



Khalid Latif



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Summary

Over 30 years of achieving business excellence in the fields of Industrial Operations, Manufacturing, Process Waste Reduction, Supply Chain Management, Quality Management, Health Safety & Environment, Chemical & HAZMAT, Design Safety and Behavior Based Safety, roll down & Implementation of KAIZEN, Lean Production Systems in companies that I worked for.

Having vision of developing innovative solutions in manufacturing industry, aim to help stakeholders & business partners in achieving business excellence through Process re-engineering, out-of-box thinking, HSE and GMP Excellence.

Specialties: Coaching, Training & Development in Technical Operations, Implementation of Behavior Based Safety programs, Developing & Implementing HSE-MS, Safety Scorecard, training on report writing & proposal development in organizations.

Professional Profile

Independent Director



KL - TECHNICAL | HSE CONSULTANTS

Founder & Consultant

Jun 2016 - Present

KL – TECHNICAL & HSE CONSULTANTS is established by a highly-experienced professional in the fields of Manufacturing, Supply Chain Management, Quality Management, Health Safety, and Environment.

Created with the vision of developing break-through solutions in the manufacturing industry, we aim to help our business partners in achieving Business Excellence through improvement in Health Safety & Environment, Technical Good Practices, Good Manufacturing Practices, 6S - Lean Manufacturing



Optimum Advisory (businesses Optimized)

Director Technical Services

Jan 2019 - Present

Leading Manufacturing, Technical projects, and consultancy services.



OSHES

Director Business Development | Trainings | Projects Jul 2017 - Present

Principal Consultant / Trainer in the areas of Manufacturing and HSE Excellence. Aim to help clients to implement and improve Productivity & Safety at the workplace.



Management Association of Pakistan (MAP)

Member & Technical Trainer

Jun 2016 - Present

Conducting Training in the areas of Manufacturing Excellence, Quality, Health Safety & Environment Excellence, and Industrial Waste Management



Fire Protection Industry of Pakistan

Senior Consultant – Training Wing Jan 2021 - Present

Fire Protection Industry of Pakistan, Nationwide Association of Fire Protection Equipment Manufacturers, Supplier, Installer, Service Provider and Consultant. Aims & Objective of the Executive Board:

- 1- To Help Pakistan's Fire Protection Industry to grow and expand.
- 2- To deliver the voice of our members to Government of Pakistan.
- 3- To resolve compliance issue of BCP FSP 2016.
- 4- To bring all stake holders together for strong association.
- 5- Advocacy, Consulting and Training.

Employment



Bayer Pakistan (Pvt.) Limited

Head of FFP Site – Pakistan Apr 2012 - Jun 2016

- Managed Argo-Chemical Formulation, Filling & Packing, Site Safety, Environment, and Occupational Health functions assuring accident-free operation at the site.
- Conducting GMP/TGP, QA, and HSE audits of Plant and Regional Warehouses. Scheduling of manufacturing activities to ensure timely supply of products to the customer. Implementation of projects MOVE / TOPPS / BBS / OEE
- Implementation of JIT system to reduce inventory and timely completion of production orders. Implementation of Bay4S (SAP) Production Planning Module on site.
- Supporting Supply Chain Organization in Product Supply & S&OP processes.
- Supporting Sales / Marketing in implementing 'Product Stewardship' & 'Farmer's Safe Use Assurance Program. Management of internal/external logistics in accordance with Dangerous Goods Regulations. Implementation and follow-up of Cleaner Production by 40 % reduction in industrial waste.
- Development of SOPs based on HAZOP/P&PS to improve EHS and work standards at the plant. Training & Development of Site staff to achieve Country/Regional objectives.



Bayer Pakistan (Pvt.) Limited

Site Manager Feb 2002 - Mar 2012

- Management of Site Production Operations Responsible for TGP/GMP, QA & HSE at Plant.
- Production Planning and Operation to ensure timely supply of products to the customer.
- Support SC Management to reduce inventory and timely completion of production orders. Implementation of SAP Production planning Module on site.
- Management of Site QHSE systems assuring an accident-free environment at the site. Training & Development of Factory staff.



