

From Inconsistent Applications to a Confirmed 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



Prathap SAP

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.

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"The Complete Job Search Management support completely transformed my search execution. The team handled everything from targeted applications and custom alignment to direct recruiter outreach and follow-ups. 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

LeadershipAura

Partner

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

~13 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 13+ 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

Limited Recruiter Traction & Inconsistent Interviews

Despite managing \$2M+ programs and large-scale global projects, his job search was not creating enough traction. Applications alone were not generating conversations, and interview opportunities remained sporadic and inconsistent.

02

Generic Application Footprint & Misaligned Positioning

He was applying with the same resume across different target roles instead of custom-aligning it to specific job descriptions. Furthermore, his experience was not getting mapped properly to the right senior-level roles, causing his applications to stall.

03

Lack of Structured Execution & Pipeline Tracking

There was no structured system for daily applications, follow-ups, recruiter outreach, and opportunity tracking. Managing the complete job search consistently on his own became difficult, compounded by a longer employment gap that increased urgency.

Gaps Identified via Our Positioning Framework

- **Limited Recruiter Reach-Outs & Inconsistent Opportunities:**
Despite managing \$2M+ programs and leading 20+ member teams, his job search was not generating enough active conversations or consistent interview opportunities.
- **Absence of Structured Daily Application & Outreach System:**
There was no systematic process for managing regular daily applications, direct recruiter outreach, hiring manager networking, and follow-ups.
- **Generic Application Footprint & Misaligned Positioning:**
Applying with a generic resume across varying target roles instead of aligning it with specific job descriptions caused his applications to get lost in recruiter piles.

SECTION 04

Our Structured Approach

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

STEP 01

Market Research & Gap Analysis

We researched the job market for IoT, Smart Buildings, BMS, and Technical Project Management roles, studying current JDs and hiring requirements. We identified target roles matching his 13+ years of experience, analyzed experience gaps, and benchmarked roles, companies, locations, and

STEP 02

Positioning & Discoverability

We briefly established foundational discoverability through resume branding, LinkedIn optimization, and Naukri optimization to align his IoT, Smart Building, BMS, and Project Delivery experience for senior leadership searches.

STEP 03

End-to-End Job Search Execution

We took over his job search as his Executive Job Search Partner. We identified relevant opportunities, executed applications within 24 hours of posting with custom-aligned resumes, reached out directly to recruiters and hiring managers, circulated his profile across staffing networks, and handled salary benchmarking and consistent follow-ups.

