Kishor Dongare

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B.E (E&TC) 2006-2010, Sinhgad Institute Pune University

Goal-driven Leader, technical expert, software project manager, and team leader with a results-oriented mindset and a proven ability to deliver high-impact solutrsions with strategic business objectives. Has deep understanding of the different Electronics control modules (BCM, HCM, POT, E-Latch, HFA, SDD) for EV and ICE.

Core Competencies
* Embedded System Development (SW, SW Arch, Sys, HW)
* Collaboration with Global-Local teams, Customer focused
* Strategic Planning (Team, cost, invest, Efficiency improvements)
* Decision-Making and Negotiation
* Issue analysis and problem solving
* Multi-Project Management (Planning, Time, Cost, SW Quality)
* Change and Risk Management
* KPI Based project monitoring (SW, System, Process)
* Continuous improvement (LEAN, ASPICE, PM)
* Hiring, Competence building, High Performance team, COE
* Team leading, People Management, Coaching and mentoring
* Conflict Management
* Cost center planning (Infrastructure, Capex and Invest budget)

Skill Mastery
Programming: MATLAB Simulink and M scripting, C basic
Competencies: SW & System Engineering, Vehicle and in-Vehicle Network, ASIL-B
Styles: Agile, V-Model, ASPICE, CMMI, Lean Implementation
Audits: ASPICE Level 3, IATF
Languages: English, Hindi, Marathi
SW tools: CANoe, SVN, Trace32, MxVDev, DET, Confluence, JIRA, Doors, Code Beamer, ClearCase. MS office, Excel, Word, ppt.

Professional Insight:
15 Years of experience in Automotive Engineering in the area of Body and exterior ECU Dev in various roles including 5 Years in Leadership role (Technical and Managerial)

- Defining Vision for the team to reach the Company's Strategic objective (Competency build in Pune)
- **Leading 55 members team,** competency build in area Project Manager, System Engg, SW Dev, Functional Safety (ISO26262), Cybersecurity, SW Architect, SW Test, Vehicle Calibration
- Extensive global experience in managing and collaborating with culturally diverse teams across India, Germany, Spain, US, Japan, Korea and China. Proven ability to bridge cultural differences, drive innovation, and foster seamless collaboration across international operations.
- Improved the Product Quality and Efficiency by Leading the team in defining new Processes and Methods with P&L KPI.
- Developed a Highly Motivated team in delivering High Value work with focus on Customer.
- **Won the responsibility to develop SW project with all process to achieved ASPICE level 3**
- Supported IATF audits from SW project side
- Focus on POC and Innovation

Professional Experience:

Brose India Automotive Systems   **March 2023 – till date**

Project I	**TG2 Head Pune**
Client	**Nissan/HKMC/Ford/Daimler/Mahindra/Tata/FCA**
Description	Manage, plan and control the Product development (POT, HFA, E-Latch, ER-Box)

Responsibilities

- Functional Head of Brose Pune TG2 (exterior) division, Responsible to manage team of (50+ members)
- Responsible for defining strategic roadmap to build competency in Pune & takeover product dev and P&L responsibilities from Germany (POT: Power operated tailgate, HFA: Hand Free Access, E-Latch, Automation).
- Established complete product dev team (PM, System Engg, Technical Leader, SW Arch, Cybersecurity Manager, SW Dev, SW Val).
- Responsible for the Electronics product dev and delivery of products POT, HFA, E-Latch with Team size of ~25 for ASIA & Global OEM's.
- Ongoing: Localization for POT ECU, Competency Build (PM, PE, Req Engg, HW design, HW Val, Pen Test)
- Customer interface for all local OEM projects and Profit and Loss for all local OEM projects
- Responsible for all Local RFQ and supporting global project RFQ,
- Hiring, People Management (defining objective, increments).
- **Part of process improvement group of Brose, KPI Dashboard preparing and Requirement Engineering process improvement**

