



AYUB JAKE SALIK

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PROFILE

Results driven and motivated professional with a strong blend of technical, managerial and interpersonal skills. Proven successes initiating and executing strategic and operational projects that directly result in improved quality, service and bottom line results. Recognized as an accessible and intuitive manager who also builds credibility with all levels of the organization. Accustomed to exceeding expectations on local, national and international levels. A fast learner with a positive attitude and exceptional work ethic.

EDUCATION

University at Albany – Albany, NY

Master of Business Administration – Marketing (Sixth Graduate Elective Track) In Progress –2025

MBA Research Thesis: “Big Data, Artificial Intelligence and Business Analytics in Construction and Mining Industry: Current Applications and Future Opportunities”

University at Albany – Albany, NY

Master of Business Administration – BA and IS (Fifth Graduate Elective Track) In Progress – May 2023

MBA Research Thesis: “Big Data, Artificial Intelligence and Business Analytics in Construction and Mining Industry: Current Applications and Future Opportunities”

University at Albany – Albany, NY

Master of Business Administration – Finance (Fourth Graduate Elective Track) – May 2021

MBA Business Plan - “Business Therapy For Small Business ” – 2021
Won NYBPC Semi Final Second position

University at Albany – Albany, NY

Master of Business Administration – Finance (Third Graduate Elective Track) – December 2019

MBA Research Thesis in Finance - “Are VC backed companies staying private for longer?” - 2018

University at Albany – Albany, NY

Master of Business Administration – Management (Second Elective Track) - 2011 (GPA 4.0)

MBA Research Thesis # 2 - Change-Oriented Leadership Behaviors: What is important and Effective in Implementing Change? - 2011.

University at Albany – Albany, NY

Master of Business Administration - Information Technology Management - 2008 (GPA ~ 4.0)

MBA Research Thesis # 1: New Frontiers of the Net: Putting the "We" in the Web & Its Impact on Presidential Campaigns - 2008

University of Engineering & Technology - Lahore, Pakistan

Bachelor of Science - Petroleum Engineering, 1993. Honors; First Class First (i.e. Graduated at the top of the class)

BE Research Thesis - Application of Pressure Derivative Curves In Well Test Analysis – 1993

Cometo Computer College-Deeyas London College for Administrative Sciences

Computer Sciences Certificate, 1992

Government College - Pakistan

Pre-Engineering, 1987

University of Cambridge, UK

GCSE, 1985.

The Wharton School - University of Pennsylvania

MOOC – Coursera : Introduction to operations management - 2014

Darden School of Business - University of Virginia

MOOC – Coursera: Foundation of Business strategy- 2013

Munich School of Management

MOOC – Coursera: Foundation of Business Strategy - 2013

AWARDS

University at Albany, NY

- Graduate Academic Achievement Award, 2008

University of Engineering and Technology

- University Gold Medal for Outstanding Performance, Best Petroleum Engineering Student, 1993
- Academic Achievement Awards - first position, 4 years
- University Merit Scholarship, 1988, 1989, 1991, 1992

Oil and Gas Development Corporation - Pakistan

- Gold Medal, for outstanding performance in the field of Petroleum Engineering, 1993

Society of Petroleum Engineers, USA

- Merit Scholarship, 1992

Government College - Pakistan

- Merit Scholarship, 1987

WORK EXPERIENCE

University at Albany NY

June 2017 - Present

Adjunct Professor

June 2017 – To date

Teaching graduate courses

- Operations Management" to MS Accounting Program, Evening MBA Program, Fulltime MBA Program
- Quantitative Analysis for Business (Business Analytics) to Evening MBA / MS Accounting
- Economic Analysis. to MS Accounting Program, Evening MBA Program, Fulltime MBA Program
- Advanced Excel and visual Basics . MBA's
- Database concepts – MBA's

Callanan Industries Inc. (A CRH Company) – Albany, NY

April 2010 - To date

Performance Manager

Jan 2018 – To date

Responsible for working with and coaching the operational managers and senior management to identify and implement initiatives designed to improve operational excellence and long term strategy. Provide internal consulting and project management services across all lines of business to enable company to share and leverage best practices, execute against agreed upon business improvement strategies, and realize near to mid-term financial results.

