



## SYED KHADRI

61, D'Costa Square, Cooke Town, Bengaluru, Karnataka State, India ssk.khadri76@gmail.com +91 9902305163

Operations management professional, technical consultant / SME in Project support with expertise to collaborate PMT, vendors, EPC contractors, and related stakeholders, support implement turnkey and client facing EPC / commissioning & start-up projects in highly demanding mega project execution environment, support subcontractor/supplier selection, negotiation, scope finalization / contracts preparation & signing, support establish contract management frameworks and manage contract implementation & governance activities and ensure projects executed in strict compliance with relevant QHSE policies, procedures, regulations, ISO standards, sustainable guidelines, and highest integrity standards besides having expertise in managing cross-Docking / distribution centre operations (3PL & Oil & Gas), manage high volume in-house integrated warehousing, transportation, distribution, container handling, freight forwarding, shipping, exports and overall logistics & supply chain Operations in petrochemical industry.

### Synopsis of Experience

- Turnkey / MEP / EPC projects Management – T&T Al-Arabia Trading & Contracting
- EPC / Logistics Infrastructure Commissioning & start-up support: **Project:** Petro Rabigh Phase - 2 (SPIE Oil & Gas Services)
- High Volume Integrated 24/7 in-house production, Logistics & Supply chain Operations - Petrochemical (APPC / SABIC)
- Regional Contract logistics / Retail Distribution operations - 3PL Industry (Al Majdouie Group)
- High volume Cross-Docking / Distribution Center operations - Oil & Gas Industry (3PL) - (DHL)
- Regional Business Development and Operations Management (P&L)

### Expertise:

Engineering Turnkey / EPC project support Management.	3PL Cross-Docking / DC Operations Management
Commissioning and Start-up Support operations Management.	3PLcontract logistics / Retail Distribution Management
Strategic planning process reengineering, integration, optimization, transformation, organizational restructuring & operational excellence Mgmt.	Logistics infrastructure – strategic warehousing, hubs, terminals,transshipments integration & optimization Mgmt
Cost Analysis, CAPEX / OPEX, Budget and Cost Control Mgmt.	In-house 24/7 production, warehousing, & Logistics Mgmt.
Contracts Mgmt Negotiation, Preparation, Implementation & SLA's compliance	Freight Forwarding, Shipping, export Operations
ISO / QHSE / OHSAS Implementation & compliance Management	Transportation, Container Handling / Terminal Ops. Mgmt.
Risk Mgmt. SOP's / KPI's development, Implementation and governance Mgmt.	Logistics Infrascture / facilities management
Subcontractors / Vendors / Suppliers / 3PL Service Providers Management	Key Accounts & Client Relationship Management
Procurement and On-Site logistics Operations Management	Employee relationship & Succession Planning Mgmt..

### Professional Experience

#### March 2023 – May 2025 T&T Al-Arabia Trading & Contracting Company – Al Khobar, KSA – Operations Manager

- Provide operational direction and leadership to manage EPC / turnkey projects from design through to handover - covering all elements of Engineering, Procurement, Civil / Construction / MEP Completions. Commissioning & start-up support across the portfolio of projects with a strong focus to consistently achieve safety, quality, reliability, cost and client's satisfaction targets.
- Support conduct feasibility studies, review technical and commercial inputs, contract/tendering documentation; participate and direct preliminary planning stages, contribute to identify project risks,
- Develop project management and mobilization schedule, collaborate with relevant stakeholders / site operations team, administer all construction and services contracts in accordance with applicable corporate and project requirements, systems, procedures, budgets. Ensure timescales agreed, and projects executed in line with the delivery schedule and contract specifications.
- Liaise and coordinate with Project Engineering team, safety, Quality Subcontractors, fabrication team, civil engineers, ensure civil works, fabrication, pre-commissioning & commissioning activities implemented in strict compliance to technical specifications, HSE procedures, Company's policies, procedures, standards, regulations and guidelines and project schedules.
- Collaborate with stakeholders, provide leadership, manage subcontractors / vendors and procurement teams, ensure all aspects of supply chain including negotiation procurement, expediting, materials handling, warehousing / storage, movement and control of inventory and project logistics operations is integrated into project supply chain strategies, plans, procedures and terms for all project portfolios.
- Effectively address potential conflict situations impacting project delivery, update clients and other stakeholders informed about project status and issues, strengthen relationships and ensure operational excellence consistently achieved.
- On regular basis Conduct Site visits for all critical activities, Pre-commissioning, Commissioning, Start-up and HSE Leadership Visits  
Monitor day to day activities through weekly, monthly, and quarterly progress meetings, Identify Slippages and backlogs, formulate action plans in case of deviations if any, ensure projects are on schedule (cost, schedule, quality, HSE, performance, operability, etc.).

