

Bal Gaire

Manager

Supply Chain & Logistics

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Personal Summary

Dynamic Supply Chain and Logistics Manager with 16 years of experience in the UAE. Successfully delivering results for five leading companies. Demonstrated expertise in Supply Chain Management, Strategic Planning, Procurement, Import/Export and Logistics Performance. Skilled in Distribution Planning, Warehouse Management, Inventory Control and Fleet Operations. Proven ability to make informed decisions under pressure and take full Accountability for outcomes. Highly proficient in IT with a strong background in continuous Improvement processes and lean methodologies. Committed to fostering a culture of inquiry and innovation to drive efficiency and effectiveness.

Professional Experience



Group Supply Chain & Logistics Manager Feb-2020 to Present

Key Responsibilities

Oversaw all aspects of the company's supply chain and logistics operations, including procurement, transportation, warehousing, and distribution, and fleet developed and implemented supply chain strategies that supported the company's business goals and objectives.

- Plan, manage, and evaluate procurement and logistics operations, liaising with internal stakeholders, suppliers, logistics providers, transportation companies, and customers.
- Develop Capex and Opex budget plans for logistics procurement (sea & air) distribution, warehouse, and fleet.
- Developed and implemented strategic initiatives to optimize the supply chain processes, resulting in a 11% reduction in overall operational costs.
- Oversaw procurement activities, including supplier selection, negotiation, and contract management, ensuring timely delivery of high-quality materials while maintaining cost-effectiveness.
- Implemented inventory management techniques, such as ABC analysis and demand forecasting, to optimize inventory levels and reduce carrying costs.
- Collaborated with cross-functional teams, including production, sales, and finance, to ensure alignment of supply chain activities with business objectives.
- Streamlined transportation and logistics processes, resulting in improved delivery times and cost savings.
- Conducted regular performance evaluations of suppliers and vendors, identifying areas for improvement, and implementing corrective actions as necessary.
- Developed and maintained strong relationships with key suppliers and vendors, negotiating favorable terms and resolving any issues or disputes.
- Implemented supply chain metrics and KPIs to monitor performance and identify areas for improvement.
- Manage end-to-end processes for sea containers and air import and export.
- Conduct metrics reporting and data analysis to identify areas for process improvements.
- Deliver effective solutions to logistics problems while maintaining high levels of quality and service within budgetary constraints.
- Collaborate with the leadership team and support teams to expand the business model into new geographical markets, including establishing new hauling relationships, implementing tech-enabled processes, and integrating with sourcing partners (15% of the time).

Professional Experience



Manager - Supply chain and Logistics Nov 2018 - Feb 2020 Jan at
Kibsons International LLC United Arab Emirates

- Strategically plan and manage, procurement, logistics, warehouse, transportation, and customer service in the inventory team.
- Direct, optimize, and coordinate full order cycle.
- Liaise and negotiate with suppliers, manufacturers, retailers, and consumers.
- Keep track of quality, quantity, stock levels, delivery times, and transport cost-efficiency.
- Arrange and plan out the warehouse, catalog goods, plan routes, and Process shipments.
- Resolve any arising problems or complaints.
- Supervise, coach, and train the inventory team.
- Meet cost, productivity, accuracy, and timeliness targets.
- Maintain metrics and analyze data to assess performance and implement improvements.
- Comply with laws, regulations, and OHS&E requirements.
- Continuously look for improvements to operations
- Working proactively with various departments to realize efficiencies & and manage expectations.
- Be flexible in working hours, i.e., starting early, staying on at shift end, or working days to undertake training.
- Direct activities related to dispatching, routing, & and tracking transportation vehicles.
- Maximized capabilities through evaluation, simulation, and execution of action plans to meet both short- and long-range capacity and facility forecasts.

In general, supervision, developing budgets, safety management, developing standards, Managing Processes, surveillance skills, Inventory Control, reporting, analyzing Information, Equipment Maintenance, Demand planning, and Judgment and logistics management with efficiency.

Professional Experience



Manager Warehouse and Distribution at Kosmonte Foods LLC, United Arab Emirates - Dec 2017 to Nov 2018

Key Responsibilities

Including Receiving, Quality, Stocking, Picking, Shipping, 3PL management Fleet management & Inventory Management with an area of 15k Square meters Frozen, chilled, and ambient warehouse.

- Contribute to the creation and implementation of a best practice warehouse.
- Vision, strategy, policies, processes, and procedures to aid and improve operational performance.
- Implemented the facility's automated manifest system which allowed the use of radio frequency identification.
- tags (RFID) to track materials to destination points, and trained personnel on its use.
- Initially started the daily task through Bin master creation and coordination with the label-printing vendor and pasted the label in bins.
- Implemented ERP (SAP & LFS) Logistics focus solutions in warehouse, freezer Chamber & chilled chamber.
- Distribution planning with 35 vehicles in supermarkets and Hypermarkets.
- Daily analyze the freezer and chilled chamber temperature.
- Responsible for all daily inbound /outbound shipments domestic and international, overseas containers, and small packages.
- Responsible for all overseas shipping paperwork & tracking of the inventories.
- Develop and document standard and emergency operating procedures for receiving, handling, storing, shipping, or salvaging products or materials.
- Supervise the activities of workers engaged in receiving, storing, testing, and shipping products or materials.



Implemented

- Set up warehouse end-to-end, including creating bin masters and coordinating with the label-printing vendor to apply labels to bins.
- Implemented ERP processes and conducted training for warehouse staff in a mock warehouse environment, covering receiving, staging, movement, picking, and shipping processes.
- Implemented the sale one gets one replenishment picking process.
- Integrated systems, processes, and materials following acquisitions to standardize and align with the enterprise.

