

From Nearly 8 Months Without Job to a Saudi Arabia Offer in 17 Days.

How Lakshmi P, a Project Delivery Leader with 13+ years of experience across IoT, Smart Buildings, and BMS, moved from limited traction to multiple global offers through active Job Search Execution

1 Offer

Secured via Complete Job Search Management

17 Days

From execution to confirmed offer

12 Recruiter Engagements

Achieved within the same month

TRUSTPILOT ★★★★★ VERIFIED



IN • 1 review



Leadership Aura team was exceptionally...

Thankful for the Offer I Received in Saudi Arabia with the Help of LeadershipAura

I am very thankful to LeadershipAura for helping me achieve an offer in Saudi Arabia. My preferred job locations were the Netherlands UAE Saudi Arabia and India and I am grateful that I was able to secure an opportunity in Saudi Arabia.

From the time I joined the job-search service Sahil started working on my job search immediately. Within just 2 days I received a recruiter call from Saudi Arabia. My interview was scheduled and after 17 days I received the offer. Within a month I also received engagement from 12 recruiters.

Sapana guided me throughout the process and gave me the right direction whenever I needed it. Sahil handled my job search end to end and followed up on each and every opportunity which I really appreciated.

Getting this offer was a big moment for me and I genuinely feel that LeadershipAura's support helped me achieve this opportunity.

I would highly recommend LeadershipAura's services to anyone looking for professional support with their job search. A big thank you to Sapana and Sahil for their guidance support and consistent efforts.

Published Trustpilot review.

“

“The Career Transition System completely changed my job search approach. The team helped me strengthen my market positioning, highlight my leadership impact, and target the right opportunities. I finally had a clear strategy aligned with my experience, seniority, and career goals. I finally had a structured, active pipeline generating real interviews and offers.”

Lakshmi P. — Project Delivery & BMS Leader — August 2026

17 Days

Time to Offer

Project Manager —

BMS Services (Global / Saudi Arabia & Bangalore)
Role Achieved

100%

Managed Execution

SECTION 01

Client Background

An accomplished Project Delivery Leader whose deep domain expertise across IoT, Smart Buildings, and BMS was failing to consistently generate senior-level opportunities.



Lakshmi P.

Project Manager – BMS Services | IoT, Smart Buildings & Enterprise Project Delivery

~12 Yrs Exp

Global Organizations

BMS & HVAC Automation

CURRENT ROLE

Project Manager / Delivery Leader

TARGET ROLES

Senior Project Manager,
Technical Project Manager,
Program Manager – BMS

PREFERRED LOCATIONS

India (Bangalore) /
International (Saudi Arabia,
Global Hubs)

LINKEDIN SSI (BEFORE)

Active / Unoptimized
Pipeline

The Starting Point

Lakshmi P. is a highly accomplished project delivery strategist with 12+ years of experience across IoT, Smart Buildings, Building Automation, and Enterprise Project Delivery. Throughout his career, he has successfully managed \$2M+ programs, led 20+ member teams, and delivered large-scale projects for global organizations. Despite his strong technical domain expertise and leadership track record, his independent job search had hit an unexpected roadblock.

His existing job search lacked a structured execution framework. He faced difficulties maintaining regular daily applications, often applying with a generic resume across different target roles instead of aligning it with specific job descriptions. With limited recruiter reach-outs, inconsistent interview opportunities, and a longer employment gap increasing the urgency, he needed a proactive execution partner. He reached out to our team to take over his job search process end-to-end as his Executive Job Search Partner.

What followed was a rigorous, data-backed Complete Job Search Management plan that took his search out of his hands, executed targeted applications within 24 hours of job postings, drove direct recruiter and hiring manager outreach, and converted his profile into multiple confirmed offers within 17 days.

SECTION 02

The Real Challenges He Was Facing

Not a capability problem. A structural execution, discoverability, and active pipeline problem.

01

Frustration With Market Response & Gaps:

He felt frustrated with the market response after facing multiple rejections, and he struggled to understand what was missing or why his profile was not converting.

02

Extended Career Gap Since October 2025:

He had been unemployed since October 2025 and had been continuously searching for his next opportunity without a breakthrough.

03

Unclear Senior Role Positioning:

His profile did not clearly show the senior leadership roles he was targeting next, leaving his professional direction ambiguous to hiring managers.