#### June 2021 – January 2023 SABBAK – Bengaluru, India – Managing Partner

After demobilization (completion of project with Petro-Rabigh), due to pandemic and world-wide recession, on-boarding for another project got delayed and subsequently cancelled. Post Pandemic established SABBAK. **Job profile:** Business development and operations management

**Feb 2016 – Feb 2019 SPIE Oil & Gas Services LLC - Rabigh, KSA - Consultant –Commissioning & Start -up Support**

**Project: Petro Rabigh Refinery & Petrochemicals Company – Phase 2**

### **Job Profile**

Lead Client Facing phase-2 EPC / construction, commissioning and start-up support operations - collaborate- EPC contractors, sub-contractors, PMT & vendors, and all stakeholders, support define project scope, goals and deliverables, act as focal point to construction, procurement, on-site logistics, commissioning & start-up support operations in highly demanding project execution environment, support implement process reengineering, Integration, Optimization, transformation, organization restructuring and operational excellence methodologies, provide leadership, guidance to project teams / stakeholders, head multinational / multi-cultural cross-functional teams, ensure flawless planning, Implementation & execution of the project, monitor EPC contractors activities - mechanical completion & facilities handover and close-out activities, - Facilitate construction & commissioning of 5 new mega production plants (**PP, LDPE, LLDPE HDPE, EPR, TPO, PMMA, NEYLON**) & related logistics infrastructure – Warehouses (9), Distribution Centers, Container Terminal and establish sustainable integrated supply chain operations to manage **annual production & shipment of 2 MMTPA of petrochemical products.**

- ⊙ **Feasibility study / Budget / Approvals Mgmt.:** Technical evaluation, cost Analysis, CAPEX / OPEX reviews, land approvals & budget Mgmt.- establish budgetary structure, cost reduction / supply chain cost efficiencies.
- ⊙ **Contracts Mgmt:** Establish Contract Mgmt. frameworks, contractor selection, contract negotiation, preparation & signing, on-boarding / kick-off meetings, contract implementation & governance management.
- ⊙ **EPC Contractors / Subcontractors / Management:** Project implementation / execution - Follow civil works, punch list clearance, mechanical completion & facilities handover and close-out activities, manage conflict resolutions and subcontractors' relationships.
- ⊙ **Project Procurement / On-site Logistics Operations Mgmt.–** Establish project procurement and on-site logistics management frameworks, support develop Procurement Strategy, annual Budgets, Policies, manage project procurement and on-site Logistics, Manage suppliers / vendors relationships, expedite procurement activities, ensure on-time delivery of machinery / equipment to site
- ⊙ **Process Reengineering & Optimization Mgmt.:** implement integrated planning, business process reengineering, integration, optimization, transformation, organization restructuring & operational excellence management methodologies, design, integration, optimization, and implement processes, workflows, deploy Contingency Planning / risk management processes, KPI's / metrics / internal controls.
- ⊙ **Risk Management:** Collaborate with all stakeholders, evaluate effectiveness of existing risk controls, Identify potential risks, develop and implement comprehensive risk management frameworks, policies and mitigation strategies to ensure appropriate measures are in place to mitigate identified risks.
- ⊙ **Standard Operations Procedure (SOP) Mgmt.:** Formulate SOP's to manage overall integrated production, logistics & supply chain operations right through receipt of product from manufacturing silos to final shipment (On-site & Off-site).
- ⊙ **ISO standards and QHSE implementation and compliance Management:** Monitor compliances - ensure on-site/off-site operations / implementation & close out of all contracts managed in strict compliance with relevant QHSE policies, procedures, regulations, ISO standards and applicable legislations, sustainable guidelines, and highest integrity standards.
- ⊙ **Plant capacity utilization planning and supply chain operations establishment management:** Align supply chain related sustainability, safety, quality and compliance goals with business strategic goals and objectives. Integrate & optimize Production Planning, Sales and operations planning (S&OP) and end-to-end supply chain operations. Collaborate with all stakeholders (Marketing, Off-takers, Manufacturing, 3PL), support develop & implement supply chain strategies for all product categories, optimize end-to-end supply chain operations – demand / supply stability, plant capacity utilization, product availability, inventory reliability, lifting schedules, on-time shipments
- ⊙ **Logistics Infrastructure integration & optimization Management:** Support warehouse layout designing, capacity planning, storage, bin layout / capacity, product stacking strategies planning & implementation. Support infrastructure / operations assets optimization, strategic warehousing, product storage/ material handling facilities / hubs / terminals, trans-shipment integration & optimization.
- ⊙ **Logistics infrastructure automation, SAP /EWM Implementation Management:** Support logistics infrastructure automation deployment project, Participate / lead business blueprint assimilation meetings / workshops, approve SAP / EWM business blueprint sign off, validation, configuration, customization integration, support automation - SAP / EWM implementation.
- ⊙ **Supply chain / Logistic Control Tower:** Support establish control tower for real time visibility - establish related processes & SOPs to monitor real-time performance right through submission of PO to final shipment of product. Monitor compliance freight movement, 3PL service providers Management (Onsite &Offsite)
- ⊙ **Organization Restructuring Management:** Phase-1 & 2 Polymer distribution Department integration, optimization & restructuring Mgmt. – (define organization structure, hierarchies. optimize processes, governance, competencies & establish SOP's).
- ⊙ **MIS Management:** Follow up routine planning, operations readiness / project implementation schedules, project deliverable status, post-implementation reviews, daily / weekly / monthly reports, quarterly reviews, KPI reporting, MIS reports / dashboards.

