



Ayushi Verma

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Summary

Adaptable and results-driven Navy veteran with 10+ years of proven expertise in strategy, operations, supply chain, and stakeholder management. Demonstrated success in leading cross-functional teams, driving high-impact, mission-critical projects, managing contracts, expanding vendor networks, and enhancing project efficiency. Consistently delivered measurable outcomes in dynamic and challenging environments.

Professional Experience

Manger HR | National Highway Infrastructure Development Corporation Limited | New Delhi **Sep 2024 – Dec 2024**

- Led end-to-end recruitment for 8 critical roles, driving strategic planning, swift shortlisting, and timely closures ensuring seamless hiring under stringent deadlines.
- Led a high-impact wellness and CSR initiative under “Swachhta Hi Seva 2024,” hosting a blood donation and health camp for 100+ participants. Strengthened brand goodwill and employee engagement while reinforcing a health-conscious employer image.
- Spearheaded Swachhta awareness at HQ through pledge ceremonies and community plays, engaging schools and citizens. Led CTU clean-up efforts, focusing on public and community assets.

Deputy Director | Indian Navy | New Delhi **Feb 2022 – Jun 2024**

- Spearheaded the design and construction of India’s first indigenous aircraft carrier, INS Vikrant, a landmark defence project valued at INR 190 billion.
- Orchestrated cross-agency coordination, including with the PMO, to flawlessly execute INS Vikrant’s commissioning, compressing timelines, eliminating bottlenecks, and enhancing operational efficiency by ~15% under intense deadlines.
- Led commissioning and testing of 40% of critical onboard systems, ensuring performance validation during sea trials and achieving key delivery milestones of the Aircraft Carrier.
- Led data analytics-driven validation of Hull/Aviation Facility Complex (AFC) systems, ensuring compliance with naval standards and enhancing readiness for Air-Wing integration trials for INS Vikrant’s operational readiness.
- Led 100+ stability analyses using advanced simulation and data-driven modelling, ensuring naval compliance and reinforcing Aircraft Carrier safety through predictive analytics.
- Led Aviation Facilities Complex (AFC) trials, enabling first-ever arrested landing and takeoff of LCA and MiG-29 on INS Vikrant. Drove system validation, achieving Initial Operational Clearance (IOC) in just 6 months.
- Developed and validated a pontoon-assisted docking method for the Indigenous Aircraft Carrier (IAC), using advanced simulations and data-driven analysis to overcome draft constraints and enable safe in-country docking.
- Ensured additional sanction worth INR 6 billion from Ministry of Defence for payment of additional activities pertaining to the construction and commissioning of INS Vikrant.
- Lead a team of 30+ design engineers to incorporate additional design features of aircraft carrier to meet operational inputs by ship’s crew, while maintaining structural integrity and increasing crew efficiency by ~20%.

Senior Manager | Indian Navy| Visakhapatnam **Sep 2020 – Feb 2022**

- Completed 300+ underwater hull inspections of ships and submarines over two years with zero accidents, ensuring full compliance with Indian Naval docking standards.
- Steered the team through complex challenges, maintaining a proactive approach, and completed hull trials for over 50 warships within the stipulated time.
- Incorporated digitisation of weight calculation for various class of ships in Eastern Naval Command, increasing efficiency by 30%.
- Led efficient procurement and accounting of stores worth INR 10 lakh via Government e-Marketplace (GeM), driving timely acquisitions and enhanced process compliance within one year.
- Executed performance management, succession planning, and targeted L&D initiatives, improving workforce efficiency, fostering employee well-being, and building a sustainable leadership framework to ensure seamless operational continuity.
- Led in-depth condition evaluations of 15 Naval warships in partnership with the National Material Research Laboratory, driving the replacement of obsolete cathodic protection systems and delivering a 20% improvement in long-term operational capability.
- Trained crews on 25+ naval ships in weight calculation procedures, ensuring stability compliance and safer docking operations.