04

Recruiter Views Without Interview Calls:

Recruiters were frequently viewing his profile, but that interest was not converting into actual interview opportunities or substantive responses.

SECTION 03

Gaps Identified via Our Positioning Framework

■ Career Progression & Leadership Scope :

His career journey from technical engineering to project delivery did not clearly establish his readiness for senior program leadership roles.

■ Business Impact & Portfolio Performance :

His experience mentioned budgets and project KPIs, but his ownership and impact on wider business outcomes and portfolio performance were not clearly visible.

■ Leadership Direction :

His profile covered IoT delivery and smart buildings without clearly establishing the senior leadership direction he wanted to pursue.

■ Interest Conversion :

His profile attracted recruiter views, but it failed to translate that viewer interest into interview opportunities due to a misalignment in how his profile was interpreted.

SECTION 04

Our Structured Approach

Three defined stages. Each with a clear, visible deliverable.

STEP 01

JD Research & Gap Analysis

We research relevant live job descriptions across target roles, industries, and companies to understand current hiring expectations. We identify recurring keywords, responsibilities, KPIs, and leadership requirements, then compare them with the professional's existing experience to identify positioning and experience gaps. **Deliverables:** JD & Market Research · Keyword & KPI Mapping · Gap Analysis Report · Priority Role & Company Mapping

STEP 02

Profile Rebuild

We rebuild the complete professional profile to align with target roles and current hiring expectations. This includes an ATS-ready resume, stronger executive positioning, achievement-led content, LinkedIn optimization, Naukri optimization, and a professionally structured cover letter.

Deliverables: ATS-ready Resume · LinkedIn Optimization · Naukri Optimization · Cover Letter

STEP 03

Job Search Strategy & Roadmap

We create a structured and actionable job search roadmap that can be executed independently. The strategy covers relevant job search channels, recruiter outreach, hidden job market opportunities, LinkedIn visibility, networking approaches, application strategy, and a consistent follow-up framework.

Deliverables: Job Search Roadmap · Recruiter Outreach Strategy · Hidden Job Market Strategy · LinkedIn Visibility Guide

SECTION 05

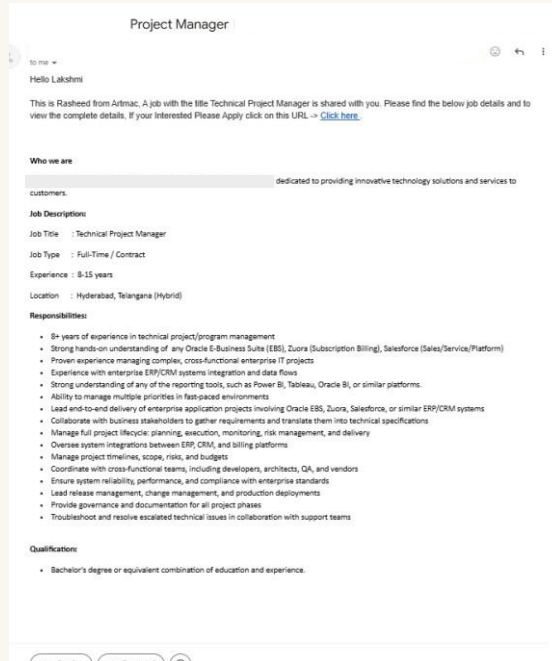
The Work, In Real Time

Actual screenshots from the engagement. Names and contact details fully redacted.