- Work across all lines of business, including Aggregates, Asphalt, Ready Mix, Trucking and Equipment to promote the company's performance improvement programs and methodologies over time.
- Analyze current business performance and identify short and long term strategic initiatives needed to support the company's growth plans.
- Communicate results, and share proven tactics and best practices across all lines of business to enable adoption.
- Interfaces with all levels of company management to drive engagement and adoption of relevant processes and programs
- Material Resource Planning, budgeting and forecasting for stone quarries.
- Maintenance planning for stone quarries, hot mix asphalt plants (HMA) and Ready Mix Concrete (RMC)
- Plan and manage individual and Capex projects
- Help in company's strategic planning efforts and business analytics
- Guide and direct members in implementing change to improve performance

Project Manager / Strategic Planning

April 2010 to December 2017

PROJECT MANAGER

- Working on multiple CAPEX projects for the operations department. Ranging from \$ 20k to \$15 M

- Major CAPEX Project completed - Relocation / upgrade of Callanan's flagship stone quarry in NY and building a new Hotmix Asphalt Plant (\$ 22 + Million Project).
 - Led and managed project team
 - Ensured that all operating goals and cost savings were realized as each phase of the project was completed.
 - Communicated effectively, fostered teamwork, and led the team towards project delivery
 - Developed project specifications.
 - Set priorities; developed work schedules, monitored progress towards goals, tracked details/information/activities including project cost.
 - Provided status reports to project stakeholders, upper management, or sponsors as well as gathered feedback.
 - Ensured that the project deliverables were on time at the required level of quality
 - Result: The project was successfully completed, on time and 4% under budget.

STRATEGIC PLANNING

- 5 year strategic planning process from inception to tracking at the divisional level
- Actively involved in divisional performance committee for process improvement for the Northeast Oldcastle facilities
- Activities range from visiting sister company sites as a subject matter expert to project coordination and planning.
- Cross departmental (Equipment, Hot Mix Asphalt, Aggregate Ready-mix Concrete) performance management and efficiency tracking
- Business planning for stone quarries and asphalt plants.
- Material Resource Planning / budget forecasting for 6 stone quarries.
- Maintenance planning for stone quarries (aggregate crushing plants), hot mix asphalt plants and Ready Mix Concrete plants maintenance planning.
- Energy Management Planning for 11 asphalt plants and 6 stone quarries in NY.
- Provide direction in the development and implementation of data collection and repeatable process systems including Oldcastle Performance System Gold Standard (Initially designed by McKinsey Consultant, based on Lean Management Principles)
- Complete cross-functional or functional projects.
- Provide leadership in implementation and improvement of company process improvement efforts leading to superior business results.
- Guide and direct members in implementing change to improve performance.
- Coach process leaders in developing appropriate leadership techniques to achieve goals. (Key focus - performance management)

Change Agent (~Performance Manager) – Oldcastle Materials Group (OMG) Performance System (OPS) – Operation July 2008 – March 2010

- Worked as an in-house consultant (trained by McKinsey consultants), helped to drive operational and financial improvements in Oldcastle's aggregate businesses in United States, through working with local business leaders, plant managers and front line employees', conducting intense lean manufacturing analysis, personal coaching and mentoring (NY, NJ, OH, AR, MA).
 - Coached process leaders and lead trainings on the OMG Gold Standard process and Lean Management.- Management workshops conducted for OMG companies in KS, MO, OK, TN, FL, AL, AR, MI, OH , DE, NY, CO from Dec.'09 to Mar. '10
- Result:* Helped identify over \$10.2 million per year in savings at aggregates businesses in New York, New Jersey, Arkansas, Ohio and Massachusetts.

Project Manager

March 2008 – July 2008

- Working on Productivity & Business Process Improvement, Cost Management and Energy Management projects.

Project Engineer

Dec. 2005 – March 2008

- Selected to complete special projects for Divisional President and SVP - Operations.
 - Helped sister companies design process improvement program by measuring key performance indicators (KPIs) for 12 stone quarries.
- Result:* Improved labor cost and plant efficiency.
- Serve as Administrator for process improvement program.
 - Designed and monitor energy management system for 15 asphalt plants.

Result: Reduced fuel cost by 9% for the hot mix asphalt production operation in 2007.

Result: Monitoring and promoted use of recycled material as a percentage of virgin material, thus increasing the usage of recycled material by 10 % in 2007.

- Conduct monthly energy and recycled material reporting for four divisions.
- Design preventive maintenance program for stone quarries.
- Provide analytical support to senior management.
- Assist SVP in strategic buying process.
- Create labor budget for all asphalt plants.
- Assist SVP in calculating future energy accruals.
- Help environmental department create performance reports for further submission to Oldcastle Materials.
- Offer support to Plant Managers to help them with process improvement processes and plans.

Corporate Quality Control Laboratory Technician (Duties Lab Manager)

June 2001 – Dec. 2005

- Oversaw lab operations, including ordering and maintaining supplies for 15 field labs.
- Tested, inspected and analyzed data of hot mix asphalt, crushed stone for statistical process control.
- Created hot mix asphalt empirical mix designs.
- Performed quality related troubleshooting.
- Conducted bi-annual consensus property testing of seven quarries.
- Tested and analyzed recycled asphalt pavement using statistical tools.
- Managed test results and performed statistical analysis for hot mix asphalt plants and quarries at the central lab.
- Supported the sales department on quality related issues.

