camera based fully automatic video inspection system for commercial printing jobs
- Remote inking with CIP3 functionality for a commercial printing press












EDUCATION

- Bachelor of Engineering (Mechanical Engineering), University College of Engineering (UCE), Burla, 1981 – 1985- 1st Division



TRAININGS ATTENDED

-  Cromoman 70 & Colorman - year 2008 & 2010 – Germany
-  Colour Management and Maintenance Practices
-  Advanced Pneumatics and Electro-pneumatics at FESTO, Bangalore, Malayala Manorama
-  ISO Auditor Course, conducted by BIS (UK)
- TPM at IIM, Kolkata, Malayala Manorama
-  Six Sigma Ways at Chennai
-  Radar Guided Weapons Course and Aeronautical Engineer’s Instructors Course, Indian Air force
-  World class performance through Best Practice Benchmarking
-  Change Management
-  Certificate course on Lateral Thinking

LANGUAGES KNOWN

Language	Speak	Read	Write
English	Yes	Yes	Yes
Hindi	Yes	Yes	Yes
Oriya	Yes	Yes	No
Malayalam	Yes	Yes	No

Address for Communication:

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 Vazhakala, Trikkakara P.O
 Kochi 682021, Kerala State
 India