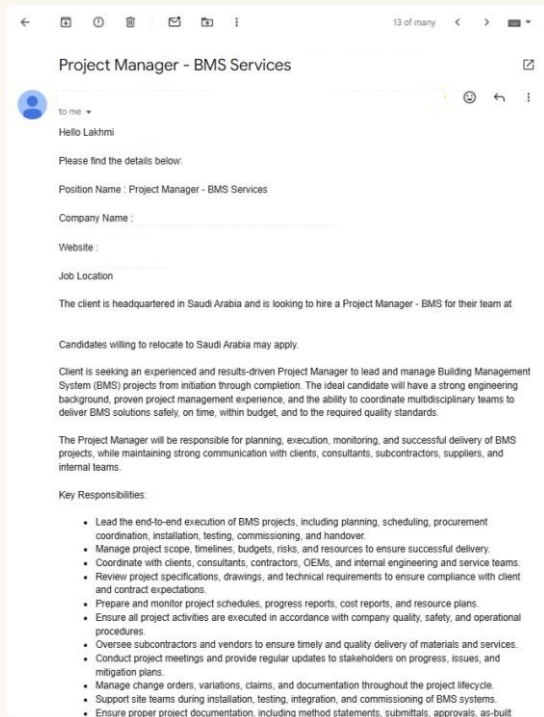
✦ EMAIL INBOUND | PROJECT MANAGER



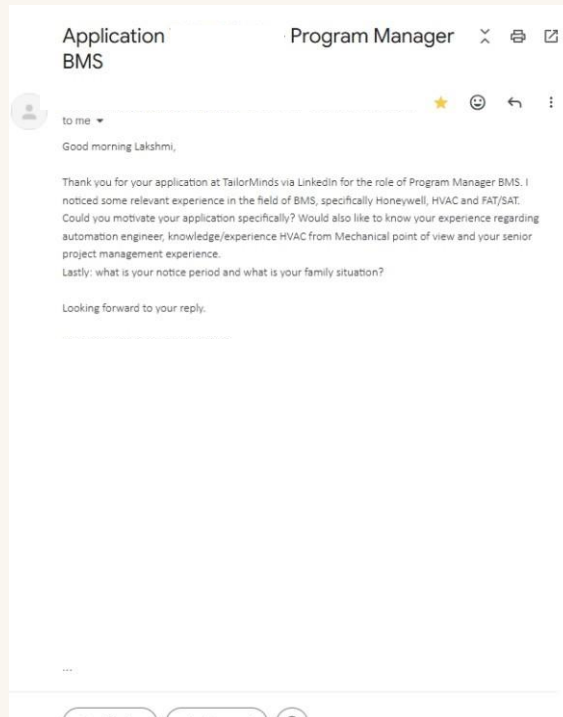
✦ EMAIL INBOUND | PROJECT MANAGER

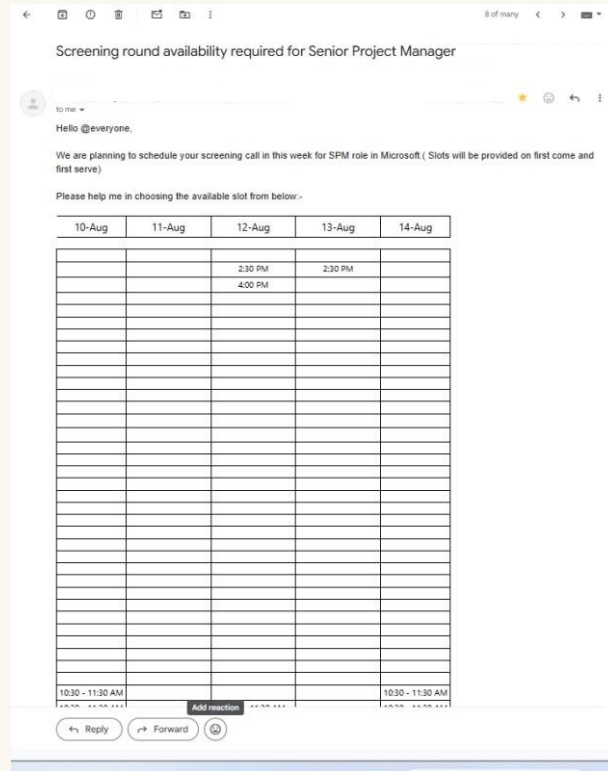


✦ EMAIL INBOUND | PROJECT MANAGER



✦ EMAIL INBOUND | PROGRAM MANAGER





Hi Pratap 19:02

I got to know from Sahil that you received a call from a recruiter regarding a job opportunity.

We had started managing your job search yesterday, and today you have received a recruiter call. 19:02

Job applied on Naukri and LinkedIn Application: 18 19:53

I got to know from Sahil that you received a call from a recruiter regarding a job opportunity.

Yes Asha
Great Start
Looking forward for better package opportunities going ahead as well.

Thank you 20:33

17:13

You

Hello @~PRATHAP greetings have you received any update from Devika (JAE opportunity) ?

