



CYBERSECURITY · TRANSFORMATION · AUTOMOTIVE

Nilesch Kulkarni

Configuration, Change & Release Manager

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PROFILE

Software configuration and asset management connected with change, release and problem-resolution processes: repository structures, baselines, branching, audits and ALM tool migration – aligned with ASPICE.

20+ years Engineering, technology and leadership

580% Revenue growth at GAK Germany in two years

375% Revenue growth at Excelloit Germany in four years

96% Reduction of liabilities in the UK turnaround

EXPERTISE

Processes, Requirements & ALM

Automotive SPICE 4.0 · Requirements and business analysis · Configuration and asset management · Change and problem resolution management

Project & Transformation Management

Project, program and PMO management · Agile, Scrum and classical delivery models · Digital transformation and process harmonization · Stakeholder, risk and escalation management

Automotive & Engineering

ADAS, embedded systems and ISO 26262 · Systems and product engineering · Automotive seating and chassis systems · DFMEA, DFM/DFA and GD&T

DevOps, Cloud & Software

Azure DevOps and Microsoft Azure · CI/CD and YAML pipelines · PTC/MKS Integrity and Rational DOORS · Software process management

Cybersecurity & Digital Resilience

Cybersecurity readiness and gap assessments · NIS2 and Cyber Resilience Act (CRA) · ISO/IEC 27001-oriented ISMS structures · ISO/SAE 21434 and cybersecurity engineering

Entrepreneurship & Growth

P&L and financial steering · Turnaround and profitable scaling · International business development · Delegation and organizational build-up

PROFESSIONAL EXPERIENCE

Software Configuration Manager

Jan 2019–Aug 2022

ZF Group · Koblenz · Hybrid

Global responsibility for software configuration and software asset management as well as migration of core development processes to Azure DevOps.

- Successfully delivered the DevOps infrastructure for rolling out software development from PTC Integrity to Azure DevOps.
- Standardized cloud-based software development processes according to ASPICE and aligned them with the internal process model.
- Built repository structures, baselines, branch/merge strategies and BuildViews for software development and integration.
- Planned configuration audits, reported status, escalated deviations and trained international teams.
- Managed software assets, encryption software, export control and keys for secure debugging and diagnostics.

Software Project Manager – DevOps & SDV Process Infrastructure

Sep 2022–Dec 2025

ZF Group · Mayen-Koblenz · Hybrid

Project and process ownership for DevOps platforms, software-process harmonization and software-defined vehicle initiatives.

- Designed and technically steered an interface between the company-internal and customer-side DevOps platforms.
- Ensured continuous development, monitoring and operation of the platform interface.
- Analyzed project requirements for processes, methods and tools including software security and agile trends.
- Owned processes for the Azure DevOps platform as Area Owner.
- Developed and implemented processes, methods and tools for Problem Resolution Management (SUP.9), Change Management (SUP.10) and Cybersecurity Engineering (SEC.1-4 / ISO/SAE 21434).

System Project Lead

Sep 2016–Dec 2018

ZF Group · Koblenz · On-site

Leadership and coordination of systems-engineering work packages for international ADAS development programs.

- Owned planning, steering, decision-making and on-time delivery of systems-engineering projects.
- Planned and controlled system activities in global projects including functional safety and cybersecurity.
- Defined and applied methods, metrics and KPIs for multi-project monitoring.
- Moderated technical meetings and represented systems engineering toward the overall project and customers.
 - **Project Configuration & Change Manager (May–Nov 2018)** — Configuration items, CM plan, milestones, changes and continuous process improvement in the core project with PTC Integrity.
 - **System Project Office, ADAS Systems Engineering (Feb–Nov 2018)** — Global PMO support, budget and resource reporting, standards, templates, communication and project audits.
 - **KaFAS4 Platform Project Manager (Jun 2017–Feb 2018)** — Project management for BMW KaFAS4, steering of the system architecture and requirements team, and customer/stakeholder communication.
 - **KaFAS4 Requirements Infrastructure Engineer (Oct 2016–Jun 2017)** — Requirements infrastructure along the ASPICE V-model, DOORS integration, automated reporting, RM plan and tool qualification.

Owner | Cybersecurity & Digital Resilience Advisor

Since Sep 2026

CFU24 – Cyber Fusion Unit · Germany · Self-employed

Independent cybersecurity and digital-resilience consulting for German mid-sized companies, focused on governance, regulatory readiness and secure engineering processes.

- Cybersecurity readiness and gap assessments for management and technical teams.
- Preparation for NIS2, CRA and ISO/IEC 27001-oriented security structures.
- Advisory on ISO/SAE 21434, security risk management and secure development processes.
- Translation of complex security requirements into prioritized, economically sound measures.
- Coordination of specialized delivery partners when deeper implementation support is required.

Manager – Requirements Management

Nov 2011–Sep 2016

Johnson Controls Automotive · Burscheid, Germany

Requirements and technical risk steering for international automotive seating programs from RFQ/RFI through validation.

