

Ranjit Jesuraj

Business Transformation Director | Shared Services & ERP Leader | AI Readiness
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Professional Summary

Business transformation and shared services leader with 20+ years of UAE/GCC experience, including 14 years leading company-wide digital and operational transformation for a family-owned UAE group across EPC/construction, facility management, trading, dealership, retail and ecommerce. Experienced in complex, multi-site operations exceeding AED 500M turnover, 200+ concurrent projects, 7,000+ direct and third-party workforce, 3,000+ assets and large SKU inventory.

Strong background in aligning people, process, data and technology to improve visibility, accountability and business control. Led cross-functional transformation across finance, accounts, procurement, HR, IT, logistics, warehouse, sales, after-sales and project operations while working directly with ownership and senior leadership. Combines hands-on ERP and shared services experience with formal education in AI for Business, change leadership, organizational leadership, business analytics, economics and financial accounting.

Professional Experience

Transformation Director - Business, Technology & AI Readiness

Orient Irrigation Services LLC | Al Qasimi Group, Dubai, UAE | Feb 2023 - Jul 2025

- Acted as strategic advisor to ownership, board, and executive leadership on financial governance, operations strategy, Planning & control, Optimizing Service Operations, Digital Operations management and supported board level decision making through trend analysis, KPI-driven reporting and management decision support.
- Led full-cycle enterprise ERP selection & migration rollout from on-premise Oracle E-Business Suite (EBS) to ePROMIS Enterprise ERP Cloud, including evaluation of ePROMIS, Oracle NetSuite, Oracle Fusion and Epicor, commercial review and implementation roadmap design.
- Delivered ePROMIS ERP go-live by January 2024 while maintaining business continuity, covering Finance & Accounting, Treasury, Production, Transportation & Logistics, CRM, HCM & Payroll, Procurement, Sales, Service, Inventory & Warehouse, Asset, Property, Performance and Project Management functions.
- Integrated Oracle Primavera for project planning and Candy Estimation for tendering, improving traceability between tender assumptions, project planning and actual project costs in real time. Also Established cost control, internal audit and manpower deployment functions from the ground up.
- Built a change champion network across 6 Business verticals and 14 departments; and coached leaders to own process changes, user adoption, post-go-live stabilization and strengthened leadership capacity through SOPs and Documentation.
- Deployed facial recognition + biometric + GPS time-attendance solution across all project sites and offices; integrated directly with ERP payroll; eliminated manual paper timesheets for 6,000+ workers and established a fully auditable, real-time attendance, payroll/overtime process for both sponsored and third-party hired labour majorly from Transguard.
- Deployed GPS + Bluetooth beacon & QR code based asset tracking across 3,000+ machinery and equipment and delivered real-time visibility of asset location, condition and utilization for both owned and hired equipment and fleet.
- Presented a company-wide AI readiness report to ownership; recommended and piloted a) AI-driven demand-based labour and equipment deployment tool using GSM Tasks, Connected Resources (Etisalat) and Google and b) GPS-integrated fuel management in partnership with ADNOC, ENOC and CAFU; introduced automated fuel reconciliation against vehicle assignments and project allocations, delivering measurable reduction in fuel overspend.

Shared Services Manager - Finance, Accounts, Procurement, HR, IT, Logistics & Warehouse Operations

Orient Irrigation Services LLC | Al Qasimi Group, Dubai, UAE | Nov 2017 - Jan 2023

- Led shared services transformation across Finance & Accounts, Procurement, HR, IT, Logistics, Warehouse, Workshops, Sales and Marketing, moving siloed operations into a centralized governance model with KPIs, reporting routines and cross-functional accountability.
- Led ERP selection and migration from legacy systems to Oracle E-Business Suite, achieving go-live by January 2018 while maintaining business continuity across Finance, Treasury, CRM, HCM, Payroll, Procurement, Sales, Service, Inventory, Warehouse, Asset and Project Management functions.
- Built and transitioned a stronger finance and accounting function covering receivables, payables, bank reconciliation, month-end closing, chart of accounts, approval workflows, VAT reporting, audit documentation and management reporting.
- Strengthened financial governance through standardized closing routines, cost accounting, cash flow forecasting, department-level profitability reporting, WPS payroll through Edenred for 3,000+ employees, year-end audit coordination and UAE VAT compliance across 3 trade licenses (Dubai, Sharjah, Abu Dhabi).
- Improved spend control, manpower/equipment deployment, inventory, asset and treasury management by reducing dead stock by 30%, deploying Qashio prepaid cards, reducing petty cash dependency by 80% and improving expense visibility across projects, logistics, workshops and warehouses.
- Led leadership hiring, team building, onboarding and performance framework implementation across business units, with defined role scopes, reporting structures, KPIs, dashboards and weekly leadership reviews.
- Established centralized procurement and improved warehouse controls through vendor/resource databases, supplier pre-qualification, P2P/O2C/R2R workflows, spend reporting, bin/lot management and barcode scanning across 5 warehouse locations.
- Built and sustained relationships with internal and external stakeholders, ensuring conflict resolution, alignment and customer satisfaction and provided oversight on vendor negotiations, reducing exposure to contractual risks optimizing procurement value.
- Restructured the company's PRO-public relations function; transitioned all PRO services (visa issuance, renewals, cancellations, trade license management) to a contracted third-party agency at a fixed annual cost, creating full process visibility, measurable cost savings and deployed employee self-service kiosks for blue collar workers at the 8 Labour camps.