She called and told interview is cleared and HR round will be scheduled But budget has come down to 12000 SAR now

17:16

She called and told interview is cleared and HR round will be scheduled But budget has come down to 12000 SAR now

Oh okay our first priority is to attend the interview later on will negotiate

17:18

Yesterday

Resume: Before vs After

The same 12-year career. A completely different executive story.

X BEFORE | Generic and Task-Focused

LAKSHMI Project Delivery Lead Building Automation Digital Solutions Strategic Leadership	
SKILLS	SUMMARY
Leadership	Strategic leader with over 12 years of experience in the end-to-end delivery of complex Building Automation and IoT solutions. Expert in managing \$2M+ budgets and cross-functional teams of 20+ to deploy integrated systems across Smart Lighting, HVAC, Automation, and Access Control. Proven track record in implementing Enterprise Security (Niagara) and smart facility features including Space Mapping, IAQ (Indoor Air Quality), and Smart Parking analytics. Adept at acting as the "Voice of the Customer" to align technical architectures with organizational sustainability goals, consistently reducing delivery cycles by 30% through process optimization and robust stakeholder communication.
Project Management	
People Management	
Mentoring	
Solution Architecture	
Stakeholder Communication	
Requirement Gathering	
Software Validation	
Strategic Planning	
Project Execution	
ADDITIONAL SKILLS	EXPERIENCE
JAVA-based Web Application	Project Delivery Lead
BACnet MODBUS	- Led the end-to-end delivery of the GrynSense Omnis platform, a unified AI-powered IoT solution integrating Smart Lighting (GrydLight), HVAC Automation, and IAQ monitoring for Grade-A commercial real estate. - Led a programmatic MOS for a portfolio of IoT-based smart building projects, driving excellence in financial forecasting, resource allocation, and \$2M+ budget management. - Acted as the primary interface for Strategic Account Management, ensuring technical roadmaps for Smart Lighting and HVAC Automation remained aligned with customer "Business Value" goals. - Supported the development of client-facing analytics dashboards integrating data from lighting, HVAC, Access Control, Fire Systems, IAQ and smart parking. - Maintained strict accountability for project KPIs, utilizing data-driven reviews to manage variances in scope, cost, and quality for high-priority commercial accounts.
Niagara 4 Kafka SQL	Lead Systems Engineer
Azure Cloud	- Enhanced team efficiency by 22% by mentoring 5 cross-functional teams through the complete project lifecycle. - Orchestrated the deployment of Wireless BLE Mesh and DALI-based Lighting Management Systems (LMS), achieving up to 50% reduction in commissioning time compared to traditional wired systems. - Managed the integration of proprietary IoT edge devices with existing third-party BMS via BACnet/IP and Modbus protocols, ensuring seamless data flow for space optimization and energy analytics.
CERTIFICATIONS	Senior Engineer
Generative AI Masterminds INTL Growth School - Mar 2025	- Performed comprehensive system validation for Niagara Enterprise Security, ensuring robust integration of Access Control (ACS), Intrusion Detection, and Video Management Systems (VMS). - Developed test strategies for multi-protocol integration (BACnet, Modbus) within the Niagara framework, ensuring 100% adherence to global security and building automation standards. - Led the technical validation and deployment of Integrated Visitor Management Systems, this will streamline automated check-in process for daily visitors. - Orchestrated the seamless integration of Active Directory (AD) and LDAP for centralized identity management; implemented Role-Based Access Control (RBAC) to automate user provisioning and de-provisioning, this will ensure real-time synchronization between corporate IT directories and physical security databases for enhanced audit compliance.
Niagara 4 Technical Certificate Tridium - November 2017	
KEY ACHIEVEMENTS	
Limca Book of Records First student satellite Ground Station member involved in setting up tracking center and supported in launch of Pico Satellite	