Aventis CropScience

Plant Manager Jan 1997 - Jan 2002

- Managed QA, HSE, Formulation, Filling, Packaging and Maintenance activities at plant. Managed and executed documentations of QA systems and procedures.
- Implemented CRT at various section of plant.
- Established and trained Plant Emergency Response Team.
- Commissioned Waste Water Treatment Plant on site.



AgrEvo (A Company of Hoechst & Schering)

Manager Quality Control

Jan 1995 - Dec 1996

- Managed all Q.C/QA. activities at plant
- Training & development of lab. Chemists.
- Validated existing testing methods as per FAO/Corporate guidelines
Developed low-cost instrumental testing method for Q.C lab.
- Developed Solvent Recovery system for expensive laboratory chemicals, with 30 % recovery. Reduced Inventory of laboratory spares up to 20 % by ABC analysis.



Hoechst Pakistan (Pvt.) Limited

Team Leader Industrial Q.C.

Jan 1988 - Dec 1994

- Prepared SOPs for entire Q.C lab.
- Validated existing and developed new testing methods. Implemented Lab. Information Management System (LIMS). Delivered weekly Lab. Safety lectures to analysts.



Hoechst Pakistan (Pvt.) Limited

QA Chemist

Apr 1984 - Dec 1987

- Analysis of Raw material, Intermediates, and Finished Products. In-Process checks during Production Operations.

Professional Training / Certifications



Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH Certification:

Project - Techno-Economic knowledge on Chemical Reuse, Recycle, & Recovery in Textile Factories

Sep 2022 - Sep 2022



Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH Certification:

Master Trainer Program on 'Chemical Management in line with ZDHC requirements',
Chemical Management in Textile Sector

Jun 2021 - Jan 2022



Pakistan Institute of Management

Certification: Manufacturing Management, Supply Chain Management, Project Evaluation, Monitoring and Controlling

2016 - 2016



Bayer Technology Services

Certifications: Operational Excellence, ISO-45001, Iso-14001 & Project Management

2013 - 2013



TISS-QHSE, Bayer AG Germany

Certification: Transportation Safety & Chemical Regulations - Surabaya, Indonesia

2013 - 2013



Bayer Pakistan (Pvt.) Ltd.

Projects:

- 1- Agro-Chemical Site Decommissioning/Environment due-diligence at Karachi Site.
- 2- Write-off and disposal of sensitive raw materials
- 3- Removal and safe disposal of Asbestos Containing Material (ACM)

2014 – 2020



Bayer Pakistan (Pvt.) Ltd.

Project: Agro-Chemical Warehouse relocation from Karachi to Hyderabad Site.

2017 – 2018



Pakistan National Accreditation Council (Ministry of Science & Technology - Government of Pakistan)

Certification: ISO/IEC-17020, ISO/IEC-17025

2009 – 2010



Pakistan Institute of Management

Certification: Supply Chain Management 2009 - 2009



Grid International, Inc

Certification: Leadership Grid 2008 - 2008



United Nations Institute for Training and Research (UNITAR)

Certification: Integrated National Chemical & Waste Management Program

2006 - 2006



SGS Pakistan (Private) Limited

Certification: Incident Investigation and Root Cause Analysis

2004 - 2004



Pakistan Institute of Management Certification:

Production Management 2003 - 2003



Lahore University of Management Sciences

Certification: Total Quality Management

1999 - 1999



Hoechst AG, Frankfurt am Main, Germany

Short Term Assignment: Manufacturing & QA Management of Polymers, Textile and Leather Chemicals
1995 - 1995



Waters GmbH, Vienna, Austria

Certification, Liquid Chromatography Instrumentation Management
1995 - 1995



Lahore University of Management Sciences

Certification: Executive Development Training Program
1994 - 1994



Hoechst Schering AgrEvo GmbH, Frankfurt, Germany

Short Term Assignment: Production & Quality Management of Agro-Chemical Raw materials, and finished Products
1995 - 1995



