



Sashidhar Balajapalli

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Summary

Operations Leader with 12+ years of manufacturing and execution experience across India and APAC, driving expansion into diverse segments and Fortune 1000 clients through new product development, delivering 11% revenue growth. Proven ability to collaborate with global cross-functional teams and align execution with strategic goals to deliver measurable business outcomes.

Professional Experience

Vice President, Engineering (Operations and NPD) | Ideal Fastener India Pvt Ltd | India **Apr 2021 – Jul 2025**

- Led a portfolio of **new product development (NPD) projects**, coordinating cross-functional teams to deliver customized products across multiple segments, with over **USD 300K** in orders secured in the protective clothing segment.
- Reduced **supply chain and forex risk** and enhanced continuity by developing local vendors, **lowering costs by 18%** and reducing overseas dependency.
- Delivered **sustainable product adoption** by enabling the use of BCI-certified cotton in new product launches, resulting in Ideal Bangladesh securing annual orders of **500K units** from a leading US buyer.
- Enabled **global knowledge transfer** initiatives to build capabilities across factories, driving the adoption of best practices and improving product and process outcomes.
- Expanded **warehouse storage by 73%** through design and procurement of a custom racking system, leading the full RFP, negotiation, and vendor finalization process.

Vice President, Engineering | Ideal Fastener India Pvt Ltd | India **Sep 2017 – Mar 2021**

- Conducted process flow mapping to determine bottlenecks in processes and established lean workflows. Developed and proposed a modified workflow with a **28% reduction in cycle time**.
- Drove **root cause analysis** for recurring quality issues, followed by full process redesign, **preserving 8% of annual revenue** by eliminating customer complaints.
- Championed **automation-driven** transformation of legacy equipment to improve **productivity by 53%**.
- Spearheaded make-vs-buy analysis, identifying in-house manufacturing opportunities that led to **USD 33K in savings**.
- Acted as **Management Representative** for buyer and third-party audits across **quality** and **ESG** standards, ensuring successful certification and continuity of business with key customers.

Project Controls Specialist| McDermott International| Indonesia, Australia **Oct 2015 – Jul 2017**

- Contributed to the conversion of multiple **multi-million-dollar change order requests** by preparing and presenting change orders to senior leadership and the client, supporting negotiations and driving improved project financial performance.
- Collaborated with **cross-functional teams** to demonstrate contractual justifications for scope expansions, accurately estimating manpower and resource requirements.
- Project Coordinator for EFAT testing scope (>**USD 1M**), leading an 8-member team and coordinating with the client and **multinational** subcontractors, delivering testing within schedule and mitigating delay-related cost exposure.

Associate Mechanical Engineer | McDermott International | Singapore, Indonesia **Feb 2013 – Sep 2015**

- Supported the Project Engineering and Fabrication Managers in monitoring engineering and fabrication deliverables.
- Facilitated **design reviews** with the Client, ensuring the incorporation and closure of actions from the review process.

Education

MBA (PGPX) – Indian Institute of Management, Ahmedabad, Dubai Campus <i>UAE</i>	2025 – 2026
M.Sc. (Mechanical Engineering) – National University of Singapore <i>Singapore</i>	2011 – 2012
BE (Mechanical Engineering) – M.N.M. Jain Engineering College, Anna University <i>Chennai, India</i>	2006 – 2010

Accomplishments

- SGD 10,000 Innovation/ Entrepreneurship Practicum Grant Recipient, NUS Enterprise, 2012
- Best Outgoing Student, M.N.M.J.E.C, 2010

Certifications

Lean Six Sigma Green Belt, KPMG India	Aug 2025
Project Management Professional (PMP certification), PMI	Feb 2025

Extra-Curriculars

- Academic Representative, IIMA Dubai PGPX Programme 2025-2026
- Organizing member, Asian Youth Energy Summit, Singapore, 2012
- Student volunteer head, The Shakti Foundation, Chennai, an NGO associated with the physically challenged 2007-2011.
- Secretary of the Mechanical Engineering Association, MNMJEC, 2009-2010