Business Relationship Manager - IT & Digital Operations

Orient Irrigation Services LLC | Al Qasimi Group, Dubai, UAE | Feb 2011 - Oct 2017

- Led the company's first structured digital operations program across HR, trading, dealership, after-sales, warehouse, workshops and logistics, moving core processes from legacy systems, paper, Excel tools to cloud-based business systems.
- Implemented ERPLY POS & Inventory, ERPLY Books, GreytHR, Service Fusion and MTC Pro to digitize sales, inventory, procurement, HR, after-sales, warehouse, asset and workshop workflows across six business units.
- Built core master data for employees, customers, vendors, products, SKUs, assets, warehouses, cost centers, approval workflows and reporting structures, creating the foundation for future ERP migration.
- Digitized HR records and workflows covering recruitment, onboarding, leave, timekeeping, payroll support, overtime, labour accommodation, employee movement, benefits and employee self-service for a 7,000+ workforce.

- Standardized warehouse and inventory operations across six warehouse locations by introducing bin/lot controls, barcode scanning, stock visibility, procurement-to-delivery workflows and structured inventory reporting.
- Improved trading, dealership and after-sales operations by standardizing customer data, quotation workflows, pricing controls, service job tracking, fulfilment planning, credit visibility and payment follow-up.
- Introduced structured asset, workshop and logistics workflows covering preventive maintenance, fleet monitoring, fuel tracking, equipment utilization, rental coordination and cost allocation.
- Established SOPs, user training, approval controls and reporting routines across business functions, preparing the organization for later shared services transformation and enterprise ERP rollout.

IT Manager

Orient Irrigation Services LLC | Al Qasimi Group, Dubai, UAE | Feb 1999 - Jan 2011

- Built the IT function from the ground up, including enterprise infrastructure, secure networks, intranet ecosystem, company website, servers, file management and in-house MS Access applications supporting payroll, project billing and asset management.

Project Manager

Variac Systems Pvt Ltd, Chennai, India | Jul 1996 - Jan 1999

- Led digital transformation initiative for US DoD contracts, overseeing the R&D, testing & commissioning of GIS mapping systems to digitize infrastructure & utility maps using AutoCAD, ArcGIS Apps and MicroStation.

Internship

Videsh Sanchar Nigam Ltd (VSNL), India | Jan 1996 - Apr 1996

Education & Certification

- Executive Master in [Artificial Intelligence for Business](#) - Bologna Business School, Italy (2023 - 2024)
- Certificate of Specialization - [Leadership and Management](#) - Harvard Business School (Dec 2025)
- Certificate of Specialization - [Entrepreneurship and Innovation](#) - Harvard Business School (Nov 2025)
- Certificate of Completion - [Organizational Leadership](#) - Harvard Business School (Nov 2025)
- Certificate of Completion - [Winning with Digital Platforms](#) - Harvard Business School (Nov 2025)
- Certificate of Completion - [Leading Change and Organizational Renewal](#) - Harvard Business School (Oct 2025)
- Certificate of Completion - [Transforming Customer Experiences](#) - Harvard Business School (Aug 2025)
- Credential of Readiness [Economics, Financial Accounting & Business Analytics](#) - Harvard Business School (Jan - Jun 2025)
- Graduate Diploma in [Mechanical Engineering](#) - State Board of Technical Education, Chennai, India (Apr 1994 - Mar 1996)

Business Tools Proficiency

ChatGPT, Claude, UiPath, MS Dynamics 365, SAP, Oracle Fusion, NetSuite, Zoho, Epicor, Salesforce, ServiceNow, Pipedrive CRM, Xero, QuickBooks, Power BI, Tableau and Aconex.

Core Competencies

Business & Digital Transformation | Shared Services Leadership | Change Management | AI Strategy, Readiness & Adoption Operating Model & Organizational Design | ERP Selection & Implementation | Process Improvement & Business Excellence Finance & Procurement Transformation | HR, Payroll & Workforce Systems | Supply Chain, Inventory & Warehouse Management | Cost Control & Internal Audit | Project Controls (Construction & FM) | Talent Acquisition & Leadership Development | KPI Frameworks & Executive Reporting | Stakeholder Engagement | Data Migration & Governance