Hoechst AG, Frankfurt am Main, Germany

Short Term Assignment: Safety and Stability of Monomers (Styrene, Polyvinyl Acetate, Acrylates) in bulk storage condition.
1995 - 1995



Hoechst Schering AgrEvo S.A. Marseilles, France

Short Term Assignment: Production & Quality Management of Pyrethroid based Agro- Chemicals
1995 - 1995



AgrEvo Environmental Health Limited, Berkhamsted, Herts, U.K

Short Term Assignment: Development & Quality Management of household Insecticides.
1995 – 1995

Honors & Awards



External Faculty - International Centre for Chemical & Biological Science (ICCBS- HEJ), University of Karachi, Pakistan

Sep 2016

The Higher Education Commission has initiated a National Video Conferencing Program in collaboration with the L.E.J. National Science Information Center (ICCBS), University of Karachi. The program focused on lectures/courses being delivered by subject expert from industry in the disciplines of Lab. Safety & Security, aimed to build concepts and safe work practices in research laboratories and developing understanding of the subject at undergraduate, graduate, and doctoral levels.

These lectures/courses were relayed nationwide in various Universities and other HEI through VEPP (Virtual Education Project Pakistan).



Guest Speaker - Federal Urdu University of Arts, Science & Technology, Karachi

Aug 2017

Department of Chemistry, Federal Urdu University, Karachi & National Academy of Young Scientist - Pakistan has arranged 1st National Workshop on Biological Safety & Security.

Workshop on: "Behavior Based Bio-Safety" for faculty and graduate students.



Guest Speaker - National Center of Excellence in Analytical Chemistry, University of Sind - Jamshoro, Hyderabad, Pakistan

Nov 2010

Under University / Industry Interaction Seminar series, a lecture on: "Good Laboratory Practices" was delivered. The target audience were faculty and graduate students.



Guest Speaker - Department of Chemistry - University of Karachi, Pakistan

Feb 2015

Under University / Industry Seminar Series, a lecture on "Health & Safety Risk assessment in Laboratories" was delivered. in Department of Chemistry. The target audience were faculty and undergraduate students.



Guest Speaker - International Centre for Chemical & Biological Sciences (ICCBS- HEJ), University of Karachi, Pakistan

Jan 2017

Webinar Series on Implementation and Assessment of Chemical Safety and security Risks in Academic Institutions of Pakistan.

Presentations on following topics were made. 1- Behavior Based Safety.

2- Understanding Safety Data Sheets.

The target audience were guest from Higher Education Commission of Pakistan, Academic Institutions, ICCBS faculty and post graduate students.



Guest Speaker- Mehran University of Engineering & Technology, Jamshoro, Hyderabad, PK
Jan 2017

Mehran University of Engineering & Technology, Jamshoro has established "U.S.-Pakistan Center for Advanced Studies in Water (USPCAS-W)" with the support of USAID. The Center offers MS & PhD degree programs in four disciplines. In addition to the regular teaching & research program, the Center has launched several initiatives to strengthen technical capacities of our graduate students and faculty. One such initiative is the Graduate Seminar Series that aims at enhancing students'/faculty understanding about many issues related to water sector.

A lecture on "Laboratory Safety & Security and Behavior Based Safety & Security" was delivered at MUET, Jamshoro. The target audience were faculty and graduate students.



Guest Speaker - Dawood University of Engineering & Technology, Karachi, Pakistan

Jan 2017

A lecture on "Behavior Based Safety" was delivered at DUET, Karachi. The target audience were faculty and graduate students.



Guest Speaker – Jinnah University for Women, Karachi, Pakistan

August 2022

Lectures on 'Expectations of Business / Industry from Fresh Graduates', 'Professional Integrity' were delivered at JUW, Karachi. The target audience were faculty and graduate students.

