

NPC Consultant Professional Profile

I. Personal Information

Name: D K Rahul

Date of Birth: 10-Jul-1986

Current Position & Domain: Director (Grade-II), HRM Group

Office Location: National Productivity Council (NPC), New Delhi

Languages: English, Hindi, Maithili

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II. Professional Summary

As a seasoned HR and Industrial Engineering consultant with over 14 years of experience at the National Productivity Council (NPC), I have led and executed high-impact consultancy projects in Human Resource Management (HRM) and Industrial Engineering (IE). My expertise lies in organizational restructuring / Development, process improvements, human resources planning, driving efficiency and productivity improvements across government, public & private sector organisations. I have successfully designed and implemented frameworks for cadre reviews, employee upskilling and training programs, aligning workforce strategies with NPC's mission of enhancing productivity. Through strategic engagements, I have contributed to optimizing administrative structures and improving decision-making processes, delivering measurable outcomes in organizational effectiveness.

III. Areas of Expertise

Primary Domains: Organisation Development / Restructuring, Cadre Review, Job Analysis / Evaluation, Manpower Planning, Scheme monitoring & implementation, General Productivity Improvement initiatives
Specialized Skills: Project Management, Work-Study, Lean, 5S, i4.0, Competency Mapping, Data Analytics
Industry Focus: Government, Public Sector Undertakings (PSUs), Private organisations, MSMEs, NGOs

IV. Professional Experience

Current Position: Director (Grade-II) Organisation: National Productivity Council (NPC), New Delhi Duration: March 28, 2023 - Present

Key Responsibilities:

- Team Leader for large projects, designing the strategy & methodology for project execution, monitoring & evaluation of project execution, related administrative work
- OD, Cadre management, process management, project management
- Logical distribution of work amongst team members, consultation & handholding for strategy/methodology, monitoring & support
- Leading "Organisation Study of Delhi Police"

Previous Position: Deputy Director Organisation: National Productivity Council (NPC), New Delhi Duration: Feb 7, 2016 – Mar 28, 2023

Key Responsibilities:

- Team Leader for projects, designing the strategy & methodology for project execution, monitoring & evaluation of project execution
- OD, Cadre management, process management, project management
- Logical distribution of work amongst team members, consultation & handholding for strategy/methodology, monitoring & support
- Led “Restructuring of DGQA”, “Organisation Study of IIFT”, “Organisation Study of IGL”

Previous Position: Assistant Director Organisation: National Productivity Council (NPC), New Delhi Duration: Aug 4, 2009 – Feb 7, 2016

Key Responsibilities:

- Project Execution
- IE & HR techniques for productivity improvements
- Projects undertaken: “Lean Manufacturing Competitiveness Scheme (2009-13)”, “Restructuring of DDA”, “Organisation Study of MCA”

V. Major Project Experience in NPC

I. Project Title: Work Study on Manpower Planning and Cadre Review of Delhi Police

Client Name: Ministry of Home, GoI **Type:** Government **Sector:** Police

Role: Team Leader

Duration: Apr 2023 – Ongoing

Terms of Reference:

1. Manpower requirements of Delhi Police
2. Cadre Review
3. Organizational structure
4. Training and retraining imperatives
5. Asset management practices & requirements

Recommendations Made: The study is ongoing, draft report has been submitted and under active consideration of client.

II. Project Title: Organisation Restructuring of Directorate General of Quality Assurance (DGQA)

Client Name: Ministry of Defence, GoI **Type:** Government **Sector:** Defence

Role: Team Leader

Duration: Jul 2020 – Mar 2022

Problem Definition: The DGQA is an Inter-Service Organisation functioning under the Department of Defence Production in the Ministry of Defence. It is responsible for ensuring the quality assurance of all defence stores and equipment—both imported and indigenous—for the Army, Navy (excluding Naval Armaments), and common user items for the Air Force procured from the private sector as well as Defence Public Sector Undertakings (DPSUs) and Public Sector Undertakings (PSUs).

