



Agradeep Deb

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Summary

Cross-functional operations leader with 7.8 years at Hindustan Unilever Limited. Designed, piloted and scaled in-house digital and manufacturing solutions adopted at Unilever sites globally, driving multi-crore savings across production, quality assurance, engineering and supply chain. Led 200+ member teams and high-stakes union, regulatory and supplier negotiations to deliver large-scale capex and automation projects.

Professional Experience

Hindustan Unilever Limited | Kolkata

Senior Executive, Operational Excellence & Digital Transformation

Aug'23 – Apr'26

- Built and scaled WMS Lite for real-time SKU-level inventory, production and dispatch visibility at 10–15% of market CapEx; reduced inventory-management costs by 50%+ upon adoption across Unilever sites.
- Developed Personal Wash Die Tracker for live tracking of high-value soap dies across Personal Care and Home Care, avoiding asset loss of over ₹25 Cr in a single year, extending asset life by 34% and achieving zero regulatory compliance issues.
- Spearheaded the unit's integration into the Supply Chain Nerve Centre for real-time, end-to-end demand planning and distribution, lifting output reliability to 99% and eliminating Day Zero losses.
- Represented management as automation subject-matter expert in 4-year Long Term Settlement negotiations with trade unions, defending manpower implications of digital initiatives and securing manning norms that unlocked site-wide deployment.
- Co-designed a 4-stage success-metrics framework spanning People Capability, OTIF, Adoption and Value Creation to score and prioritise digital modules, accelerating deployment by 30% across global Unilever sites; piloted Industry 5.0 use cases including Digital Twin, Insight Genie and Dark Cascade.
- Led DFOS (Digital Factory Operating System), SPC and Golden Batch rollouts across high-speed soap processing and packing lines, reducing machine downtime by 17–18% and overconsumption worth ₹1.4 Cr; ran the site Kaizen programme generating ideas worth ₹25–30 Cr each year.
- Ranked first across Unilever sites on the Digital Transformation Index and first in the Business Group League for 18 of 21 months in role.

Senior Executive, Engineering

Jun'23 – Jul'23

- Headed the Mechanical Engineering department, improving OEE by 800 bps while raising MTBF from 18 to 85 days and cutting MTTR from 72 to 12.5 hours.
- Delivered the ₹20 Cr Starch Project and Sigma Mixer installation end-to-end — layout, SOP, storage, transfer and dosing design and risk analysis — achieving the fastest PC-category stabilisation at 2.5 months against a 6–8 month norm; independently ran FAT and specified supplier-site improvements for ₹300 Cr IMA bundle case-packer procurement for Unilever Engineering.
- Won the SMED 2.0 Award for a changeover-time reduction programme using 3D-modelled assembly change parts and formulation flexibility, cutting DBNR from 4 days to under 1; conceptualised a Packaging Wrapper Innovation Station that reduced wrapper-related incidents by 80%+ and depot DPMU by 73%.

Senior Executive, Quality Assurance & Quality Control

Dec'21 – May'23

- Led a 23-member QA organisation across Line QC and Central Lab QA (GLP, GMP and HH guidelines) covering RM, PM, SFG and FG, delivering the category-lowest DPMU of ~5,000 across Personal Wash sites through structured Q-EWOs and WCM tools.
- Deployed a Visual Defect Management System integrating AI models into in-pack and on-pack camera systems, cutting defects per million units by 40%; digitised QA systems spanning chemical inventory, auto micro-RM dosing, live PCRO and digital lab.
- Directed regulatory negotiations with the Directorate of Drug Control, India and the Directorate of Legal Metrology, West Bengal as FDA-certified HUL representative, securing timely approvals for upcoming products and formulations.

Executive, Production

Jul'18 – Nov'21

- Ran two shift teams of 200+ people alongside DFA and boiler operations, improving OEE by 10% and posting the year's highest shift OEE of 88% with the lowest DPMU and Factory incident figures; best shift OEE and DPMU for two consecutive years (2019–2020).
- Developed cross-functional Kaizens for Cut-soap elimination, Mill safety guarding and FLT interlocks, reducing OEE losses by 3% and achieving zero hand-in-machine incidents and driver complaints.
- Optimised vendor development and expanded the supplier base by 33%, driving cost and productivity improvements.

Education

BE, Mechanical Engineering – Assam Engineering College, Guwahati

Accomplishments and Awards

- Awarded Supply Chain Superstar for sustaining business continuity through COVID-19 and the Amphan super cyclone.
- Awarded Best Quality Kaizen in the Central Kaizen Competition across all HUL BPC sites for two consecutive years (2023 and 2024), and Asset Utilisation Champion for globally best AU figures (>60%) in 2023 and 2024.
- Co-authored a research paper, A Study of Micro-alloying of Tin on Ageing Behaviour of 6xxx-series Al-Alloys, published by Springer in Advances in Mechanical Engineering.
- Recognised in the Limca Book of Records for the Guitar Ensemble tribute to Dr. Bhupen Hazarika at Sarusajai Stadium, Guwahati (2012).
- Awarded Honours distinction for exemplary academic performance.

Licenses & Certifications

Lean Six Sigma Green Belt, KPMG | ESG – Fundamentals of Sustainability, Health & Safety, HUL | CATIA V5 R20, IIE

Co-curricular and Extra-curricular

- Member, PGPM Profile Committee, IIM Ahmedabad.
- Placement Cell Head, Optima (Operations Club), IIM Ahmedabad.
- Advanced youth employability among marginalised and vulnerable groups through teaching, career counselling, mock interviews and resume building under the HUL Prabhat Skilling Program.
- Senior Diploma (Ankan Bivakar) in Arts and Painting
- First position, Robotryst, AEC x IIT Delhi.