


REAR ADMIRAL SANJAY ROYE


AVSM VSM

INDIAN NAVY

CONTACT

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 New Delhi

CORE FUNCTIONAL EXPERTISE

Operations Management

Government Relationship and Public Policy

Foreign and Governmental Negotiations

Global Acquisitions and Project Management

Strategic Decision Making

Strategic / High Impact Communications

International Affairs

Compliance / Risk Management

Change Leadership

Power Plant and Assets Management

Human Capital Management

ESG

Education and Social Impact Management

EDUCATION

Masters of Business Administration
(International Business)

Masters of Science (Defence and
Strategic Studies)

Post Graduate Certificate in Public Policy

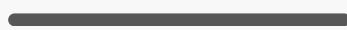
Certified **ESG Specialist** from CFI Canada

Certified **Independent Director** from IICA,
MCA, GOI

LANGUAGES

English 

Russian 

Hindi 

Bengali 

PROFILE

A Master in Business Administration (International Business) with 37 years of experience in operations and strategic decision making involving global stakeholders and national government agencies. A pioneer of nuclear submarining in India, I am a subject matter expert in acquisitions of strategic resources and managing risks in complex and volatile situations over vast geographical areas. A mentor and team player, I have led a number of diverse and inclusive teams of multi-disciplinary and multi-cultural professionals, especially in envisioning, creating, operationalizing and administering niche fledgling organisations. I am passionate about high-impact initiatives and growth. I am constantly learning each day and recently got my **Corporate Independent Director** Certification from IICA, MCA. I am looking for **senior leadership roles** in **Operations, Management, Corporate and Strategic Affairs, Public Policy, Consulting** or **HR/Administration** in the field of **Education, NGOs, ESG, SCM, Retail Operations and Manufacturing, Airport facilities, Port/Terminal Operations, Infrastructure projects, Energy & Power plants, Real Estate/Facility Management, Defence, and Ship/Submarine-building industry.**

EXPERIENCES AND ROLES

Indian Navy

1987 - todate

Global Project Management

- **Managed induction of various strategic assets involving multiple global stakeholders** which included projects spread over various Geographies involving resources worth **USD 1.4 Billion**.
- Responsible for Business partnership and Negotiations, and finalising contracts as representative of Government of India, leading to savings worth Rs 265 Cr.
- As Project Director (Operations & Training) of the ATVP Program **trained, operationalised and commissioned India's first home constructed nuclear submarine in a project cost of Rs 10,665 Cr.** Was solely responsible for documentation of all systems onboard.
- Oversaw qualitative requirements, development, trials and induction of varied weapon systems including submarine launched anti-ship and anti-land cruise missiles, ballistic missiles, decoy systems and associated fire control systems.
- Defined specifications and protocols for development of new indigenised military equipment in collaboration with Russian, French and Indian OEMs besides DRDO, BARC and DAE.
- Planned and executed **creation of Indian Navy's Gujarat Daman & Diu Naval Area** at Porbandar 2017-20. Created infrastructure for basing and subsequently, operationalisation of two Air squadrons (Dornier and UAVs) and eleven ships besides construction and setting up of the Headquarters, full-fledged naval base, new jetties and a self-contained naval residential township for over 2000 persons over 263 acres of land.
- In present job, oversee and coordinate with all stakeholders viz DRDO, DAE, BARC, OEMs and Indian Navy in development and operationalisation of all sea-based naval strategic weapons.

Strategic Decision Making and Operations Management

- Managed all paradigms of operations and security of entire sensitive Gujarat Coast and took hard executive decisions involving national security to manage the developing crisis during the period 2017-20.
- Executed deployment of naval resources in all three dimensions (aviation, surface and submarine) on the Western seaboard, during the period 2014-20; achieving strategic objectives with a zero accident record. The deployed assets were valued in excess of USD 2.4 Billion.
- Forecast-ed and budgeted resources for induction of new strategic platforms, perspective plans and obsolescence management of the submarine fleet amounting to USD 2.1 Billion.
- Responsible for promulgation of KPIs for new induction strategic assets and their utilization.