- Steered requirements, DVP&R and FEA planning, traceability and technical risk audits across project milestones.
- Supported the Recaro sports seat for the L538 program within a development window of about 18 months.
- Managed parallel programs for JLR, Ford and Toyota with durations of roughly 18–24 months.
- Received Merit Awards for Global Requirements Management and Core Requirements Management.

Lead Engineer – Requirements Management

Aug 2010–Nov 2011

Johnson Controls Automotive · Pune, India

Requirements lifecycle from needs analysis and planning through traceability to evaluation for Ford, Toyota, Fiat and Kia programs.

- Prepared technical RFQ/RFI risk analyses and requirements management plans.
- Analyzed OEM specifications, assessed gaps and tracked risk-reduction actions.
- Used tools and data pools for traceability, history and approvals.

Principal Engineer

Mar 2006–Aug 2010

Autoline Industries Ltd. · Pune, India

Technical project leadership and product development for fixed and adjustable pedal systems on international vehicle platforms.

- Led localization of the VW Polo RHD pedal system on PQ25Ex within a development window of about 24 months.
- Owned product definition, development plan, changes, DFMEA, CAD/PDM and validation.
- Supported design reviews, prototyping, lab validation and series launch.

Design & Development Engineer

Jun 2005–Feb 2006

Padsons Industries Pvt. Ltd. · Maharashtra, India

Design and further development of seed and grain processing machines.

- Developed gravity separator, destoner, precleaner and a mobile seed-processing unit.
- Implemented reverse engineering, performance improvement and vibration reduction.
- Created 3D models, GD&T, drawings, bills of materials and layouts.

ENTREPRENEURSHIP

Founder – Excelloit Consultancy Services

Aug 2019–Present

Built and scaled a multi-country consulting and talent business with activities in Germany, the UK, the EU, India and the USA.

- Achieved more than 375% revenue growth in Germany within four years.
- Enabled year-over-year business growth of more than 85%.
- Brought the UK unit to profitability and reduced liabilities by about 96%.

Managing Director Germany & Shareholder – GAK Enterprises GmbH

May 2021–Present

Built the German company from market entry and incorporation into a strategic operating entity.

- Achieved more than 580% revenue growth within two years.
- Owned P&L, compliance, financial governance, sales, suppliers and delivery end to end.
- Reached early profitability with a lean, cash-efficient operating model.

Founder – EssNetz GmbH

Jan 2024–Present

Designed a sustainable food-tech subscription platform with local partners; product development is currently paused, investor search remains open.

- Steered platform design, investor relations and value positioning.
- Delegated operational tasks to leads for technology, logistics and compliance.

Advisor for strategic entrepreneur benefits – Unternehmensversorgung360.de

Aug 2024–Present

Guidance for entrepreneurs and managing directors on occupational pensions, executive benefits, protection and long-term wealth planning.

- Made complex pension topics understandable from an entrepreneurial and business perspective.
- Included individual goals of the company, leadership and family in the assessment.

CERTIFICATIONS

EITCA/IS Information Technologies Security Academy – 24 ECTS

European IT Certification Institute, Brussels · Aug 2026

EITCA/AI Artificial Intelligence Academy – 24 ECTS

European IT Certification Institute, Brussels · Jul 2026

intacs®-certified Automotive SPICE® Process Expert v4.0

German Association of the Automotive Industry (VDA) · Nov 2024

ThePowerMBA

thePower · Jan 2021

CPRE-FL – Certified Professional for Requirements Engineering

IREB · Feb 2019

PMI Professional in Business Analysis (PMI-PBA)®

Project Management Institute · Dec 2014–Dec 2026

Project Management Professional (PMP)®

Project Management Institute · Feb 2014–Feb 2029

PRINCE2® Practitioner in Project Management

PeopleCert · Feb 2017–Jul 2023

AWARDS

Merit Award

Jun 2015 · Global Support Requirements Engineering · Johnson Controls

Merit Award

Jan 2013 · Core Metals and Mechanisms Requirements Engineering · Johnson Controls

EDUCATION

Master of Business Administration (MBA)

thePower · Jan 2021–Jan 2023

Bachelor of Engineering – Mechanical Engineering

Government College of Engineering, Amravati · 2001–2005

Higher Secondary School Certification

Akola Arts, Commerce & Science Jr. College · 1999–2001

Secondary School Certification

New English High School, Akola · 1998–1999

LANGUAGES

Hindi

Native / bilingual

Marathi

Native / bilingual

English

Full professional proficiency

German

Professional working proficiency · B1 certified

VOLUNTEERING

Treasurer · Indian Association Koblenz e.V.

Sep 2020–Present · Financial planning, budgeting and transparent reporting; raised more than €15,000 in sponsorship for inclusive cultural events and community initiatives.

Blue Sky Projects · Johnson Controls

2013, 2014 and 2015 · Volunteer social projects for nature and sensory experience offerings in the region (Blue Sky 2013–2015; sensory trail, aroma station, nature school garden).