SECTION 05

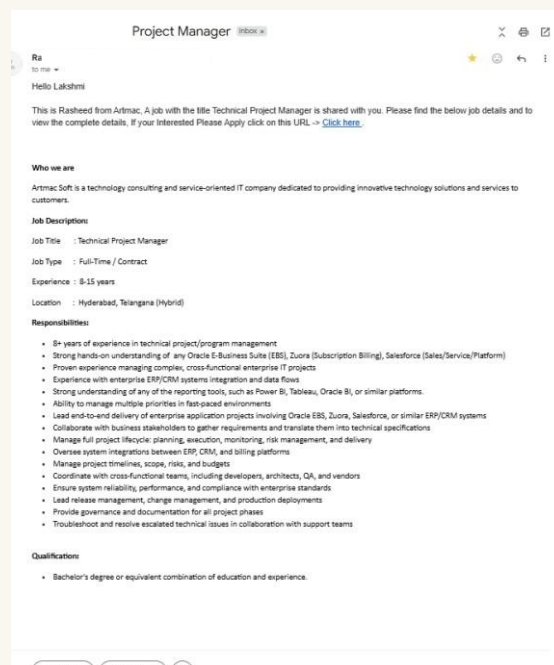
The Work, In Real Time

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

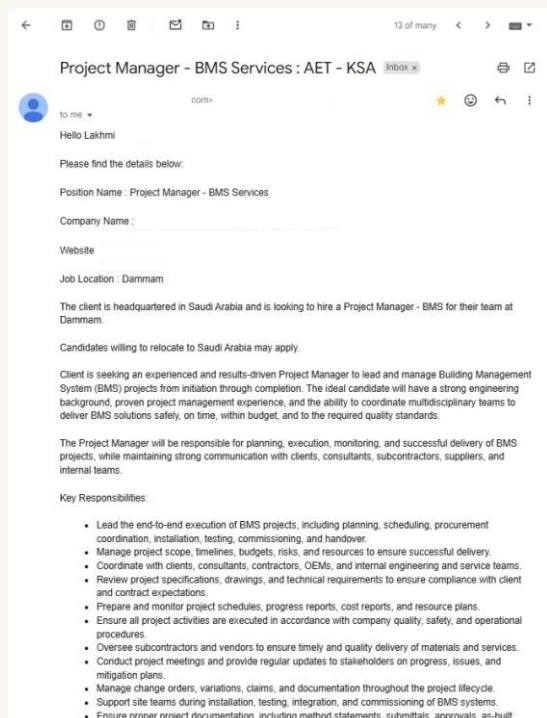
✦ EMAIL INBOUND | PROJECT MANAGER



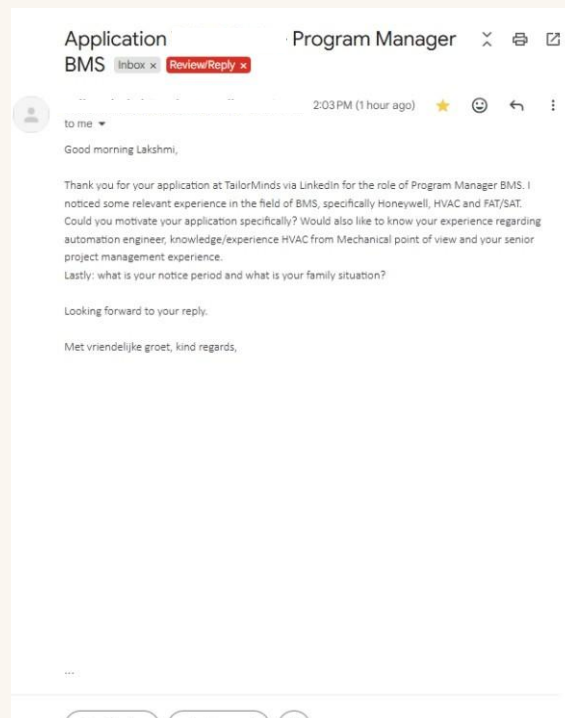
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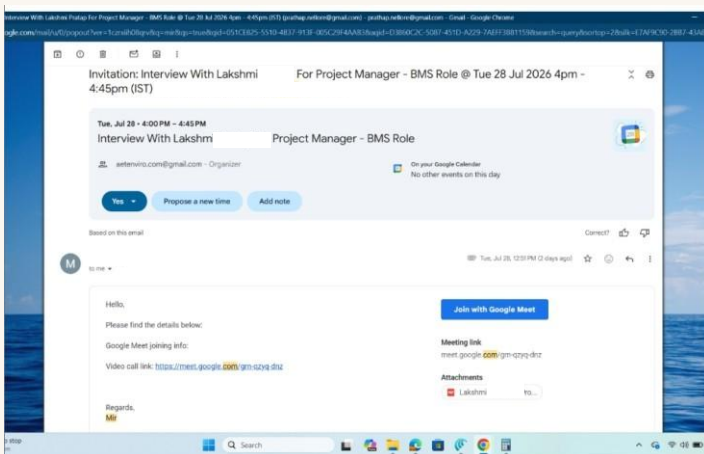
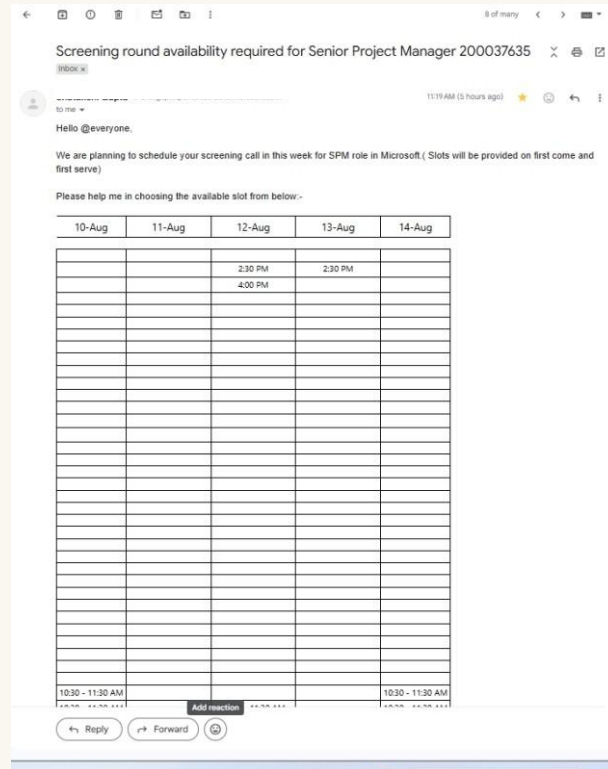