Key Projects (During Employment in MNCs):

- **Launched a Behavior-Based Safety (BBS) program** at an Agro-chemical manufacturing facility in Pakistan, fostering a proactive safety culture.
- **Led the implementation of 6S and Lean methodologies** to enhance operational efficiency and workplace organization at the Agro-chemical site.
- **Executed 'Project MOVE'** to drive improvements in productivity, resource optimization, and process efficiency.
- **Developed and initiated a succession planning** framework alongside a technical **training needs assessment (TNA)** to build site-level leadership and capability pipelines.
- **Oversaw the strategic relocation of the chemical warehouse**, ensuring compliance with safety and regulatory standards.
- **Managed the environmentally responsible disposal of expired Agro-chemicals**, adhering to due diligence protocols and sustainability guidelines.
- **Directed the decommissioning of the chemical site**, ensuring safe dismantling, regulatory compliance, and environmental stewardship.

Education



Karachi University

M.Sc., Industrial / Inorganic Chemistry

1981 - 1983 M.S in

Industrial Chemistry

Skills

- Good Management Practices
- Current Good Manufacturing Practices
- Technical Good Practices
- Project Planning & Execution
- Manufacturing Excellence
- Quality Assurance
- Business Process Excellence
- Operational Excellence
- Supply Chain / Product Supply Management
- Warehousing / Logistics Management
- Environment, Social & Governance
- Corporate Compliance
- Environment, Social & Governance (ESG) Compliant
- Technical & Soft Skills Trainings
- Continuous Improvement Process (CIP) & Sustainability
- Creativity & Lateral Thinking
- Information Technology
- Social Media
- Fine Arts (Music, Painting, Graphic designing)

Training Courses for various Clients

The Training Approach / Methodology

- Case Studies and Real-World Examples
- Interactive Workshops and Exercises
- Training outcome / report writing and plan for the improvement
- Q&A and Discussion Sessions

S#	Courses Delivered	Year	Location	Organization
1	Behavior Based Safety	2016	Mir-Pur Khas	Unicol Group
2	Workplace Safety	2017	Hyderabad	Multi-Resins Industries
3	5S Housekeeping	2017	Karachi	Aurum corporation
4	Identification of Training Needs	2017	Karachi	Dawood University of Engg & Tech.
5	Biological Safety & Security	2017	Karachi	ICCBS – University of Karachi
6	Behavior Based Safety	2017	Karachi	Jaffer Brothers
7	Behavior Based Safety	2017	Karachi	Fire Protection Association of Pakistan
8	Behavior Based Safety (Retainership Program)	2017 – Ongoing	Karachi	ICCBS – University of Karachi
9	Laboratory Safety & Security - 1 Credit hour course	2017	Karachi	ICCBS – University of Karachi
10	Good Laboratory Practices	2017	Jamshoro	Mehran University of Engg. & Tech
11	Roll down of Behavior Based Safety Program	2017	Karachi	Atlas Battery
12	Laboratory Safety & Security - 1 Credit hour course	2018	Karachi	ICCBS – University of Karachi
13	Behavior Based Safety	2018	Karachi	Federal Urdu University
14	Office Ergonomics	2018	Karachi	Carnelian
15	Site Safety & 6S Housekeeping	2018	Karachi	ICCBS University of Karachi
16	Fundamentals of Design Safety	2018	Karachi	Fire Protection Association of Pakistan / IBA
17	HSE Excellence	2018	Karachi	Fire Protection Association of Pakistan / PIM
18	Behavior Based Safety	2018	Karachi	Al-Rahim Corporation / GEL
19	Total Productive Maintenance (TPM)	2018	Karachi	Management Association of Pakistan
20	Manufacturing Excellence	2018	Karachi	Management Association of Pakistan
21	Design Safety	2018	Karachi	Management Association of Pakistan
22	Incident Prevention, Investigation & Reporting	2018	Karachi	OSHES
23	Compressed Gases Safety	2018	Karachi	OSHES
24	Laboratory Safety & Security - 1 Credit hour course	2019	Karachi	ICCBS – University of Karachi
25	6S Housekeeping	2019	Karachi	Management Association of Pakistan
26	KAIZEN in Manufacturing	2019	Karachi	Management Association of Pakistan
27	6S for Lean Workplace	2019	Karachi	Management Association of Pakistan
28	Manufacturing Excellence	2019	Lahore	Welpac Industries
29	Chemical Safety, Fire Prevention	2019	Jamshoro	Mehran University of Engg. & Tech

