

SAGAR BORASE

Operations Director | Plant Head | FMCG Manufacturing Leader |
TPM/WCM Expert | Cost Optimization | Multi-Plant Operations | Ex-
HUL & Coca-Cola | Greenfield Projects | P&L | IR Handling



CONTACTS

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Ludhiana, Punjab

KEY ACHIEVEMENTS

- Fast-track promotion**
Fast-track promotion to Team Leader within 3 years at Hindustan Coca-Cola Beverages Pvt Ltd, recognizing leadership and performance
- Promoted to Plant Head**
Promoted to Plant Head within 3 years at PAOS Industries Ltd, currently leading 6 manufacturing units independently
- Consistent Performance Rating**
Earned a consistent performance rating of 4 (Exceeds Expectations) for 2 consecutive years at Hindustan Unilever Ltd
- Boosted Plant Output**
Increased plant output by 35% within two years through efficient resource management.
- Optimized Operational Costs**
Reduced operating costs by 20% annually by implementing lean manufacturing practices.

SUMMARY

B.E. in Mechanical Engineering with 14+ years of leadership experience in FMCG Manufacturing Operations, Quality Management, and TPM/WCM deployment within top MNCs (Hindustan Unilever Ltd, Hindustan Coca-Cola Beverages, and PAOS Industries Ltd). Proven expertise in Factory Management, Industrial Relations (IR) Handling, Total Productive Maintenance (TPM), World Class Manufacturing (WCM), Lean Manufacturing, Quality Assurance, Good Manufacturing Practices (GMP), and Environment, Health, and Safety (EHS). Skilled in cost optimization, P&L management, and driving large-scale operational excellence

EXPERIENCE

PAOS Industries Ltd **Ludhiana, Punjab**

Director Operations **11/2024 – Present**
Factory Head **01/2023 – 11/2024**
Operations Head **11/2019 – 12/2022**

Leading **6 manufacturing units** of various cleaning products with a substantial workforce

- Spearheaded the establishment and operations of a greenfield manufacturing unit achieving ₹600 Cr annual turnover and 55,000 MT production capacity
- Managed 3rd Party Manufacturing Operations for Reckitt Benckiser and ITC, delivering annual production volume of 15,000 MT
- Oversaw end-to-end plant operations including production, maintenance, stores, Quality, procurement, HR, Account, FG warehouse, Safety and TPM/WCM
- Championed deployment of Total Productive Maintenance and World Class Manufacturing initiatives, improving equipment reliability
- Managed the plant's Profit & Loss responsibilities, including budgeting and cost optimization strategies
- Ensured compliance with safety, quality, and regulatory standards
- Directed financial operations, preparing budgets and profit plans to align with corporate targets
- Collaborated closely with the operations team to align activities with business objectives

Hindustan Unilever Ltd **Khamgaon, Maharashtra**

Senior Production Executive **02/2016 - 11/2019**

Managed a large team and operations ensuring production continuity and efficiency

- Led plant operations as the Single Point of Contact for Safety, Quality, Maintenance, and Production
- Supervised a team of 400+ permanent employees and 60+ contract workers
- Delivered 43,000 tons of annual production volume through strategic planning
- Ensured compliance with GMP, GHK, and hygiene standards
- Championed a WCM-driven culture, coaching teams on safety and quality
- Effectively handled day-to-day operations and resource planning

SKILLS

- Manufacturing Operations
- Quality Assurance Systems
- Maintenance
- Production Planning
- Installation & Commissioning
- Safety Operations
- Focus Improvement
- Autonomous Maintenance
- Financial Management
- GMP
- CAPEX Management
- TPM/WCM
- RCA / Kaizen
- CMMS
- Productivity Enhancement
- Quality Control
- Lean Manufacturing
- P&L
- SAP/ARIBA/ BUSY

CERTIFICATIONS

- **Associate TPM Certification**
6-day program at Hindustan Coca-Cola Beverages Pvt Ltd, Wada
- **SCOT Program**
One-year structured training at HCCBL post-campus selection
- **KHS Filling and Packaging Training**
3-week technical training at KHS Academy, Ahmedabad
- **SAP (COKE ONE) Implementation**
Implementation of SAP (COKE ONE) in operations
- **Front Line Leadership Program**
Training in leadership skills for personnel Hindustan Unilever Ltd, Mumbai
- **Be-Safe Corporate Safety Program**
6-day safety training at HUL Gandhidham
- **FDA-Approved Manufacturing Chemist**
Certification for FDA-Approved manufacturing chemist for HUL & PAOS

EXPERIENCE

Hindustan Coca-Cola Beverages Pvt Ltd **Wada, Maharashtra**

Production Executive

06/2012 - 02/2016

Worked in a high-paced production environment focusing on operational efficiency

- Delivered production targets ensuring 100% compliance to operational KPIs
- Led shift operations, executing maintenance schedules with minimal downtime
- Implemented TPM practices fostering continuous improvement
- Acted as SAP Super User and managed critical spare part inventories

EDUCATION

BE, Mechanical Engineering

Jun 2009 - May 2012

Pravara Rural Engineering Collage, Loni, Pune

- First class with distinction
- GPA: 68.80%

Diploma in Mechanical Engineering

Jun 2006 - Jun 2009

Government Polytechnic Jalgaon,

- First class with distinction
- GPA: 80.06%

Secondary School Certificate (SSC)

Jun 2005 - Jun 2006

A.L.C.V. HIGH SCHOOL, Khanivali

- First class with distinction
- GPA: 75.32%