



# ISHANT JAIN

**Techno-Commercial Leadership | Business Building & Market Creation | Technical Customer Interface | HV Power | Railways | Oil & Gas | Specialty Chemicals | Advanced Materials**

From customer application to commercial order — bridging deep technical expertise with business development & P&L ownership

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## PROFESSIONAL SUMMARY

**Techno-commercial leader** with 15+ years of full commercial cycle ownership — from specification-in with government and regulatory bodies through to P&L. Built the Railway OHE business vertical from zero at Raychem: owned RDSO specification-in, drove all technical approvals, secured LoA-2023 from Ministry of Railways — creating a ~₹840 Crore addressable market with no prior Indian manufacturer. Managed full BU-level P&L including manufacturing costs across HV insulators, cable accessories, polymer bushings, BESS, and Railway OHE programmes. Primary technical interface at decision-maker level with RDSO, Indian Railways Board, CPRI, energy utilities, IOCL (CGM-Technical, 11 refineries), and OPaL/ONGC. Currently GM — leading 87-person cross-functional organisation across R&D, operations, and engineering. Sectors: HV Power, Cables & Wires, Railways, EV/BESS, Oil & Gas Refinery. Drove Thaletec India market turnaround — reversed 7 successive quarters of margin loss and grew Thaletec's contribution to HLE India glass-lined equipment revenue from 2% to 40% through structured technical symposia, pharma-focused roadshows, and CEC-anchored market development programmes.

**One of only 3 TRIZ Level 4 professionals in India** | 42+ individual patents | 90+ total patent filings | 35 international publications | IIT Kanpur M.Tech | DFSS Black Belt | IEEE Engineering Manager of the Year 2021 | NK Iyengar Memorial Prize & Gold Medal — IEI 2025

## TECHNOLOGY COMMERCIALISATION LEADERSHIP

### Business Building & Market Creation

- Built Railway OHE business vertical from zero — drove full RDSO specification-in, secured all technical approvals, and received LoA-2023 from Ministry of Railways
- Created ~₹840 Crore addressable market for indigenous OHE systems with no prior Indian manufacturer — full BU P&L ownership from concept through commercialisation
- Secured 15 OHE patents to protect the new product category and establish a defensible market position
- Built GTM strategy, forecasting models, and LTP plans for the Railway OHE vertical — structured the business case from technology proof to revenue pipeline
- Pioneered HLE Group's entry into Oil & Gas refinery sector — initiated and advanced technical engagements with IOCL Mathura, IOCL Gujarat, and OPaL/ONGC at CGM and Management Review level
- Secured INR 30M government grant as Principal Investigator — Ministry of Power / CPRI — converting R&D investment into funded programme

### P&L & Operational Leadership

- General Manager leading 87-person cross-functional organisation — R&D, operations, SCM, and site implementation — full P&L ownership across headcount, capex, and opex
- Created an entire function from zero — designed organisational scope, operating model, stage-gate NPD process, and portfolio management framework
- At Raychem: full BU-level P&L including manufacturing costs — end-to-end accountability across Gates 1-5 DFSS stage-gate; led matrix organisation across Quality, Planning, SCM & PMG
- Managed 10+ simultaneous NPD programmes across 30+ products — resource allocation, prioritisation, kill/go decisions, and LTP planning
- Assumed accountability for underperforming glass-lined equipment manufacturing operations — diagnosed formulation inconsistencies, undocumented process practices, and QC gaps; standardised parameters, established documented protocols, and restored batch-level quality discipline across production

### Technology Commercialisation & IP

- 42+ individual patents (Raychem: 32+ | HLE: 10+) — active IP litigation before Delhi High Court; patents used as commercial instruments, not just filings
- Built Railway OHE IP portfolio of 15 patents — structured to protect market entry, block competitive replication, and support LoA-2023 commercial position
- TRIZ Level 4 — one of only 3 professionals in India; applied systematically to convert customer technical constraints into specification-in advantages and defensible product positions
- Trained 80+ TRIZ Level 1 professionals across RPG Group and HLE Group — built organisation-wide innovation culture yielding 52+ team patents and 22+ design patents
- Certified COMSOL FEA Consultant — monetised simulation expertise into revenue-generating consulting arm; 30+ global engineering projects
- Commercialised 30+ products across HV insulators, cable accessories, polymer bushings, BESS, DC Fast Charger, OHE systems, and Gas Meters — full lifecycle from concept to customer