However, DGQA was grappling with several challenges related to its organizational structure, manpower adequacy, skill sets, cadre management, and overall service delivery. The corporatisation of Ordnance Factories has further intensified the need for restructuring DGQA to enhance its effectiveness and efficiency. Addressing these issues is crucial to ensuring that DGQA remains agile, responsive, and aligned with the evolving requirements of the Indian Armed Forces, thereby strengthening the nation's defence procurement and quality assurance framework.

Recommendations Made:

To enhance the effectiveness and responsiveness of the Directorate General of Quality Assurance (DGQA), significant changes in its organizational structure were proposed. These changes aimed to streamline operations, improve service delivery, and align DGQA with the evolving needs of defence procurement and quality assurance. Key restructuring measures included:

Optimizing Manpower Strength: The sanctioned strength of manpower was reduced to ensure a leaner, more efficient workforce while maintaining operational effectiveness. This reduction focused on eliminating redundancies and improving workforce utilization.

Abolition of Redundant Cadres: Several cadres that had lost their functional relevance due to technological advancements, process automation, or changes in defence procurement policies were proposed to be abolished. This step ensured that resources were allocated to roles that added strategic value.

Merger of Closely Linked Establishments: To eliminate duplication of efforts and enhance coordination, various establishments with overlapping functions or geographical proximity were proposed to be merged. This integration aimed at improving operational synergy, reducing administrative overheads, and optimizing resource allocation.

Enhanced Functional Specialization: The restructuring also focused on fostering domain-specific expertise within DGQA, ensuring that personnel were equipped with the necessary skills and competencies to handle modern defence quality assurance requirements.

Impact Created:

- The scheme is being implemented in a phased manner.

III. Project Title:Organisational Study of IGL

Client Name: Indraprastha Gas Limited (IGL) **Type:**Private**Sector:**Gas

Role: Team Leader

Duration: 2022-2023

IV. Project Title:Organisational Study of IIFT

Client Name: Indian Institute of Foreign Trade (IIFT) **Type:** Government **Sector:**Higher Education

Role: Team Leader

Duration:2021-2022

V. Project Title:Online Recruitment Examination for BRPL & BYPL, Delhi

Client Name: Reliance Infrastructure **Type:**Private**Sector:**Power distribution

Role: Team Leader

Duration: 2018-19

VI. Project Title:Organisational Study of MCA

Client Name: Ministry of Corporate Affairs (MCA), Gol **Type:** Government**Sector:**Corporate

Role:Team Member

Duration:2016-2018

VII. Project Title:SoP preparation in the units of SPMCIL

Client Name: Security Printing & Minting Corporation of India Limited (SPMCIL), Gol **Type:** Government**Sector:**Security Printing & Minting

Role:Team Leader

Duration:2015-2016

VIII. Project Title:Restructuring of DDA

Client Name: Delhi Development Authority (DDA), Gol **Type:** Government**Sector:**Housing

Role:Team Member

Duration:2014-2015

IX. Project Title:Monitoring & implementation of “Lean Manufacturing Competitiveness Scheme (2009-13)”

Client Name: Office of the Development Commissioner (Micro, Small & Medium Enterprises) **Type:** Government**Sector:**MSMEs

Role:Team Member

Duration: 2009-2013

VI. Educational Background

Highest Degree:

- Degree: MBA
- Institution: IGNOU Type: Part Time
- Year: 2021
- Specialization: Human Resource Management

Post GraduationLevel:

- Degree: PG Certificate
- Institution: AIP-NPC, Chennai Type: Full Time
- Year: 2009
- Specialization: Industrial Engineering

Graduation Level:

- Degree: B. Tech
- Institution: AAI, Allahabad Type: Full Time

- Year: 2008
- Specialization: Agricultural Engineering

Additional Professional Qualifications:

- CIPM with Distinction by i2P2M
- FSMS (ISO 22000:2018) Lead Auditor

VII. Research and Publications

Recent Publications:

- Not provided

Speaking Engagements:

- Not provided

Awards and Recognition

- Not provided

Certification:

I, the undersigned, certify that to the best of my knowledge and belief, this CV correctly describes myself, my qualifications, and my experience. I understand that I shall be responsible for any willful misstatement described herein.

Date: 17.02.2025

[Signature of Employee]

Place: NOIDA

D K Rahul

Profile Update History

Last Updated: 17-Feb-2025

Next Review Due: 17-Feb-2026
