



VARUN PATHANIA

Age: 32 Years | Experience: 11 Years



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A Goal Oriented and experienced professional with 11 years of diversified and progressive experience in multifarious roles as an Infantry Officer. Singular experience of having served with a Mountain Division , Rashtriya Rifles and at Kumaon Regimental Centre apart from an Infantry Battalion, giving expertise in handling volatile ambiguous situations, risk analysis, and multiple assignments efficiently under strenuous situations, accomplishing complex tasks and achieving objectives with proven risk assessment and mitigation capabilities

HUMAN RESOURCES

- Oversaw the gamut of HR function while managing 500 + employees through their employee life cycles to planning career moves along with creating multiple engagement initiatives and launching grievance redressal system

PROJECT MANAGEMENT

- As Project Officer for Border Fence modernization - initiated, planned, and executed modernization of a stretch of 60 Km of LOC fencing ensuring frugality by stringent negotiation with monopolized OEMs by objective analysis of the scope of work. Established a state-of-the-art surveillance center integrating Thermal imagers, motion detectors, and long-range IR cameras stretched across an area of 50 km of mountainous terrain with minimal line of sight

STRATEGIC ADVISORY ROLE

- Performed the prestigious appointment of Aide-de-Camp for a two-star general officer, providing actionable recommendations on various military operations, logistical functions, and training matters.

OPERATIONS MANAGEMENT

- Ensured 100 % compliance of training methodologies and standards by timely audit of performance metrics. Administrative & Security head of training areas and garrison

SUPPLY CHAIN AND LOGISTICS

- Managed logistical functions, including maintenance, fuel, and food, achieving high operational readiness for a fleet of vehicles and successfully facilitating the movement of a convoy comprising troops, weapons, and equipment.

SECURITY

- Devised a detailed security and administrative plan during the abolition of Article 370 and 37A, achieving a 100% incident-free environment. Led a cross-functional team of military and civilian specialists to design operational strategies and improve security during the transition period.



EDUCATION

- BSc, Hospitality and Hotel Admin (Institute of Hotel Management , Kolkata)
- POST GRADUATE DIPLOMA (DEFENCE MANAGEMENT & STRATEGIES), Military Tactics (Madras University , Chennai)
- DIPLOMA IN INTENSE OPERATIONS MANAGEMENT, Operations (Devi Ahilya University, Indore)
- PGDBM, Business Mangemnt (NMIMS, Mumbai)
- Global Supply Chain Managemnt and Logistics, Supply Chain (IIFT, New Delhi)
- Basic Air Staff Course , Administration (Airforce Adminstrative College, Coimbatore)



CERTIFICATE

- Certified Risk Management Professional
- Certified Lean Six Sigma Green Belt
- Certified lean Six Sigma Black Belt



ACHIEVEMENT

- Award of Excellence



KEY SKILLS

- Facility Management
- Policies and Procedures Development
- Problem Solving
- Security Management
- Project Management
- Operations Mangement
- Conflict Management
- Leadership and Stakeholder
- Budget Mangement
- Risk Mitigation

- Risk Mitigation and Crisis Handling

PREFERRED INDUSTRIES

- Human Resources
- Project Manager
- Operations
- Administration
- Security
- Facility Management
- Facility Management
- Supply Chain and Logistics



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