✦ EMAIL INBOUND | PROJECT MANAGER

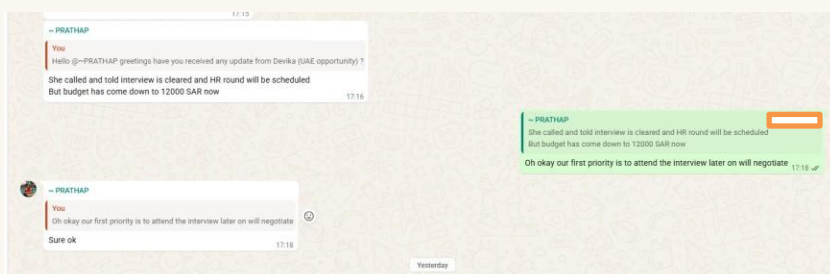
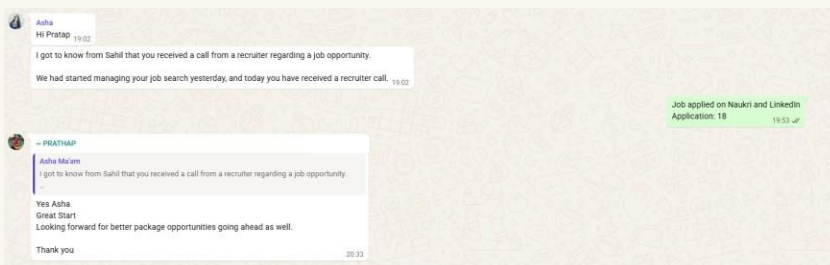


✦ EMAIL INBOUND | PROGRAM MANAGER





Real Conversations.



Resume: Before vs After

The same 5-year career. A completely different executive story.

X BEFORE | Generic and Task-Focused

PRATAP K
Project Delivery Lead | Building Automation | Digital Solutions | Strategic Leadership

Summary

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.

Experience

Project Delivery Lead | 10/2021 - Present | Bangalore, India

- Led the end-to-end delivery of the GrydSense Omnos 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.

Lead Systems Engineer | 06/2019 - 10/2021 | Bangalore, India

- 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.

Senior Engineer | 09/2016 - 06/2019 | Bangalore, India

- 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, which streamlined 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, which will ensure real-time synchronization between corporate IT directories and physical security databases for enhanced audit compliance.

Skills

Leadership

Project Management

People Management

Mentoring

Solution Architecture

Stakeholder Communication

Requirement Gathering

Software Validation

Strategic Planning

Project Execution

Additional Skills

JAVA-based Web Application

BACnet MODBUS

Niagara 4 Kafka SQL

Azure Cloud

Certifications

Generative AI Masterminds INTL Growth School - Mar 2025

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 CFO Narrative

Pratap K
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 | 30% energy savings | Fortune 500 deployments

Bangalore, India

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

IoT Solution Architecture	Smart Building Transformation
Predictive & Value-Based Selling	POC Design & Solution Validation
Building Automation Strategy	HVAC Optimization & Control Logic
Multi-Site Program Execution	Integration & Interoperability Strategy
Vendor & Partner Ecosystem Leadership	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, Pothole, Parking Sensors
Tools: JIRA, Agile Boards, Excel, AutoCAD
Frameworks: Niagara 4, Kafka-based Data Pipelines

Work History

Pratap K, Bangalore, India | Jun 2019 - Oct 2023

Project Delivery Lead, Oct 2021 - Oct 2023

- 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 30% energy savings using occupancy-driven HVAC automation and lighting strategies

What Specifically Changed

The Active Daily Pipeline Transformation:

Transformed an irregular, manual application process into a structured, daily execution system—ensuring applications were submitted within 24 hours of job posting with custom JD alignment.

Action-Oriented Impact Framing:

Replaced isolated applications with comprehensive profile circulation across recruitment networks, active follow-ups, and salary benchmarking for every target opportunity.

The Power Metrics Block:

Shifted from passive waiting to proactive networking, reaching out directly to recruiters via LinkedIn, email, and hiring managers across domestic and international markets.

Introduction of Core Expertise Infrastructure:

Acted as an Executive Job Search Partner to take full ownership of the job search pipeline, resolving employment gap urgencies and converting active engagement into multiple global offers in just 17 days.

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

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