

## VARCHALA ABROL

K 9/ 27, DLF Phase II Gurgaon-122002, Haryana, India

Email: [varchala@vectra-intl.com](mailto:varchala@vectra-intl.com)

### PROFESSIONAL EXPERIENCE

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**VECTRA International, Gurgaon**

**November 2009- Present**

*VECTRA International provides innovative implementation of social responsibility strategies to both the public and private sectors to achieve a responsible competitive advantage. VECTRA is an independent organization and works through a network of CSR experts in over 20 countries. VECTRA's vast experience in corporate social responsibility and responsible competitiveness has helped companies, governments and civil society organizations such as NGOs, trade unions etc to implement pragmatic change in people's lives, in areas such as labor, human rights, environment, and health and safety condition, in over 35 countries.*

#### **Senior Advisor, CSR-India Sub Continent**

- Represent VECTRA International within the Indian Sub continent (India, Sri Lanka, Bangladesh, Pakistan, Nepal)
- Client management CSR/ESG (environment, social and governance) advice as senior consultant at strategy and implementation level for multinational and national organizations across different industry sectors.
- Project management multi stakeholder project and initiatives on business competitiveness and social compliance.
- Provide advice on ESG due diligence and remediation plans for financial institutions.
- Manage network of independent consultants in region.
- Search for innovative solutions within ESG implementation ensuring all stakeholders' needs are met.
- Build capacity in local and international organizations to self manage and improve CSR/ESG performance, implementation and communication

**STR Labs Private Ltd., Gurgaon**

**January 2007-August 2009**

*STR Labs Private Ltd, a wholly owned subsidiary of Specialized Technology Resources, Inc (head quartered in Enfield, CT, USA) helps clients build secure and socially responsible relationships with their supply chain partners. STR provides an array of services ranging from product testing and development, quality inspections and social compliance audits. STR has offices in 28 countries, across 5 continents and performs work in over 135 countries.*

#### **General Manager-India Sub Continent:**

**General Manager with STR Labs Pvt. Ltd. having financial and operational responsibility for all Operations throughout the Indian Subcontinent.** Certified. Social and Ethical Compliance Auditor with expertise in security-related risk assessment, program development and strategy implementation

Over 8 years of leadership experience with leading a team of 30- 40 social compliance auditors and trainers in the Indian Sub Continent- India, Sri Lanka, Pakistan, Bangladesh and Nepal. Helped clients set up and deliver their sustainability programs and trainings in several countries and regions.

- Consolidated Operations in India, Pakistan, Bangladesh and Sri Lanka for STR RS and STR Inc
- **Several years of leadership as Head of Operations, Country Manager for STR RS- a pioneer with CSR!**
- Grew Indian Operations from a set up of USD 600K to USD 3 million, achieving an average rate of growth of 60 per cent per year in the last 4 years.
- **Experience in team building and training over 30 social auditors in India and abroad.**
- **Conducted 2000 on site Social and Security evaluations of Facilities in 32 countries all over the world.**
- **Closely interacted with clients such as Home Depot, Coca Cola, Walmart in setting up their Corporate Social Responsibility programs within the Indian Sub Continent.**
- **Conducted vendor seminars and meets to educate suppliers with Code of Conduct and Sustainability codes of the client.**
- Trained teams within the Indian Sub Continent to conduct specialty audits and risk assessments on behalf for TESCO, Timberland.
- **Trained staff in the Americas and Indian Sub Continent on the protocol of the IMF and World Bank on Labor Standards.**

**Specialized Technology Resources India Pvt. Ltd., Gurgaon, India**

**April 2004-January 2007**

*Country Manager, India*

- Set up the regional office in India for STR, Inc, a US company head- quartered in Enfield, CT, USA. This also included getting the approval for an Indian Business License for STR, Inc.
  - Set up the Quality Assurance Department and started conducting Quality Inspections in the Indian Sub Continent.
  - **Coordinated the execution of Back Office Operations among 10 international offices servicing over 200 countries.**
  - **Further grew the India operations by almost 50% per year and achieved the yearly projections of almost 1.5 million USD.**
  - **Set up “satellite” offices in various cities such as Bangalore, Bombay, Hyderabad and Chennai.**
  - Grew and handled staffing from a team of 14 to 50, in distinct departments: Social Compliance Inspections, Quality Assurance Inspections, Back Office, HR/ Accounts and IT.
  - Helping the company in acquisition of a Testing Laboratory in India.