Strategic Material, Inc. – Albany, NY

1999 – Aug 2013

Business Consultant

June 2001 – August 2013

- Managed environmental and property related issues for shutdown facility.
- Provide feedback and recommendations to Vice President/ Area Manager.
- Oversaw final shutdown phase ranging from rigging and equipment transfer to other facilities nationwide.
- Provided quality control related expertise at company level.

Corporate Manager of Quality Control

June 2000 - June 2001

- Promoted into this role, while retaining original responsibilities of Plant Manager.
- Managed the quality functions at corporate level for operations and plants in multiple states.
- Implemented quality standards and procedures, and trained staff in three plants.
- Provided direction for quality improvement to the Plant Managers and Quality Control Supervisors.
- Suggested and implemented corrective quality measures for plants.
- Identified critical points in the manufacturing process, and recommended corrective actions to prevent reoccurrences.
- Defined and implemented test procedures and sampling techniques for client projects, while adhering to ASTM and customer standards.
- Established quality control laboratories and trained Quality Control Supervisors in four states.
- Conducted quality control meetings with customers in various states.
- Worked with suppliers to improve the quality of incoming material.
- Wrote and revised standard operating and quality control procedures for various operations.
- Served as a support member for Six Sigma Project for glass cullet quality improvement with Owens Corning.

Plant Manager

March 2000 – June 2000

- Oversaw all aspects of Albany, NY facility.
- Maintained plant safety, production, quality and personnel records.
- Troubleshot production and maintenance problems.
- Managed plant freight and logistics to minimize cost and optimize utilization of assets.
- Maintained customer supplier relations through regular contacts/visit and by following up on performance feedback.
- Managed the plant safety and environmental program in compliance with regulatory requirements.
- When required, operating full plant machinery and conducted quality assurance tests.
- Processed and sold waste materials instead of paying full price for disposal.

Result: Saved \$500,000 in the shut down phase.

Quality Control Specialist

Dec. 1999 – March 2000

- Implemented and maintained quality control system in the facility.
- Implemented quality standards and material testing procedures at the Albany Plant.
Result: Decreased per ton production cost of glass.
Result: Increased sales and minimized rejections.
- Observed Quality Technicians' actions to ensure product was processed to customer specifications.
- Trained plant personnel.
- Ran quality control laboratory, and performed various quality assurance tests including: moisture analysis, loss on ignition, particle sizing, and color sortation, calculation of percentage impurities in the finished product.
- Conducted inbound and outbound load inspections and issued quality control certificates for the product.
- Facilitated quality control meetings with the customers.

Sui Northern Gas Pipelines Ltd. – Lahore, Pakistan

Oct. 1995 – July 1998

Assistant Distribution Engineer

Oct. 1997 – July 1998

-Provisioned gas supply to 45,000 domestic, 800 commercial and 40 industrial new consumers in addition to construction of 900 km of new pipeline systems.

- Managed cost recovery jobs and polyethylene connections.
- Oversaw teams including welding, fitting, testing, and surveying, comprised of 60 people.
- Performed quality control, data analysis, design and construction of more than 600 km of gas distribution network.
- Designed and constructed pressure-regulating stations.
- Planned work to be carried out in future years and estimated material and equipment needed.
- Performed post completion reports, and served as liaison with auditors regarding contractor payments claims.
- Dealt with the elected representatives and public at large from technical and public relations aspect standpoints.
- Conducted planning for equipment, staff, material, design & construction of distribution networks in new towns.

Trainee Distribution Engineer

Oct. 1995 – Oct. 1997

- Managed meter installations and service line department.
- Oversaw 12 meter installation teams, 12 welding teams and one polyethylene pipe installation team, comprised of 96 people, with an output of 3500 domestic and 50 commercial connections monthly,

IHS Energy - Petcon-Fekete Pakistan (Pvt.) Ltd.

April 1994 – Oct. 1995

Reservoir Engineer

- Conducted well test analysis-using F.A.S.T™. Well Test Analysis software
- Predicted future performance of gas wells.
- Prepared of tendered documents and related technical documentation.
- Served as technical liaison with oilfield companies.

PROFESSIONAL AFFILIATIONS

- PMP Credential- May 2018- Project Management Institute
- Member - American Society for Quality
- Licensed Professional Engineer and Life Member - Pakistan Engineering Council

COMPUTER SKILLS

Windows, Microsoft Word, Excel, PowerPoint, MS Project, SPSS. Tableau.