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AWARDS

- Awarded **Ati Vishist Seva Medal** and Vishist Seva Medal by the **President of India** on **Republic Day 2024** and **2020** for lifetime distinguished service and **devotion to duty** respectively.
- **Stood first in every course undertaken in India or abroad including the Joint and Combined Staff Course at JFSC, Norfolk, USA.**
- **Only** submarine officer to have stood **first in the order of merit of all 4 submarine career courses.**
- Was **First in the Order of Merit** at the **National Defence Academy (NSS), Sea Cadets and Midshipman Board.**
- Recipient of the coveted **'Binoculars'** and **CNS Gold Medal.**
- Recipient of **Admiral OS Dawson Trophy** and **Admiral AK Chatterjee Trophy.**
- Awarded **Lentaigne Medal for Best Thesis** during Masters by the **University of Madras.**
- Stood **4th** all-India in the **NDA-UPSC Entrance Exam 1982.**

PUBLISHED WORKS

- Author of the coffee table book **"Warriors of Stealth"** on the Indian Navy Submarine Arm (one of the only two such books (in English) in the world, the other being in the USA).
- Author of 5 books on Nuclear Submarine subjects under limited circulation.
- Articles and thesis published in newspapers, professional journals and Madras University.
- Accomplished photographer published in **54 international magazines** including Lonely Planet, NatGeo Traveller, Smart Photography, Asian Photography, CHIIZ magazine and others.
- My book titled **"Decoding ESG"** is being launched in the Delhi Book Fair in February 2024

SPORTS

- At 57, continue to competitively play Squash, Tennis, Cricket, Golf and Volleyball.

EXPERIENCES AND ROLES

Leadership and Human Capital Management

- **Commanded Gujarat Daman & Diu Naval Area**, the submarine base INS Vajrabahu, the **Akula Class nuclear attack submarine CHAKRA** and **two other Kilo Class** dieso-electric submarines with zero incidents meeting all targets.
- **Operationally commanded the Submarine Fleet** on the Western seaboard (as COMCOS (West)) in an accident-free two-year tenure rebuilding the submarine operations after a series of incidents in preceding years.
- **Motivated and led multiple teams of multi-specialty** crew of more than **12000 officers and sailors** in various roles in a career spanning 35 years with outstanding HR governance structure and internal/external relationships to achieve all organizational goals.
- **Mentored and up-skilled more than 1500 naval officers for higher leadership** roles and to qualify career progression milestones.
- In present job, as the co-hatted Chief Staff Officer (Personnel & Administration), responsible for **HR, administration, infrastructure and community living including CSR** for a **14000-plus strong force.**

Compliance / Risk Management

- Authored and oversaw **Indian Navy's regulatory compliance and governance documents for a USD 1.4 Billion Nuclear Plant** (INS Chakra)'s 10-year lease with the Russian Federation.
- **Headed safety and compliance protocols for Nuclear powered assets** of Indian Navy ensuring accident-free operations.
- Developed the **Operational Risk Management (ORM) and compliance policy** for nuclear submarines of Indian Navy.
- **Streamlined risk mitigation and compliance standards** by revising key processes and incorporating relevant changes to cater for new technology and adaptability to the emerging operational environment.

High Impact Communication

- Authored CCS Papers on three distinct establishments, which are all realised entities in this day.
- Authored all Standard Operating Procedures, SMOTIS-N (nuclear submarine operations and tactical instructions), and Naval Nuclear Plant Safety Procedures for Russian-leased SSN (nuclear submarine).
- Rare two-time member of INSOC (Indian Navy's Strategic and Operations Committee), the highest naval think-tank body, overseeing navigation, submarine operations and strategic communications.

ESG / CSR / Training / Education Management

- As the first **Chairman of Navy's youngest Navy Children School**, a CBSE Board affiliated higher secondary school, steered her to be the finest NCS within its second year of inception, continuing to win the award three years in a row.
- **Trained officer cadets** as Instructor Class C at the National Defence Academy.
- **Headed Indian Navy's premier Nuclear Submarine Training School (SAUW).**
- Have ensured focused **adherence to Green norms** in establishments under my command ensuring GRIHA-IV certification to our townships.
- Have conceptualised, created and executed **high-impact social initiatives with strong stakeholder relationships** in villages adopted by Navy in Gujarat.
- **Introduced ESG principles in the Indian Navy** with strong focus on sustainability and DEI.