

SHASHIDHARAN NAIR

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Pulau Pinang

CAREER OBJECTIVE

Experienced professional with a strong background in overseeing manufacturing operations, ensuring on-time delivery and adherence to quality standards. Proven track record in managing cross-functional teams to achieve strategic objectives and drive continuous improvement. Skilled in supplier quality management, project coordination, and implementing lean manufacturing practices to optimize efficiency and productivity. Strong leadership and communication abilities, committed to fostering a collaborative work environment and delivering exceptional results.

WORK EXPERIENCE

SENIOR SUPERVISOR (ACTING MANAGER)

MAR 2024 - PRESENT

SCHOTT GLASS SDN. BHD.

- Oversee the entire manufacturing process to ensure smooth and efficient operations, meeting on-time delivery (OTD) targets according to plan and demand requests.
- Ensure manufacturing readiness and quality standards for new product introductions, supporting design reviews through new product quality planning.
- Manage supplier quality activities to comply with the supplier management system and ensure adherence to quality standards, promoting continuous improvement for defect prevention to maximize customer satisfaction.
- Maintain adequate metrological and analytical capabilities for qualification, failure analysis, and problem-solving activities.
- Ensure compliance with ISO9001, ISO 14001, ISO45001, and IATF 16949 standards, maintaining laboratory and departmental accreditation as well as production and quality systems.
- Define and implement departmental roadmaps to achieve strategic objectives, ensuring successful execution.
- Ensure cost-effectiveness by operating the department within the planned revenue and capital expenditure budget.
- Plan resources and allocate manpower to maximize departmental efficiency and effectiveness.
- Manage, coach, and develop a high-performing team to achieve objectives and drive continuous improvement.
- Prioritize and manage cross-functional activities to ensure collaborative efforts and undertake additional tasks and projects as assigned by superiors.

PRODUCTION SENIOR SUPERVISOR (MEDICAL AND NON-MEDICAL)

MAR 2017 - FEB 2024

SANMINA-SCI SYSTEMS (M) SDN. BHD.

- Project : COVIDIEN, HAEMO, MICROSEMI, SEAGATE, WHISTLE LAB, AVAGO, BROADCOM, ALFMEIER, CONTROL 4, CEPHEID, LYTX AND DATACARD SMT, PCBA LEVEL AND BOX BUILD LEVEL / MEDICAL AND NON MEDICAL
- Manage entire project indicators through operations, quality, output, and revenue for both medical and non-medical projects.
- Oversee key projects and multiple related programs aligned with assigned revenue strategies.
- Coordinate overall processes to meet daily requirements, ensuring timely delivery and quality to fulfill customer satisfaction.
- Lead and direct project teams to deliver results within schedule, budget, and resource constraints.
- Serve as the primary point of contact and interface for customers, maintaining strong customer relationships.
- Stay updated on new developments to drive continuous improvement in processes and products.
- Apply expertise in people management and teamwork to develop and support high-performing teams.
- Lead and manage the development of specific products through all stages of the product lifecycle, from concept to end-of-life.
- Demonstrate knowledge and skills in project management to achieve project goals and objectives.
- Perform additional duties and responsibilities as assigned by immediate superiors.

Achievement

- Reduced wasting time in Backend station and increased daily output for Handload/Packing station by implementing efficiency improvements.
- Enhanced Shifty Box Build output from 5 units per shift to 25 units per shift through process optimization.

- Minimized waiting and transportation time for all assembly-related and test stations, boosting overall efficiency.
- Collaborated closely with the Engineering Team to develop Poka Yoke jigs for critical processes, ensuring error-proofing and quality control.
- Improved conversion time and operational efficiency in the Handload station, leading to better productivity and reduced downtime.