Achievements

- Completed the piolet project SW as product. First concept project in Brose.
- Zonal: Successful Launch of POT SW as product concept in Mahindra Mid Zonal ECU (Non Autosar APP SW is

integrated in Autosar arch).
- Successful Launch of FCA (Meridian), Tata (Harrier, Safari, Curvv) and Mahindra (M110, M310) for POT & HFA.
- Successful completion of POT POC for MSIL, Drop gate POC for TML and Power side step POC for Mahindra
- Tech support to team to resolve critical POST SOP issues for FCA and TML.
- Successful Acquisition of HKMC POT project
- SDLC process improvement as per ASPICE (Systemic issue, Requirement Engg, Code reviews, Unit testing)

Lear Corporation   **Dec 2012 – March 2023**

Project V	**SW Manager (IEC Lights)**
Client	**Volvo/Ford/Daimler**

Description Software Manager
Manage, plan and control the software development.

Responsibilities

- Plan, control and track the software development tasks of all lights project
- Report on SW development project status
- Manage software resources of a project (people management and resource hiring)
- Perform gateway reviews prior to review with quality, get approval for production
- Act as the communication interface with local and global leader
- Review the weekly project status
- Lead & supervise risk management activities
- Apply mitigation and contingency actions for identified SW project risks

Achievement

- All Lights project SW development transfer to India (ASW, BSW and CDD)
- Successful delivery of futuristics headlamp module concept for Volvo, **Thor Hammer with Eye opening**

Duration March 2021 – March 2023

Project IV	**Volvo HCM Gen2/ Gen3**
Client	**Volvo**

Description Software Team Lead
Manage, plan and control the software development in a project from requirements analysis to software release to customer and production, interface to the customer and other project groups.
Managing team of 16 people.

Responsibilities

- Plan and control the software development tasks of a project
- Coordinate & supervise Change management, configuration management, Problem resolution
- Report on SW dev project status inhouse, Prepare and lead SW Dev project tracking meetings for customer
- Tailor processes and methods to project needs and controls the project, Define development and test strategies
- Perform estimations for projects (schedule, SW resources, SW Tools, memory, CPU load)
- Manage software resources (Team) of a project
- Monitor that the defined quality standards are followed in a project
- Act as the communication interface with external SW team groups (customer, HW team, manufacturing, SW suppliers, etc…)
- Monitor, report, Lead & supervise risk management activities and apply mitigation and contingency actions
- Monitor the SW Supplier agreed activities and deliverables
- Supervise the SW architecture design, SW delivery procedure, SW & HW integration, SW Test Planning
- Track progress on SW validation activities
- Support the software quality assurance planning and Audits

Achievements

- Successful completion of ASPICE audit (VDA scope) on Volvo HCM Gen2 with **level 3 certification**
- **Undergone ASPICE audit for MAN.3, MAN.5, SUP.8, SUP.9, SUP.10, ACQ.4,SWE.1** Support: SWE.3, SWE.4
- **Undergone in IATF audit** (on Volvo HMC Gen3)
- Less than 10 OEM bugs accepted in 3 years development for Gen3
- **Risk Management: Zero customer escalation to Lear Management** in whole development cycle of project
- Planning: Managing SW dev in Covid-19 situation without impacting single SW release and entire team WFH

Duration Oct 2018 – Feb 2021

Project III	**Volvo HCM Gen2**

Client	Volvo
Description	Application responsible Model Based SW Development for Head Lamp Control Module. Development of simulink/stateflow models, MIL and subsequent autoSAR - code generation Functionalities: **Adaptive Light**: - Reference Run of stepper motor: - Leveling and swiveling of motor **Car Configuration**: - Configuration of HCM parameters based on headlamp type (USA/ROW), Driving Side (Left/Right hand) **Side Detection**: - Left/Right ECU detection based on hardware/NVM configured.
Responsibilities	- Software requirement from system requirements - App coordinator team of 4 - Wrapper generation from ARXML - MATLAB modeling, unit test and model reviews - Integration test on bench
Achievements	- Autosar Based MATLAB model development **Leaded first project, 100% development in india** (ASW and BSW Autosar based) and successful completed - Role change from SW developer to SWTL
Duration	Jun 2017 – Oct 2018

