

Vinoth Sekar

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PROFILE

Aquaculture & Seafood Operations Leader with 8 years of experience driving production excellence, sales alignment, and sustainable growth. I specialize in optimizing aquaculture operations **with deep expertise in demand-driven production planning, capacity modeling, and inventory optimization to balance biological cycles with commercial needs**. I develop data-driven strategies that integrate ESG principles with core business objectives. My expertise extends to commercial due diligence and business modeling for M&A, having constructed financial operations models and supported CFOs during acquisitions. Eager to contribute my proven ability in operational optimization, strategic planning, and food safety to foster innovation and lead high-performing teams in the seafood industry.

EXPERIENCE

Dibba Bay Oysters - 5 years 2 months

Production Manager: January 2022 – Aug 2025 (3 years 9 months)

Dibba Al Fujairah-United Arab Emirates

- **Plan Development:** Developed and implemented comprehensive production plans and schedules.
- **Built integrated operational-financial models in Excel:** to simulate scenarios, forecast yields and costs, and optimize the harvest plan, directly informing sales commitments and financial projections.
- **Cost Control:** Slashed procurement costs by 15% through supplier negotiations and strategic sourcing of alternative options.
- **Process Oversight:** Designed and enforced SOPs for end-to-end operations (production, packing, QC), reducing process deviations.
- **Quality Assurance:** Conducted rigorous quality control checks to ensure products met UAE food safety standards (HACCP) and biosecurity protocols.
- **Compliance:** Championed UAE HACCP compliance and biosecurity protocols, achieving 100% audit pass rates for UAE Direct Clients, Major Distributors and export markets like Russia, KSA, and China.
- **Cross Departmental Assistance:** Collaborated with sales/finance teams to align production plans with market demand, improving stock turnover.
- **Operational Leadership:** Led 100+ cross-functional staff through training programs and KPI-driven coaching, improving productivity by 25%.
- **Problem Solving:** Proved sound decision-making skills to address ad-hoc circumstances and keep business operations smooth.

Assistant Production Manager: April 2021 - December 2021 (9 months)

- **Operational Oversight:** Managed daily operations, planned harvests, and oversaw oyster demographics.
- **Efficiency Optimization:** Optimized production efficiency through depuration tank management and process improvements.
- **Biosecurity:** Ensured effective communication with other departments and maintained stringent biosecurity protocols.
- **Packing Operations:** Managed label preparation, QC policy implementation, and traceability assurance.
- **Error Prevention:** Implemented control points to prevent packing errors and conducted thorough analysis of specific complaints.
- **Sales Communication:** Provided regular updates to the sales team on stock availability.
- **Staff Training:** Conducted staff training on safety protocols, leadership development, and operational procedures.
- **Operational Support:** Supported daily operations, adhered to spat preparation SOPs, and monitored consumables.
- **Anomaly Reporting:** Reported anomalies and deviations to ensure quality and compliance.
- **Nursery Management:** Supported nursery materials and checked water quality and growth.
- **Spat Grading:** Adhered to spat grading standards to ensure product quality.
- **Laboratory Management:** Aided with environmental monitoring and kept a clean, safe laboratory.
- **Equipment and Consumables:** Ensured proper storage, safety measures, and hygiene practices for equipment and consumables.

Researcher and Production Assistant: July 2020 - April 2021 (10 months)

- **Farm Tasks:** Assisted in various aspects of oyster farming, including planting, tumbling, harvesting, and equipment maintenance.
- **Schedule Adherence:** Ensured adherence to the weekly operation schedule and reported performance challenges to the Production Manager.
- **Safety Focus:** Maintained a safe work environment and prioritized safety measures.
- **Data Capture:** Captured production data and identified sampling deviations.
- **Maintenance Collaboration:** Collaborated with the Maintenance team to ensure prompt machinery service.
- **Team Building:** Fostered teamwork and collaboration among team members.
- **Hygiene and Biosecurity:** Supported cleanliness and upheld biosecurity protocols.

CPF (India) Private Limited

Role: Technical Expertise and Support: Sales and Marketing- Aquatics

August 2018 - January 2020 (1 year 6 months)

Vizianagaram Dist., Andhra Pradesh, India

- **Aquaculture Optimization:** Conducted comprehensive water quality, soil nutrition, and health assessments to improve aquaculture productivity.
- **Feed Formulation and Management:** Offered expert guidance on feed formulation, monitoring, and distribution to maximize growth and efficiency.
- **Biosecurity Protocols:** Implemented robust biosecurity measures to safeguard farm health and prevent disease outbreaks.
- **Farm Management:** Contributed to farm design, labor scheduling, and daily operations to ensure smooth and efficient production.
- **Cost Analysis and Resource Allocation:** Conducted cost analysis to perfect resource use and improve profitability.
- **Seasonal Planning and Market Forecasting:** Collaborated with farmers to develop seasonal strategies and predict market trends.
- **Pre-Stocking and Post-Harvest Support:** Provided technical help during pre-stocking and post-harvest stages to enhance overall yield.
- **Customer Relationship Management:** Built strong relationships with farmers, offering ongoing support and guidance to increase customer satisfaction and retention.

EDUCATION/CERTIFICATION

- **Bachelor of Fisheries science (B.F. Sc) - 75.8% (First Grade)**
TNFU, Fisheries College and Research Institute, Tuticorin, India (2014-2018)
- **Diploma in Strategy Execution & Business Administration** – Aug 2021
Harvard Business School (Online).
- **Diploma in Organizational Leadership and Operational Management** – Oct 2021
Harvard Business School (Online).
- **Certified in Project Management PMI-PMP (December 2025).**
- **Certification in Excel: Finance Modelling and Valuation (December 2025).**

COMPUTER PROFICIENCY

- MS-Office: Word, Excel, PowerPoint, Presentation, Finance Modelling.
- API- Integration and Automation: Farm Manager, Oyster Tracker, SMART Oysters, Innova Traceability

- Utilized farm management software (Oyster Tracker) with API-based reporting, ensuring real-time inventory updates aligned with sales forecasts and Business Model Construction

CORE COMPETENCIES:

- Strategic Planning
- Sustainable (ESG) Strategy
- Due Diligence
- Financial Modeling
- Budgeting
- Production Planning
- Demand Forecasting
- Inventory Optimization
- Resource Scheduling
- Operations Management
- Process Optimization
- HACCP/Biosecurity
- Team Leadership
- Organizational Leadership
- Aquaculture Science
- Supply Chain Management
- Project Management (PMP)
- Data Analysis
- Strategy Execution

LANGUAGES KNOWN

- English and Tamil – Full Proficiency
- Telugu, Hindi and Malayalam -Working Proficiency

References available upon request.