**July 2011 – July 2014 SABIC – Saudi Kayan Petrochemical Company – KSA -Specialist-SCM**

**March 2008 – Feb 2010 Advanced Petrochemical company - Logistics Controller**

- ⊙ **In-house 24/7 Production and logistics operations Management:**  
Manage highly demanding, high volume (**2 MMTPA – 2500+ Pallets / day – 100+ containers**) integrated in-house logistics operations right through production planning coordination to movement of finished product from manufacturing silos to managing in-house (24/7) packaging / bagging, product handling, warehousing, order fulfilment, Transportation, Distribution, Container handling, Freight Forwarding, shipping, export and overall integrated logistics operations with a strong focus to ensure plant capacity utilization, optimize silo's and packaging lines performances, consistently maintain production / supply stability, ensure product availability, inventory reliability, on-time shipments targets consistently achieved, cost-effectively meet the demands, and contribute to further strengthen company's leadership in global market
- ⊙ **Supply Chain Analysis, Optimization, planning and implementation Management:**  
Collaborate all stakeholders, coordinate demand forecasting, based on annual business plan / lifting schedule, monitor supply chain operations right through submission of Offtake plans to final shipment.

- ⊙ **Order fulfillment, Distribution, Transportation, container handling, shipping and exports Operations Management** - Monitor order volumes, lead times, Container collection, stuffing, shipping manifestation, shipping documents attestation / legalization, freight forwarding, Container hauling, terminal Operations, Port-in and sailing confirmation Management
- ⊙ **3PL Service provider Management:** Audit scope of work performed by 3PL service providers, monitor planning, implementation, and control of day-to-day on-site & off-site operations, SLA compliances, service invoice verification, approvals & claims Mgmt.
- ⊙ **Asset Integrity, sustainability & Reliability / Facilities Management:** Audit preventive maintenance of packaging lines / units, warehouse equipment, Logistics infrastructure / facilities - ensure reliability of all equipment, logistics infrastructure / utility systems
- ⊙ **QHSE compliance Mgmt.:** Ensure onsite & off-site operations carried out in strict compliance with QHSE regulations, ISO standards, applicable legislation, sustainability guidelines / contractual terms.
- ⊙ **Container handling / Container Yard Operations Mgmt.:** Container release, collection, storage, tracking, allocation, stuffing, sealing, manifestation, shuttling, port-in and sailing confirmation & container inventory & container terminal operations optimization Mgmt.
- ⊙ **Logistics infrastructure / Warehouse optimization Mgmt.:** Monitor freight scheduling between in-plant warehouses, external storage locations, ensure respective product stacking product storage, bin allocation & optimization strategies for all product categories implemented and optimization targets consistently achieved.
- ⊙ Inventory capacity planning, optimization, replenishment, stock accounting, stock reconciliation & Inventory reliability Management.
- ⊙ **Purchasing Management:** Supplier evaluation / assessment, supplier selection, negotiation, performance management strategies implementation optimization & supplier relationship management.
- ⊙ **Change Mgmt:** Facilitate change management activities & foster a culture of continuous improvement.
- ⊙ **MIS / Reports Management:** Monitor daily operational reports, maintain databases, perform analysis of supply chain functions, develop metrics, scorecards and actionable analyses to enhance operational efficiencies and financial performance