### Application Engineering & Technical Customer Interface

- Primary technical interface at senior decision-maker level with RDSO, Indian Railways Board, CPRI, energy utilities, IOCL (CGM-Technical, 11 refineries), and OPaL/ONGC — building institutional relationships that convert into specifications and orders
- Drove full techno-commercial cycle end-to-end — VOC collection, application feasibility, concept development, technical proposal, negotiation, approval, & order conversion
- Converted RDSO from a regulatory body into a commercial partner — drove specification-in for Railway OHE system, making indigenous technology the specified solution in ministry documentation
- Built application engineering capability at Raychem — translated customer field failures, site conditions, and operational constraints directly into product specifications; primary technical author of solutions across HV Power, Railways, and cable accessories sectors
- Led structured Indo-German tech transfer program with Thaletec GmbH — mandated quarterly engagements covering NPD review, process alignment, and IP harmonisation across HLE Group.

## PROFESSIONAL EXPERIENCE

HLE Glascoat | Thaletec GmbH | Omeras GmbH | Yash Chemicals — Vadodara / Germany

Dec 2023 – Present

### General Manager – Process & Technology (Global RD&E, Engineering & IP)

- Scope: HLE Group (HLE Glascoat, Thaletec GmbH, Omeras GmbH) and Yash Chemicals (common promoter group)
- Built 87-person organisation to full functional autonomy — R&D, SCM, glass development, and site implementation each led by designated heads operating to documented protocols; all departments proven to operate independently without individual intervention
- Primary strategic interface with promoter-Directors across the group- presented technology roadmaps, investment cases, and organisational recommendations directly at promoter level; decisions influenced capex allocation, product portfolio direction, and cross-entity IP strategy
- Full P&L accountability — headcount, capex, and opex across HLE Glascoat and Thaletec GmbH (Germany); additionally providing IP and process improvement consultancy to Yash Chemicals (common promoter group)
- Assumed charge of underperforming glass-lined equipment manufacturing operations - diagnosed and resolved formulation inconsistencies, undocumented process practices, and batch-level QC gaps; restored engineering discipline across production
- Converted frit manufacturing from batch to continuous smelting, 34% power saving achieved; the only continuous glass frit smelting process in India
- Leading greenfield replication of Omeras GmbH's enamelled plate line in India — conducted complete technical evaluation, prepared full manufacturing line report covering process, man, machine, material, and method; technology adoption framework defined and now under implementation at Dadas/Silvasa, Gujarat
- Initiated and built HLE Group's Oil & Gas refinery business from zero — primary technical interface with IOCL (CGM-Technical, 11 refineries) and OPaL/ONGC at Management Review level; three simultaneous PSU feasibility engagements active
- Led structured Indo-German technology transfer program with Thaletec GmbH — transferred complete technology portfolio via PCT filings and Design Patents in India; aligned all manufacturing processes and SOPs to German engineering standards across HLE Group
- Initiated and led Thaletec India market development programme from Dec 2023 — full-day technical symposia with live demonstrations (2L–20L mixing systems, gassing valves, accessories) at Dahej, Bharuch, and Vadodara; dedicated pharma session in Hyderabad; CEC-anchored roadshows across chemical and pharma clusters. Reversed 7 successive quarters of margin loss — restored product margins to 30%+ and grew Thaletec's contribution to HLE India glass-lined equipment revenue from 2% to 40%.
- Built HLE's IP vertical from ground up — initiated Patent Suit and Copyright Suit before Delhi High Court against misappropriation of proprietary technical data; defendant's written statement acknowledges a ₹720 Crore business built on stolen IP; established IP enforcement as a strategic organisational capability.
- 10+ active patents filed at HLE — including novel process inventions in glass-lined equipment technology.
- Built HLE Centre of Excellence from ground up — ₹20 Cr facility investment (₹12 Cr civil, ₹8 Cr capex) housing laboratories, frit manufacturing, and ball mill; secured DSIR accreditation as government-recognised R&D centre within 3 months of creation

Raychem RPG – TE Connectivity (MNC), Vadodara, Gujarat, India

July 2014 – Dec 2023

### Phase 2 — 2020 – December 2023 *Engineering Head — Railways, NPD, IP & Simulation | Product Line Owner*

- Led Railway OHE program from business case to commercial reality — drove full RDSO specification-in, secured all technical approvals, and received LoA-2023 from Ministry of Railways; created ~₹840 Crore addressable market with no prior Indian manufacturer
- Filed 15 OHE patents — structured IP portfolio to protect market entry and block competitive replication
- Led MVCC Programme — Medium Voltage Covered Conductor and accessories — mapped ₹1,400 Crore market opportunity; scoped 9 research projects and 5 NPD streams across conductor accessories and in-house production line
- Full P&L ownership for NPD portfolio — ₹50–100 Crore across HV insulators, surge arrestors, and Railway OHE systems; end-to-end accountability across Gates 1–5 DFSS stage-gate
- Led team of 20+ engineers — coordinating across Quality, Planning, SCM, and PMG functions in a matrix organisation
- Primary technical interface with RDSO, Indian Railways Board, and energy utilities — converted institutional relationships into specifications, approvals, and long-term supply positions

