

BASKAR PALANI

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CAREER HIGHLIGHTS

Energetic, results-oriented professional with international experience, strong leadership, and a proven track record of new product development and administration through progressively responsible positions. Possess good business acumen and a flair for quickly grasping new business concepts and creatively addressing business and organizational challenges. Responsible for global specialty lubricants additive packages (Automatic transmission fluids, Tractor hydraulic fluids, manual transmission fluids, gear oils) and specialty polymers technology development. Functional expertise in the following areas.

- R&D
- Accounts and Finance
- P&L Management /Business Turnaround
- Technology Integration/Product Rationalization
- Production & Quality Control
- Product Commercialization
- Supply Chain & Logistics
- Business Development

PROFESSIONAL EXPERIENCE

Karpagambal Chemicals

- **Managing Partner** **Feb'21 –**
 - The company had a first-year revenue of Rs.50 lakhs.
 - New EP Additive package developed and delivered to top grease manufactures in India. The package fulfilled all the technical requirements and was economical.
 - Additionally, managing all matters pertaining to accounts, finance, statutory requirements, etc.,

Chemizol Additives Pvt Limited

- **In-charge for Revival responsibility (Consultant)** **Jan'20 –**
 - The new management of Chemizol additives has given a complete in-charge to revitalize the business.
 - Hired additional employees and provided solutions to address structural issues and challenges that already existed.

Prasol Chemicals Private Limited

- **Technical cum Sales Consultant** **Jan'17 –**
 - ZDDP has extensively used in engine oils as an anti-wear additive and mild anti-oxidant. Discovered that ZDDP can be used as a copper passivator in conjunction with an EP additive and created a dedicated business for it.
 - Successfully launched a new, cost-effective hydraulic oil additive package with lowest treat rate of 0.45% for DIN 51524 Part II.
 - Involved in the Design and Development of variety of Phosphate Esters used as an anti-wear additive in Industrial products.

- Developed a lookalike SDIB, EP additive and are preparing for full-scale commercialization soon. Additionally, this product will be produced first in India.

Tianhe Chemicals

- **Manager Product Development (Driveline, Industrial and MWF) Apr'15 – Oct'16**
 - Managed a team of 5 scientists and 2 technicians in the development of new technologies (formulation) for the driveline, Industrial, MWF sector.
 - Developed a new Hydraulic Oil Additive Package and achieved a lowest treat rate of 0.45% for DIN 51524 Part II & 0.65% for HF-0 and successfully commercialized.
 - Developed an Automotive Gear Oil Additive Package for fully meeting the API GL4 and API GL5, MT-1, API MT-1 and OEM Specification SCANNIA ST 01.
 - Developed an Automotive Transmission fluid to meet DEXRON IIIH Specification.
 - Developed Tractor Hydraulic oil additive package to meet John Deere J20C
 - Developed an Emulsifier package to suitable for Group I, II and III base oils and paraffinic and naphthenic grade. Also coordinated with Total team for the successful replacement.
 - Participated on NLGI conference on “The synergy of Sulfur-Phosphorous importance in the Gear oil additive package”

Chemizol Additive Pvt Ltd., Bangalore

- **Manager Product Development (Driveline, Industrial and MWF) Apr'10 – Mar'15**
- **Production In-charge Sep'07 – Mar'10**
 - Managed a team of 3 scientists and 1 technician in the development of new technologies (formulation) for the driveline, Industrial, MWF sector.
 - Interfaced with mechanical engineers in the rig and vehicle testing of specialty lubricants prior to commercialization. Used statistical tools in development of performance and cost optimized products.
 - Awarded US patent and Indian Patents and chosen for leadership for performance training.
 - Established project management protocols using stage gate process to ensure project completion in a timely manner including risk management.
 - Developed an Industrial Gear Oil Additive Package for DIN51517 Part 2, AGMA, USS 224 and OEM Specification David Brown. Achieved the lowest treat rate in industry of 1%.
 - Developed and commercialized EP Additive package for the grease industry.
 - Developed and commercialized customized Anti-Oxidant package for the Transformer Oil.
 - Developed and commercialized new polymer based technology solutions for the automotive industry.
 - Developed and commercialized new phosphate ester for Gear Oil Additive