30	Safe Working Environment & Legal Framework	2019	Jamshoro	Sind University
31	Behavior Based Safety	2019	Karachi	Dept. of Chem, University of Karachi
32	Essential of Design Safety	2019	Karachi	Fire Protection Association of Pakistan / PIM
33	Manufacturing Excellence with 6S Housekeeping	2019	Karachi	Fire Protection Association of Pakistan / PIM
34	Behavior Based Safety	2019	Karachi	Fire Protection Association of Pakistan
35	Laboratory Safety & Security - 1 Credit hour course	2020	Karachi	ICCBS – University of Karachi
36	Sustaining a KAIZEN Culture	2020	Karachi	Management Association of Pakistan
37	Manufacturing Excellence	2020	Karachi	Management Association of Pakistan
38	Sustaining a KIZEN Culture	2020	Karachi	Management Association of Pakistan
39	Role of HSE in Manufacturing Excellence	2020	Karachi	Management Association of Pakistan
40	Lab Safety & Risk Assessment	2020	Karachi	K. Electric, SITE Lab.
41	Safe Pesticide Warehousing	2020	Multan	Engro Fertilizers
42	Laboratory Safety & Security - 1 Credit hour course	2021	Karachi	ICCBS – University of Karachi
43	Safety Leadership	2021	Karachi	Fire Protection Association of Pakistan / PIM
44	Industrial Waste Management	2021	Karachi	Fire Protection Association of Pakistan / PIM
45	Safe Laboratory Practices	2021	Karachi	ICCBS – University of Karachi
46	Psychology of Workplace Safety	2021	Karachi	Management Association of Pakistan
47	Handling Chemicals & Monomers Safely	2021	Hyderabad	Multi Resins Industries
48	Chemical Management System	2021	Karachi	Luck Textile Mills
49	Laboratory Safety & Security - 1 Credit hour course	2022	Karachi	ICCBS – University of Karachi
50	Laboratory Safety	2022	Karachi	Jinnah University for Women
51	Behavior Based Safety	2022	Karachi	Management Association of Pakistan
52	6S for Lean Workplace	2022	Islamabad	COMSTECH Secretariat, Islamabad
53	Lab Safety & Security (Hybrid)	2022	Karachi	YKK Pakistan
54	Laboratory Safety & Security - 1 Credit hour course	2023	Karachi	ICCBS – University of Karachi
55	Chemical Management System	2023	Karachi	Soorty Denim
56	Manufacturing Excellence	2023	Lahore	Welpac Industries
57	Chemical Safety Management	2023	Sargodha	COMSTECH University of Sargodha
58	Total Safety Management	2023	Karachi	Management Association of Pakistan
59	Laboratory Safety & Security - 1 Credit hour course	2023	Karachi	ICCBS – University of Karachi
60	Total Safety Management	2023	Karachi	Management Association of Pakistan
61	Safe Laboratory Practices	2024	Karachi	Getz Pharma
62	Laboratory Safety & Security (Audit & Training)	2024	Karachi	Dow University of Health Sciences (DIABAR)
63	Food, Hygiene Occupational Health (Audit)	2025	Karachi	BW-Integrity (Floating Storage & Refrigeration Unit-LNG-LPG)
64	Safe Laboratory Practices	2025	Karachi	Abbott Laboratories Pakistan (Pvt) Limited
65	Laboratory Safety & Secirity	2025	Muzafargarh	Lal Pir Post Graduate College