LINE SUPERVISOR

OCT 2009 - MAR 2017

JABIL CIRCUIT

- Lead the Manufacturing Team and drive various functional teams to achieve work cell goals and plant indicators while maintaining best practices.
- Ensure on-time delivery (OTD) by coordinating efforts of the Manufacturing Team (AOP & Backend) and functional teams.
- Guide and support Supervisors in meeting manufacturing indicators and objectives.
- Address process issues and yield performance challenges to meet manufacturing lead times (MLT).
- Coordinate RMA activities with customers and Jabil internal teams to ensure timely resolution.
- Chair work cell CAC meetings to review daily operations performance and drive continuous improvement.
- Oversee work cell aging PCBA and ensure timely processing and resolution.
- Ensure SMT performance for Infinera at AOP by managing material readiness (Kit) for SMT and HLA.
- Review engineering changes (EC) and manage their execution effectively.
- Participate in daily yield meetings to collaborate with the team in achieving a 95% first pass yield.
- Ensure RMA execution is carried out diligently and scrap indicators are met as per goals.
- Manage Line Supervisors to organize line workload based on product priority and ensure all manufacturing indicators are met.

Plant Level Responsibilities

- Manage the centralized distribution center for manufacturing maintenance, repair, and operations (MRO) supplies.
- Coordinate centralized HLA job distribution.
- Supervise the centralized distribution of cartons.
- Facilitate visits from INFINERA to showcase and sell best practices.

ICT TEST TECHNICIAN

MAY 2005 - OCT 2009

FLEXTRONICS TECHNOLOGY (MALAYSIA) SDN. BHD.

- Maintain and manage ICT testers (Agilent 3070 model) for the SMT line module.
- Troubleshoot and repair ICT testers when failures occur on PCBA boards.
- Assist in developing new measurement methods, tools, and software to improve measurement methodology and process capability.
- Perform troubleshooting, repair, and preventive maintenance on conveyor systems.
- Lead enhancement projects involving mechanical parts and program modifications to achieve high PPH (product per hour) and fail-free operation.
- Conduct routine equipment maintenance as per schedule.
- Test all PCBA boards that pass from debug and prepare reports for the production team.
- Handle PM checklists and daily machine checklists, and assist engineers with evaluations and process improvement plans.

Achievement

2017-2019

- Senior Supervisor in HAEMONETICS (Medical Division)
- Improved daily efficiency and increased the target from 5 units to 20 units per shift.
- Eliminated waiting and transportation time on the production floor by setting up internal kitting for the assembly station.
- Increased hourly output for all assembly stations and reduced waiting time between stations.

2015 -2016

- Successfully transferred the Infinera DTNX division to Penang.
- Set up new backend lines for the division and coordinated material transfer with the purchasing team.
- Executed cost-saving projects through line layout optimization and semi-auto jig implementations.
- Completed the Infinera WIP aging project, reducing aging WIP from 700+ pcs to below 100 pcs by FY14-Q1 using DMAIC methodology.

- Reorganized the backend production layout through VSM activities and implemented line balancing to meet demand.
- Achieved zero customer complaints (scar) for a 90-day period.
- Established a supermarket for material inventory on high-running models and set up a new material storage area (de-trash room) for mechanical assembly materials.

EDUCATION

MASTER OF BUSINESS (GENERAL MANAGEMENT)

2018

Asean University Malaysia (AeU)

DIPLOMA OF OPERATION BUSINESS MANAGEMENT

2013

University Technology Malaysia

SKILLS

Hard Skills: Manufacturing Management, Quality Assurance, Supplier Quality Control, Project Coordination, Equipment Troubleshooting, Lean Manufacturing, Product Lifecycle Management, Resource Planning

Soft Skills: Leadership, Communication, Problem-solving, Time Management, Customer Service, Strategic Planning, Adaptability

Software: MS Office, ERP Systems, MES Software, Statistical Analysis

Languages: Tamil, Malay and English

PROFESSIONAL CERTIFICATES

- Bronze
- Certified IPC Specialist
- Training for the Trainers
- Quality Mindset Training
- Lean Six Sigma Yellow Belt

PROJECT EXPERIENCE

- Eliminate P/O 0500 in LINE
- Implement EVA Bumper
- Cross Training To all MA Operator
- MFG Aging with 1 Digit
- Scrap board BGA salvage
- Operator Cross Training
- IPC Certification
- Gasket replacement for Incoming reject parts
- ATN MODEL datasheet improvement as a TAG

REFERENCES

Mr. Muhammad Nazraan Abdullah

Production Manager (Sanmina SCI)

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Mr. Thiruvarasu Ramu

Senior Line Manager (JABIL P1)

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