**Cal Safety Compliance Corporation, Gurgaon**

**June 2001-April 2004**

*Country Manager, India*

*October 2003- April 2004*

- Hired and trained a team of 5 social compliance inspectors, to regionally cover the Indian Sub continent.
- Started the “Back Office” Department to be able to complete all the work transitioned from the Head Quarters in Los Angeles.
- Evaluated budget projections and profitability analysis of the India office to meet company growth estimates..
- **Conducted extensive “Home worker Research” projects for the carpet industry in India for various clients such as Pier One, Home Depot and Interaction Group.**
- **Have also performed research on various projects for Children International on behalf of the Interaction group.**

*Team Leader/ Trainer, India*  
2003

*April 2003- October*

- Lead a team of social compliance inspectors and scheduled their field operations.
- **Grew the India operations by an average of 40% per year.**
- Launched company regional office in Columbo, Sri Lanka.
- Conducted seminars on behalf of several major U.S. retailers such as TESCO and Pier 1.
- Attended specialized trainings conducted by Mattel, Coke, Wal Mart, Federated Merchandising Stores, Home Depot.
- Successfully completed the “Advanced Team Leader” course for SA 8000 as well as other trainings such as WRAP, FLA and CTPAT.

*International Consultant, India*

*June 2001-April 2003*

- Researched and updated country labor codes and laws pertaining to countries in the Indian Subcontinent.
- Prepared domestic and international compliance reports to minimize the sourcing risks to the client.
- **Executed domestic and international risk assessment of textile facilities for US/ European retailers, in over 18 countries, across 5 continents.**
- Conducted surveillance inspections on behalf of clients such as Kmart, Quicksilver.

## ACADEMIC QUALIFICATIONS

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**Shaheed Bhagat Singh College, Delhi University, New Delhi**  
*Bachelor of Commerce, Accountancy*

**April 2001**

**Mothers' International School, New Delhi**  
*All India Senior Secondary Certificate Examination*

**March 1998**

**Alliance Francaise'**: Have successfully completed a 6 month Elementary course in French Language.

## PROFESSIONAL QUALIFICATIONS

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- Certified SA 8000 Lead Auditor
- Certified WRAP Team Auditor
- Trained on FLA and CTPAT Audits
- Trained on Specialized programmes of Mattel, Coke, Wal Mart, Federated Merchandising Stores and Home Depot
- Certified auditor for financial and forensic audits on behalf of the International Monetary Fund (IMF).

## COMMUNITY SERVICE

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- Since 2005 having been working extensively with poor and under privileged children in India and in S America. Currently sponsoring 2 girls- one in Ecuador and one in Honduras, S America for and 3 teenage girls in Calcutta, India for the last 4 years for their education, medical and clothing expenses.
- Worked as a part time volunteer with Sanjeevani- An organization located in Delhi, India for the spastic children.

## INTERNATIONAL EXPERIENCE (Professional Trainings, Assignments, Study Travel)

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- North America For 3 months in the year on a Professional Assignment.
- China/ Hong Kong Made over 15 trips of 3 weeks each doing forensic audits.
- Europe, Mid east For approx 4-6 weeks in a year for meetings, training staff

## PERSONAL INFORMATION

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**Current Address:** K 9/ 27, DLF Phase II Gurgaon-122002, Haryana, India

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**Civic Status:** Married/1 Daughter aged 5 Yrs,

**Citizenship:** US Permanent Resident, Indian Citizen

### References:

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