Responsible for receiving products from vendors, Staging, Movement & shipping of inventory, and transportation operations while directing warehousing activities for 17 team members. Established operational procedures for activities such as verification of incoming and outgoing shipments, handling and disposition of materials, and keeping warehouse inventory current. Support all human resources processes at the facility such as staffing all positions, support the performance management process, training, and development of team members.

Key Responsibilities

- Imports and export process & and customs clearance as well as coordinating with 3rd Party logistics and getting shipment on time & and responsible for reverse logistics.
- Responsible for 18 store items replenishment every single day.
- Creating MIS reports for Warehouse activities and ensuring the improvement of key performance indicators (KPI) Analyzing the labor productivity & and action accordingly.
- Implementing new operational processes and procedures.
- Staff vacation planning and managing slots.
- Implemented daily safety discussions and monthly safety committee meetings.
- Achieved & and maintained a 99.95% level of service ensuring customer satisfaction.
- Increasing outbound revenue through the fill rate report.
- Managed logistics of multiple shipments and deliveries within extreme time constraints.
- Reconciled inventories, weekly & monthly & analysis through **Pareto** chart.
- Improved productivity by reorganizing and streamlining warehouse operations.
- Reviewed previous products and purged inventory.
- Established new inventory guidelines and trained staff Implemented inventory.
- Tracking for all marketing materials and placing orders, as needed.
- Motivating, organizing, and encouraging teamwork within the workforce to ensure set productivity targets are met.
- Training staff and monitoring their performance and progress
- Overseeing stock control and processing orders
- Producing regular reports and statistics on a daily, weekly, and monthly basis
- Briefing team leaders and other warehouse staff on the issues for that day
- Overseeing the planned maintenance of vehicles, machinery, and equipment.
- Adhering to Company policies, procedures, and directives regarding standards of workplace behavior in completing job duties and assignments
- Manages the engineered standards and pay-for-performance program for the night shift associates intended to maximize efficiency.

Professional Experience



Senior Logistics Executive 2008 - 2015 at Landmark Group

Implemented

- Member of User Acceptance Test (UAT) team for implementation of Retail Oracle WMS, representing warehouse management system (WMS) and Customer order delivery solution (COD).

Key Responsibilities

- Functional design of customer order delivery solution through various fusion applications of Oracle Retail i.e., ORPOS, SIM, RMS, WMS, and delivery Management system &. Implementation of Oracle WMS in Home Centre UAE Furniture warehouse with 55K Sqmt of warehouse area and G+3 racking.
- Defining Best Practices for warehouses to increase Productivity.
- Change Management & warehouse process.
- Making MIS reports for Receiving, put away picking, staging, and shipping.
- 55 trucks & 6 containers planning & Drivers planning for stores replenishment & tracking their activities through the (FMS) fleet management systems.
- Delivery planning for the Feeder warehouse Alain, Fujairah, Ras Al Khaimah, Sharjah, and Al Quoz without overtime to the drivers and helpers.
- Coordination with the 16 stores for the showroom replenishment.
- Replacement of the damaged items with the record of entering in the visual basic application.
- Responsible for the implementation of best practices in the supply chain to reduce costs and improve delivery time.

Key Skills

- Supply Chain Management, Logistics Management, and Fleet including warehouse.
- Procurement and Vendor Management.
- Inventory Management & planning.
- Transportation Management & Cross-functional Collaboration.
- Data Analytics and KPIs.
- Leadership and Team Management & problem-solving and Decision-making.
- Customer Service.

Academic Qualification

- **2002 - 2003** : School-leaving certificate (S.L.C) Shiksha Bodhini School.
- **2003 - 2006** : **(HSEB)** Passed from Kumarwanti Multiple College.
- **2008 - 2010** : **B.B.A** in Supply Chain Management Rajiv Gandhi College.
- **2016 - 2018** : **M.B.A** (MBA) in Supply Chain Management (Jaipur National University).
- **2019 - 2022** : **B.B.A** in Supply Chain Management from Charisma University (U.K).
- **2022 - 2024** : **MBA** in Logistics & Supply Chain Management (European International University France, Paris).

Literacy of Computer

Practiced Office Packages: Microsoft Word, Microsoft Excel, Microsoft Paint Microsoft PowerPoint, Microsoft Outlook Express, Microsoft Access, and basic knowledge of VBA, VB.Net, Python, Robotic Process Automation (RPA), etc.

Practiced and Implemented Programs: Oracle WMS, SAP, GDMS (Global Delivery Management System), Microsoft Dynamics AX, and Microsoft Dynamics 365.

Reporting and visualization for presentation: Power BI, Microsoft PowerPoint, and Brio Intelligence. **Fleet Tracking:** FMS fleet management for vehicle tracking and route planning. **CRM:** Customer complaint Tracking and resolution.

Achievement

- Certificate of Appreciation for 5 years contributed award - Feb '14 from the Group of C.E.O. at Landmark Group of Companies.
- Nominated for the best employee of the Year award for Oracle WMS implementation for the warehouse operation from the general manager at Landmark Group of companies.
- Certificate of Appreciation for Opening the World's Largest Indoor Theme Park (IMG Worlds of Adventure) Aug '16 from Group C.E.O.
- **Team Spirit Award** and **1.2mn** cost saving project - Mar '21 from Group Director.
- **Core Value - Entrepreneurship Award** - May '23 from Group Director