✓ AFTER | Board-Level Executive Narrative

Lakshmi IOT SOLUTION DELIVERY, SMART BUILDINGS & BUILDING AUTOMATION SPECIALIST ~15 yrs across IoT, BMS, HVAC and enterprise-scale building transformation Pan-India multi-site delivery \$2M+ programs 20% energy savings Fortune 500 deployments			
Profile Summary	IoT and smart building professional with ~15 years of experience shaping enterprise digital infrastructure across commercial real estate environments. Focused on enabling connected, intelligent building ecosystems that improve operational efficiency, sustainability outcomes, and portfolio-level decision-making. Combines domain expertise with a systems perspective to transition organizations from fragmented operations to integrated, data-led environments. Also enables real-time analytics and automation using unified IoT platforms across distributed portfolios. SMART BUILDING TRANSFORMATION & SOLUTION LEADERSHIP - Spearheaded enterprise shift toward integrated, intelligent, and scalable building ecosystems - Positioned IoT-led infrastructure as a core driver of efficiency and sustainability outcomes - Enabled transition from reactive operations to predictive, data-driven facility management models - Enabled real-time decision-making using unified data across building systems and portfolios - Influenced executive decisions by linking technology investments to measurable business impact - Defined scalable approaches for deploying smart building platforms across distributed portfolios - Established operating models ensuring consistency across multi-location transformation initiatives - Strengthened alignment between business, operations, engineering, and external partner ecosystems - Drove portfolio-wide visibility/improving control over asset performance and utilization - Built long-term adoption by connecting platform capabilities with organizational priorities - Guided evolution of intelligent platforms using continuous feedback from real-world deployments		
Core Expertise	<table><tr><td>IoT Solution Architecture Presales & Value-Based Selling Building Automation Strategy Multi-Site Program Execution Vendor & Partner Ecosystem Leadership</td><td>Smart Building Transformation POC Design & Solution Validation HVAC Optimization & Control Logic Integration & Interoperability Strategy Commissioning, FAT, SAT & Delivery Governance</td></tr></table>	IoT Solution Architecture Presales & Value-Based Selling Building Automation Strategy Multi-Site Program Execution Vendor & Partner Ecosystem Leadership	Smart Building Transformation POC Design & Solution Validation HVAC Optimization & Control Logic Integration & Interoperability Strategy Commissioning, FAT, SAT & Delivery Governance
IoT Solution Architecture Presales & Value-Based Selling Building Automation Strategy Multi-Site Program Execution Vendor & Partner Ecosystem Leadership	Smart Building Transformation POC Design & Solution Validation HVAC Optimization & Control Logic Integration & Interoperability Strategy Commissioning, FAT, SAT & Delivery Governance		
Tools and Platforms	Protocols: BACnet, Modbus, BLE Mesh Platforms: Azure Cloud, IoT Seed Platform, Edge Computing Systems: Smart Lighting, HVAC Systems, BMS, EMS Sensors: PIR, CO2, IAQ, Pictail, Parking Sensors Tools: JIRA, Agile Boards, Excel, AutoCAD Frameworks: Niagara 4, Kafka-based Data Pipelines		
Work History	Project Delivery Lead, Oct 2024 - Oct 2025 - Directed enterprise-scale IoT platform delivery integrating lighting, HVAC, IAQ, and parking systems - Owned complete lifecycle from problem definition through architecture, deployment, and optimization - Managed \$2M+ programs covering cost control, procurement, vendor billing, and profitability tracking - Delivered solutions for Fortune 500 enterprises including Infocross, Boeing, Walmart, AstraZeneca - Executed pan-India deployments across SAP and Cognomi portfolios covering multiple metro locations - Defined end-to-end IoT architecture across edge, gateway, and Azure cloud layers - Designed data flow from edge sensors to cloud enabling real-time analytics and control - Architected edge-computing models ensuring scalability, performance, and data privacy compliance - Positioned unified IoT platform replacing siloed systems improving scalability and cost efficiency - Translated fragmented building systems into unified IoT platform eliminating multi-vendor dependencies - Enabled interoperability across HVAC, energy meters, and AV systems using BACnet and Modbus protocols - Achieved 20% energy savings using occupancy-driven HVAC automation and lighting strategies		

What Specifically Changed

Clearer Market Positioning:

Repositioned his profile to properly reflect his true experience and seniority, fixing the gap between his actual capabilities and how recruiters perceived him.

Clear Senior Role Targeting:

Aligned his professional profile directly with the senior leadership roles he wanted to achieve, such as Director of IoT Solutions and Head of Smart Buildings.

A Breakthrough After a Long Search:

Ended his job search journey—which had been ongoing since October 2025—by successfully securing an international offer.

Converting Views to Opportunities:

Optimized his resume, LinkedIn, and Naukri accounts to maintain a consistent professional message, effectively turning profile views into active interview calls.

Ready to be found? Start with a 7-Second Executive Scan™

www.leadershipaura.com · Connect with Sapana Nikhade on LinkedIn