Deputy Manager | Indian Navy | Visakhapatnam **May 2018- Sep 2020**

- Led a diverse team of personnel to ensure timely refit completion of Mauritian Warship of strategic and diplomatic importance with less than 10% rework ensuring refit completion 15 days ahead of schedule increasing efficiency by ~9%.
- Received formal commendation from the Commanding Officer of the Mauritian warship for ensuring timely, coordinated execution in alignment with Ministry of Defence and External Affairs priorities.
- Led cross-functional teams to deliver a high-impact warship refits of three frontline warships of Indian Navy simultaneously, reducing project timelines by ~15%.
- Optimised resource allocation and streamlined demand forecasting using Naval digital platforms ensuring timely availability of material, reducing resource gap by 10%.
- Increased process efficiency by ~20%, impacting project timelines positively through equipment procurement and regular personnel training.
- Formulated and managed ~20 Request for Proposals, expanding the vendor base by 20%.
- Led a collaborative team effort to plan and deliver a high-impact painting exhibition and family day, strengthening camaraderie and engaging over 250 Dockyard personnel and their families.
- Mentored junior officers and newly joined employees, nurturing leadership qualities and ensuring comprehensive training.
- Led a humanitarian relief drive for COVID-19 in 2020, producing and distributing protective masks while ensuring full safety protocol compliance.

Assistant Manager | Indian Navy | Mumbai

Apr 2017-May 2018

- Commanded cross-functional team for INR 20 million Maldivian warship refit, delivering ahead of schedule with <5% rework, strengthening bilateral defence ties.
- Formulated new strategies, including setting up an internal QA/QC team, reducing process durations by ~15%. Educating ship staff for effective maintenance of ship systems and underwater hull.
- Handpicked to be part of the team responsible for organising the Indian Navy half Marathon in 2017 with over 10,000 participants whilst coordinating with sponsors and various stakeholders for smooth conduct of the event.
- Planned and executed operations to attain 90% hull equipment readiness (10% above normal standards) and achieved rapid turnaround within 18 hours for multi-crore assets in western naval command.
- Spearheaded the digital transformation of attendance systems, streamlining punch-in/out processes to ensure accurate records and drive maximum employee participation.
- Led the end-to-end organization of official functions and formal gatherings with the highest levels of naval leadership, overseeing all arrangements and dining protocols to promote a spirit of camaraderie among officers.
- Organized workshops to promote safety awareness, knowledge sharing, and continuous learning, driving risk mitigation and operational efficiency improvements.

Trainee Officer | Indian Navy | Various locations

Jun 2014-Apr 2017

- Undertook military training at various Naval bases for operations management, NBCD, logistics support and technical support.

Education

PG Diploma in Naval Architecture- IIT Delhi | India

2015 – 2016

B. Tech Civil Engineering – JSS Academy of Technical Education, Noida | India

2010 – 2014

Accomplishments

- Commended by Commanding Officers of Maldivian and Mauritian warships for successful completion of major refits with nil accidents.
- Promoted six months in advance (top 10 %) of the batch.
- Stood overall second in merit (top 2%) in my branch during under graduation.
- Nine year service medal for distinguished service in Indian Navy.
- Six year service medal for distinguished service in technical cadre.
- Organised Indian Navy Half Marathon at Western Naval Command in 2017.
- Handpicked to be the marker for Indian Navy's contingent on Republic Day in 2015.

Certifications

- LSSGB certified, KPMG
- Excel skills for business : Advanced certified, Macquarie University
- Pre-Mba Stats course: IIM Ahmedabad
- Course on Managerial skills for technical personnel, NITIE, Mumbai

Extra-Curriculars

- Vertical Head in Placement Committee For Pharma and Healthcare for PGPX Batch, responsible for the initiation and smooth implementation of placement activities.
- Stood first in marathon conducted at IIM Ahmedabad sports festival.
- Commended for standing overall second in merit at the Cross country and for being the only woman cadet to clear Higher swimming test at the Indian Naval Academy.
- Handpicked to be the marker for platoon commander of Naval Contingent during Republic Day parade 2015.
- Avid-runner, swimmer and fitness enthusiast.