### Phase 1 — July 2014 – 2020 *Head — Materials & Processing CoE*

- Assumed charge of M&P CoE — the primary technical vertical of Raychem's Corporate R&D function; progressed from Project Manager within the same organisation.
- DFSS Black Belt applied to structure NPD portfolio governance and stage-gate discipline across 30+ products
- Deployed FEA/CFD simulation expertise — built since 2009 at Tata Steel — to expand the function's scope into revenue-generating external consulting; 30+ global engineering projects delivered across MNC clients from Power & energy, EPC and manufacturing segment.
- Led NPD across HV insulators, disconnectors, surge arrestors, cable accessories, polymer bushings, BESS (full lifecycle, multiple Indian sites), and DC Fast Charger for Ola Electric
- Originated and built the Railway OHE vertical from scratch — concept through RDSO engagement, product development, and early commercialisation groundwork

- Developed Gas Meters, Regulators, and Smart Meters for the Oil & Gas sector
- Principal Investigator — INR 30M grant, Ministry of Power/CPRI; spiral extrusion patent delivering 40% cost reduction
- Personally trained 82+ TRIZ Level 1 professionals, mentored them across RPG Group — driving 52+ team patents and 22+ design patents
- Secured and renewed DSIR accreditation — established CoE as a government-recognised R&D centre.

**Recognition:** Golden Peacock 2020 | RPG Chairman Award 2020/21/22 | Future Leadership Board RPG 2020–21 | Top Talent Award - Sector President 2019 & 2020 | IEEE Engineering Manager of the Year 2021 | Best Product Design Electrama 2020

### Tata Steel Ltd (TSL), Jamshedpur — Tata Steel R&D and Scientific Services

July 2011 – July 2014

#### Researcher / Senior Manager — Steelmaking & Casting Group | Scientist / Project Lead & FEA Expert

- FEA/CFD specialist; research collaboration with University of Padova, Italy on induction heating FEM modelling for wire rod mill operations at Tarapur, Maharashtra - thermal model validated against industrial data; mill speed increased from 1.6 to 1.8 m/s
- Implemented Monica — energy monitoring and benchmarking system — at Tubes Division in coordination with Tata Steel Europe; CO<sub>2</sub> benchmarking delivered 21.3% reduction in CO<sub>2</sub> intensity (96.59 to 75.93 kg/T)
- Recognition: Mind over Matter Award 2014 — Clean Energy, Tata Steel

## ACADEMIC QUALIFICATIONS & CERTIFICATIONS

- M.Tech (Metallurgy) — Indian Institute of Technology (IIT) Kanpur CGPA: 8.38/10
- B.Tech Hons (Mechanical) — Uttar Pradesh Technical University | Gold Medallist

#### Certifications:

- TRIZ L4 — MATRIZ (one of ~3 in India) | MIT Innovation Programs (L3, 2024) & Tufts University (L2, 2018) | Prof. Sergei Ikoenko

- DFSS Black Belt — Design for Six Sigma
- Certified FEA Consultant — COMSOL Multiphysics

#### Training & Development:

- PMP — Project Management Professional (Course Attended, PMI PMBOK)
- Future Leaders Program — RPG Group, under Sector President mentorship (one year)
- TSAF Leadership Development Program — Tata Steel

## PATENTS, PUBLICATIONS & SPEAKING ENGAGEMENTS

**Patents:** 42+ individual patents (Raychem RPG: 32+ | HLE: 10+) | 90+ total filings | Railways: 15 | HLE Chemical: 10+ | Oil & Gas: 5 | Advanced Materials: 4 | Power/Cable: 11

- Active IP litigation before Delhi High Court — HLE Group and Yash Chemicals enforcement matters

**Keynote & Innovation Speaker:** COMSOL Conference — Invited Speaker 2018, 2019, 2021, 2023 & 2026 | Bharat TRIZutsav 2017–2024 | MATRIZ International 2023/24 | TVS Annual Tech Conference 2023

**Publications:** 35+ peer-reviewed international journal papers | 15+ industry articles: ET Auto, E&T, Motion Design (US), Digital Engineering Magazine (Germany), IMechE UK