### March 2006 – Jan 2008 DHL Exel Supply chain - **Senior Cross-Docking Supervisor** **Client:** Saudi Aramco

- ⊙ Cross docking / "Just-in-Time" concept fast paced and highly demanding distribution Centre operations Mgmt.
- ⊙ Manage client's centralized procurement operations - In strict compliance to QHSE, ISO & Saudi Aramco's standards - Manage collection of materials from multiple vendors / suppliers, ensure timely cross-docking and distribution of cross-docked materials to multiple end users to support Saudi Aramco's RIG / onshore & offshore operations.
- ⊙ ASN Planning & implementation (1700 ASN / day), Transportation planning (fleet, drivers & route optimization), Yard, distribution center, manpower & equipment planning, optimization & deployment Mgmt. **(24/7 – 3 shifts - Fleet & driver – 150 (Saudi & Expatriates))**
- ⊙ Vendors non compliances, complaints, claims and relationship Management.
- ⊙ Employee relationship, Supplier relationship and client relationship management.

### Nov 2001 – Nov 2005 Al Majdouie Logistics & Distribution - **Regional contract Logistics Operations Manager – 3PL**

**Clients:** 3 Major Clients - GTC Olayan, Sigma paints and Ba-azeem Trading

**Team Managed:** 125+ - Project coordinators, Warehouse staff, drivers, camp staff.

Provide strategical, financial & Operational directions – manage day-to-day highly demanding fast paced warehousing, transportation & extensive retail distribution operations. **(3 major distribution center / hubs -750+ FMCG retail outlets / day)**

- ⊙ **Transportation / Retail Distribution Operations Management:** Oversee transportation and distribution activities, including route planning, resource deployment and fleet management.
- ⊙ **Resource Management:** Cost effectively deploy resources / assets (fleet & equipment), manage preventive maintenance, ensure service commitments consistently delivered, further strengthen business relationships
- ⊙ **QHSE Compliance / SLA's Mgmt.:** Establish SOP's, KPI's / metrics / internal controls. Periodically review contracts / SLA's, workplace practices & ensure regional business commitments accomplished in compliances with QHSE standards, regulations and contractual terms.
- ⊙ **Budget Management:** Plan and manage budgeting / financial planning, cash flow activities, monitor financial performance and consistently achieve cost optimization, operational costs and revenue growth targets.
- ⊙ **Employee Relationship Mgmt.** Provide leadership, guidance, and support to the Regional Staff (100+) - For all projects in region. Ensure requisite staffing, manage succession planning, workplace accountability, employee engagement (select, induct, train, reward & compensate).
- ⊙ **Key Accounts & Business Development Management:** Identify new Business opportunities, further business potential within existing accounts and contribute to further strengthen company's leadership

### Feb 2000 – Aug 2001 Vega Cargo & Logistics Private Lintied **Territory Sales Manager**

- ⊙ Business Development- ensure market coverage, manage key accounts & achieve sales & profitability targets.
- ⊙ Monitor Hub operations – Ensure Pick-up & delivery, routing, load consolidation, transportation cost, customer satisfaction targets achieved.

### Sept 1997 – Dec 1999 Anfal wayne Dalton Co. **Area Manager - Business Development & Operations Mgmt.**

- ⊙ Business Development - Provide strategical, financial, and operational direction, launch and establish "ANFAL" brand automatic doors (commercial and Residential) in eastern province (Dammam, Khobar & Jubail) – **(P&L Accountability)**. Manage yearly business plans, ensure market coverage, manage key accounts achieve targeted business growth & revenues.
- ⊙ Manage all activities relating to sales forecasting, production planning, shipment, warehousing, work schedule allocation, installation & maintenance operations across eastern province region (Residential & Commercial)

**Academic Qualification** **Master of Business Administration (MBA)** **Bachelor of Science (Chemistry)**

**Technical:** Proficient in use of SAP, MS Office Applications (Outlook, word, Excel and Power Point)

**Languages Know** **Bilingual – Arabic and English**

**English:** Fluent – Read, Write and Speak **Arabic** - Fluent – Read, Good – Speak & Write **Urdu:** Fluent – Read, Write and Speak

**Kannada:** Fluent – Read, Write and Speak **Tamil:** Speak – Good.