Standard Oil Additives Pvt Ltd., Bangalore

- **Chief Scientist** **May'05 – Sep'07**
- **Senior Scientist** **Jan' 02 - Apr'05**
- **Scientist** **Sep'97- Dec'02**

- Developed and commercialized new polymer based technology solutions for the MWF industry.
- Developed several organo sulfur and organo phosphorus compounds to enhance performance of specialty lubricants.
- Responsible for SOPs & Physical characterization of the Lab, mentored technicians to ensure execution of policies & lab procedures.
- Maintained stock levels of laboratory supplies and handled all equipment calibration and repairs, resulting in cost savings for lab.
- Developed and implemented systems of removing and storing hazardous waste materials

Standard Industrial oil Private Limited (Raj Petro Specialties), Chennai

- **Chemist** **Jun'95 – Sep'97**

- Served as a member of lab improvement team; implemented, developed and introduced new test procedures, operating procedures for new instrumentation, and updated existing procedures to improve accuracy and results.
- Used analytical instruments for measuring specifications of physicochemical properties.

SELECTED ACCOMPLISHMENTS

- Experienced with surfactants, antioxidants, extreme pressure, anti-wear, rust inhibitor, demulsifier, emulsifier, detergents, friction modifiers, dispersants, viscosity index improvers, pour point depressants, defoamers, thickeners, mineral oils, polyalphaolefins, synthetic esters used in enhancing the performance for automotive and industrial lubricants
- Led technology & marketing team that was responsible for developing innovative specialty components, performance packages, polymers, and lubricants for the automotive and industrial segments.
- Developed and commercialized specialty additives / packages that were marketed to oil companies like Petronas, Soltex, BP Castrol, Total, BPCL, Raj Petro & Siddharth Petro.
- Coordinated with SWRI, Intertek, Falex,ISP, FZG laboratories for candidate oil testing.
- Managed a group of professional scientists and technicians
- Delivered cost savings through capacity utilization & inventory management.
- Led cross functional teams across enterprise including manufacturing, R&D, Analytical and Tribology lab, Purchase, Production, Customer technical support, regulatory, and sales to develop new products for OEMs like TVS.
- Created innovative technical solutions that led to US patent.
- Initiated collaborative strategic alliances with vendors to develop cost effective products.

- Served on ISO 9001 quality implementation team.
- Provided customer support to large auto companies and integrated oil companies.
- Helped customers rationalize their products and lower their costs.
- Led the new lab installation and instruments
- Scheduled all Preventatives, corrective and Predictive Maintenance.
- Implemented an asset control system which identifies tracks and determines maintenance requirements for over 25 individual items of minor and major equipment.
- Lowered product development/R&D costs significantly through use of statistical tools.
- Developed Excel tool for Costing & Lab note book.

INSTRUMENTS

- Viscosity (Kinematic and Brookfield), Density, Flash Point, Pour Point, Cu.Strip corrosion, Rust preventive, Demulsibility & Emulsion characteristic, Foaming characteristic, HTHS, CCS, MRV
- FT-IR, TGA, Oxidation stability : PDSC, TOST, Oxidation stability of EP, RPVOT, ISOT
- Tribology: FZG Gear test, SRV, Falex - Falex Pin and V; Four Ball Wear; EMCOR, Static grease rust test, Four Ball EP; Timken EP – LWI, Timken OK load.

EDUCATION

BS (Chemistry)-University of Madras, India - 1994

REFERENCES

1. Dr. Nitin Nevrekar, President, Venus Ethoxyethers, Goa, India.
2. Dr.Sudha Reddy, Director, Chemizol Additives Pvt Ltd., Bangalore, India.
3. Mr.Gaurang Parikh, MD, Prasol Chemicals Pvt Ltd., Mumbai, India.
4. Dr. Adam Brooks, Tianhe Chemicals (Ex), Kuala Lumpur, Malaysia.