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Project II	CB and ID BCM
Client	**Hyundai**
Description	Application responsible for all functionalities Model Based SW Development for Body Control Module. Development of simulink/stateflow models and subsequent auto - code generation Functionalities: - **DoorLockUnlock**: Central Locking Unlocking feature implementation - **Reverse Parking-Assist Systems:** Reverse Parking feature implementation - **Interior light:** Room Lamp Control Function and Interior Lamp Autocut Function - **Power Window:** in IGN ON and off (operate power window for fixed duration).
Responsibilities	- App coordinator of team size 3 - Vehicle test at customer R&D center (Korea) - MATLAB modeling, Unit testing and model reviews - Integration test on bench
Achievement	**Developed inhouse tool for unit testing**, test suite generates by automated scripting - Complete ASW SW development from India - Customer **vehicle integration test** loop support by visiting HKMC for all loops
Duration	Jun 2015 – June 2017

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Project I	C1MCA
Client	**Ford**
Description	Model Based Development SW Dev for Body Control Module. Development of simulink/stateflow models and subsequent auto - code generation Feature enhanced - Indication: Vehicle speed, Fuel level, Driver distance, Brake fluid, Washer fluid - Operation Mode Management: Decision on how and when nodes & indirect functions/components are powered. - RTC: The clock functionality calculates time and date value to be displayed to the customer. - Sound signaling: Horn Feature in car
Achievement	Features implemented from scratch: - Interior light (Multi color ambient mood light) - Heated steering wheel
Responsibilities	

- MATLAB modeling and unit level testing.
- Integration test on bench.
- Model Release

Duration	Dec 2012 – May 2015

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KPIT Cummins Infosystem Limited	**Jun 2010 – Mar 2012**

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Project I	UNIFY (MBD Enterprise Solution)
Client	KPIT Product
Description	UNIFY is a collection of multiple tools that are used in the engineering V cycle. These tools are StyleCheck, TestDrive (MIL, SIL). Writing m scripts for these tools.

TestDrive: Automated Testing (MIL, SIL). Supports Reactis Test Vectors as input.
StyleCheck: This tool used for Compliance checks of different guidelines (MAAB, Custom) and auto corrections

Responsibilities

- MATLAB scripting and unit level testing of developed tools.
- HTML report generation for tools.

Duration	Jun 2010 – Mar 2012

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Project II	CES (Cummins Emission Solution)
Client	Cummins
Description	Cummins Emission Solutions works hard to develop systems that produce lower levels of air pollutants while balancing the needs for better fuel efficiency and performance to Support emission norms.

Responsibilities

- MATLAB modeling, LIB creation and m scripting.
- Bench testing after implementation.

Other Support Activities:
- Writing script (Model based scripting) for automation.
- Proof of Concept (POC) work for KPIT practice group.
- Training to new joiner (MATLAB basics modeling and scripting)

Duration	Mar 2012 – Dec 2012

Personal Information :

Education:

Bachelor of Engineering, 2010
Branch: Electronics and Telecommunication
Marks: 68.66%   **Grade:** First Class with Distinction (67.53% aggregate of four years of engineering)
University: University of Pune

Higher Secondary School Certificate, 2006
Marks: 83.83%   **Grade:** First Class with Distinction
Board: Maharashtra State Board

Secondary School Certificate, 2004
Marks: 79.46%   **Grade:** First Class with Distinction
Board: Maharashtra State Board

Local Address :	Flat no A904, Goldfinger Tamara, Rahatani, Pimpri, Pune, 411017
Date of Birth:	19-11-1988
Languages Known:	English, Hindi, and Marathi.

ALL THE ABOVE DETAILS ARE TRUE AND AUTHENTIC AS PER ORIGINAL DOCUMENTS

Signature
(Kishor A. Dongare)